

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
February 2008**

**WBNR-AM, WHUD, WLNA-AM, WSPK, WXPB
WBPM, WGHQ-AM**

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, WXPB, WBPM and WGHQ-AM**. 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:

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
Account Executive	3	3
Station Manager	3,4	3
Account Executive	1,5,7	7
Account Executive	3	3
Account Executive	3	3
Business Assistant	3,6	3
Account Executive	6	6
Traffic Coordinator	3,6	3

Account Executive	1,7	7
Account Executive	3	3
Traffic Coordinator	3,7	3
Traffic Coordinator	2,3	2
Account Executive	3,7	7

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

RS Number	RS Information	Source Entitled To Vacancy Information? (Y/N)	# of Interviewees Referred By RS In The Last 12 Months
1	Corporate Website http://www.pamal.com	Y	2
2	Internal Posting Pamal Broadcasting	Y	2
3	Hudsonvalleyhelpwanted.com	Y	32
4	Inside Radio	Y	1
5	Owner of Pamal Broadcasting	Y	1
6	Employee/Internal Referral	Y	10
7	Outside Referral or Word of Mouth	Y	3
Total interviewees over the last 12 months			55

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

	Type of Recruitment Initiative	Brief Description of Activity
1	Pamal Broadcasting Internship Program	Pamal Broadcasting works with area Colleges and High Schools to provide internship opportunities to Students.
2	New York State Broadcasters Nelson Rockefeller Interns	Pamal Broadcasting participated in this program in 2007 and hired a part-time employee as a result of the program
3	Dutchess Community College/Hudson Valley Job Fair April 18, 2007	WHUD and WSPK Promotions Departments manned table at job fair.
4	Westchester One-Stop Job Fair, Peekskill 4/11/07	Pamal staff collected resumes and manned a table.
5	Arlington High School/Poughkeepsie Chamber 2007 Career Day 11/15/07	Account Executive Christine Desmoni participated

Narrative Statement:

The above Section III initiatives took place in 2007. Pamal Broadcastings Stations' (WBNR-AM, WHUD, WLNA-AM, WSPK, WXPk, WBPM and WGHQ-AM) 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 2007, Joe Grecco worked during the summer as an intern and has continued as a part-time employee at WXPk-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 18, 2007

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.

One-Stop Employment/Westchester-Putnam
Staff participated in job fair at The Kiley Center, 709 Main Street in Peekskill from 10 am to 2 pm. Staff collected resumes for potential part-time promotions and street team positions.

Arlington High School & The Poughkeepsie Area Chamber of Commerce

**2007 Career Day Participation -
November 15, 2007**

Account Executive Christine Desmoni