

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
February 2010**

**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., and licensed to its subsidiary 6 Johnson Road Licenses, Inc.

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 |
|--------------------------------|--|---------------------------|
| Morning Show Host K-104 | 2, 4 | 4 |
| Sales Manager | 8 | 8 |
| Webmaster | 7, 3 | 7 |
| Account Executive | 3, 7, 9 | 9 |
| Account Executive | 3, 7, 9 | 3 |
| Account Executive | 3, 7, 9 | 9 |
| Account Executive | 3, 7, 9 | 3 |

| | | |
|-----------------------------|------------------|----------|
| Account Executive | 3 | 3 |
| Account Executive | 3,7 | 7 |
| Morning Show Co-Host | 1,5,6 | 6 |
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| | | |
| Positions Filled-10 | 9 sources | |

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 | N | 1 |
| 2 | Internal Posting Pamal Broadcasting | N | 2 |
| 3 | Hudsonvalleyhelpwanted.com | N | 10 |
| 4 | All Access | N | 1 |
| 5 | On-air Mention/Reference | N | 1 |
| 6 | Employee/Internal Referral | N | 3 |
| 7 | Outside Referral or Word of Mouth | N | 5 |
| 8 | Candidates own Job Search | N | 1 |
| 9 | Station Site, K104online.com | N | 3 |
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|---|-----------|
| Total interviewees over the last 12 months | 27 |
|---|-----------|

SECTION III. Recruitment Initiatives. The following chart describes the Community Outreach recruitment initiatives undertaken by the above during 2009.

| | 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 2009 and hired a part-time employee as a result of the program |
| 3 | Dutchess Community College/Hudson Valley Job Fair April 2009 | WHUD and WSPK Promotions Departments manned table at job fair. |
| 4 | Ossining High School Career Day-12/9/09 | Pamal Air Personality held a workshop |
| 5 | Interactive Communications Seminar-The Digital Leadership Academy | Director of Interactive attended The Digital Leadership Academy for two days. |
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Narrative Statement:

The above Section III initiatives took place in 2009. 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 2009, Pamal Broadcasting hired a Rockefeller intern for the summer.

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.

Training

The stations look for opportunities to provide training to personnel to acquire skills that could qualify them for higher level positions.