

**PAMAL BROADCASTING, LTD  
EEO PUBLIC FILE  
February 2007**

**WBNR-AM, WHUD, WLNA-AM, WSPK, WXPK**

Pamal Broadcasting Ltd. is an equal opportunity employer that encourages minorities and females to apply for job openings.

Pamal Broadcasting attempts to reach all segments of the population to fill full time positions, without regard to color, race, gender or religious belief.

This EEO Public File Report is filed in the following Stations' public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications ("FCC") rules: **WBNR-AM, WHUD, WLNA-AM, WSPK & WXPK**. The above stations are owned and operated by Pamal Broadcasting, Ltd.

**SECTION I. Vacancy List.** The following chart is the Vacancy List for the stations described above. Please see section II for the full Master Recruitment Source List ("MRSL") for recruitment source data:

<b>Job Title</b>	<b>Recruitment Sources (RS) used to fill vacancy</b>	<b>RS Referring Hiree</b>
<b>Traffic Coordinator</b>	<b>1,3</b>	<b>1</b>
<b>Production Director</b>	<b>2,3,5,6</b>	<b>6</b>
<b>Account Executive</b>	<b>2</b>	<b>2</b>
<b>Promotion Director</b>	<b>3,7</b>	<b>7</b>
<b>Receptionist</b>	<b>3</b>	<b>3</b>
<b>Morning Show Host</b>	<b>2,7</b>	<b>7</b>
<b>Evening Personality</b>	<b>2,6,7,11</b>	<b>7</b>
<b>Office Manager</b>	<b>3,9</b>	<b>9</b>
<b>Account Executive</b>	<b>3</b>	<b>3</b>

<b>Marketing/Events Coordinator</b>	<b>1,3,4</b>	<b>1</b>
<b>Account Executive</b>	<b>3,8</b>	<b>8</b>
<b>Asst. Production Director</b>	<b>10</b>	<b>10</b>
<b>Promotions Director</b>	<b>2,3,5</b>	<b>2</b>

**SECTION II. Master Recruitment Source List.** The following chart displays our source list's name, address and other information:

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled To Vacancy Information? (Y/N)</b>	<b># of Interviewees Referred By RS In The Last 12 Months</b>
<b>1</b>	<b>Corporate Website <a href="http://www.pamal.com">http://www.pamal.com</a></b>	<b>Y</b>	<b>3</b>
<b>2</b>	<b>Internal Posting Pamal Broadcasting</b>	<b>Y</b>	<b>10</b>
<b>3</b>	<b>Hudsonvalleyhelpwanted.com</b>	<b>Y</b>	<b>23</b>
<b>4</b>	<b>Regionalhelpwan ed.com</b>	<b>Y</b>	<b>1</b>
<b>5</b>	<b>Internal Referral</b>	<b>Y</b>	<b>1</b>
<b>6</b>	<b><a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a></b>	<b>Y</b>	<b>2</b>
<b>7</b>	<b><a href="http://www.allaccess.com">www.allaccess.com</a></b>	<b>Y</b>	<b>7</b>
<b>8</b>	<b>Business To Business Expo</b>	<b>Y</b>	<b>3</b>
<b>9</b>	<b>Outside Referrals (Word of Mouth)</b>	<b>Y</b>	<b>3</b>
<b>10</b>	<b>Interview of Current Employees as possible promotion</b>	<b>Y</b>	<b>2</b>
<b>11</b>	<b>Consultant Referral/Joel Salkowitz</b>	<b>Y</b>	<b>1</b>
<b>Total interviewees over the last 12 months</b>			<b>55</b>

**SECTION III. Recruitment Initiatives.** The following chart describes the Community Outreach recruitment initiatives undertaken by the above during 2006.

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Pamal Broadcasting Internship Program</b>	<b>Pamal Broadcasting works with area Colleges and High Schools to provide internship opportunities to Students.</b>
<b>2</b>	<b>New York State Broadcasters Nelson Rockefeller Interns</b>	<b>Pamal Broadcasting participated in this program in 2005 and hired a part-time employee as a result of the program</b>
<b>3</b>	<b>Dutchess Community College/Hudson Valley Job Fair April 19, 2006</b>	<b>WHUD and WSPK Promotions Departments manned table at job fair.</b>
<b>4</b>	<b>Career Day/Chamber Foundation Inc. March 15, 2006</b>	<b>Pamal staff collected resumes and manned a table.</b>
<b>5</b>	<b>John F. Kennedy High Career Day- March 16, 2006</b>	<b>Account Executive Don Bennett participated</b>
<b>6</b>	<b>NYS BroadcastersCareerFair.com in September 2006</b>	<b>Pamal posted openings for the Promotions Department</b>
<b>7</b>	<b>Spackenkill High School Shadow Program, March 16, 2006</b>	<b>Account Executive Christine Desmoni participated</b>
<b>8</b>	<b>Peekskill High School Career Day 2006- May 6, 2006</b>	<b>Account Executive Don Bennett participated</b>

**Narrative Statement:**

**The above Section III initiatives took place in 2006. Pamal Broadcastings Stations' (WBNR-AM, WHUD, WLNA-AM, WSPK and WXPk) will continue to seek Community and Supplemental Recruitment Sources.**

### **Pamal Broadcasting Internships (on-going)**

Pamal Broadcasting Ltd., has an ongoing internship program. Supervised by the Hudson Valley Marketing Group, Pamal Broadcasting works with local High Schools and Colleges to give students and opportunity to experience various job positions. Through the internship program, part-time employment and full-time employment has resulted over the years. Positions have been filled in promotions, marketing and other areas.

### **New York State Broadcasters Nelson Rockefeller Internships**

Pamal Broadcasting applies each year in the lottery held by the New York State Broadcasters to award stations Nelson Rockefeller Internships. Pamal has been selected and implemented the program. In 2005, Nelson Rodriguez worked during the summer as an intern and has continued as a part-time employee at WXPB-FM.

### **Job Fair Participation**

Each year, employees of Pamal Broadcasting attend various Job Fairs in the community.

Pamal Broadcasting employees regularly attend school job fairs and seminars to discuss the Broadcast Industry with students.

Dutchess Community College/Hudson Valley Job Fair  
April 19, 2006

**Pamal employees attended this job fair. We were able to introduce ourselves to many interested and dedicated job seekers in the fields of communications, office administration and web design. Unfortunately the only positions available at the time were sales and internships. Those interested in internships or the sales positions were passed on to Pamal managers involved in these areas.**

Beacon Career Day  
The Chamber Foundation, Inc.  
Greater Southern Dutchess Chamber of Commerce  
March 15, 2006

**Pamal Broadcasting was represented by Arthur Heller who participated in this event at Beacon High School.**

**Career Day Participation 2006-  
March 2006**

**Account Executive Don Bennett participated at John F. Kennedy High School**

**March 2006**

**Account Executive Christine Desmoni participated at Spakenkill High School**

**May 2006**

**Account Executive Don Bennett participated at Peekskill High School**