

PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
February 1, 2011 to January 31, 2012

WBNR, WHUD, WLNA, WSPK, WXPB
WBPM, WGHQ

The above stations are owned and operated by Pamal Broadcasting Ltd., and licensed to its subsidiary 6 Johnson Road Licenses, Inc.

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

SECTION I. Vacancy List. The following chart shows the positions filled during the reporting period. Please see section II for the full Master Recruitment Source List for recruitment source data:

Job Title	Recruitment Sources Notified of Vacancies	RS Referring Hiree
Account Executive	7	7
WSPK Promo Director	1,2,4,6	1
Account Executive	2,3, 7	7
Account Executive	1,2,3, 8,11	1
WBPM Morning Host	1,2, 3,4,5,6	4
Assistant Promotions Director	1,2,3,6,9,10	6

SECTION II. Master Recruitment Source List.

RS Number	Referral sources notified of vacancy	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	5

2	Internal Posting Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains and Kingston Office	N	2
3	Hudsonvalleyhelpwanted.com www.hudsonvalleyhelpwanted.com	N	7
4	All Access www.allaccess.com	N	3
5	TV & Radio Jobs.com www.tvradiojobs.com	N	0
6	Employee/Internal Referral	N	4
7	Outside Referral or Word of Mouth	N	2
8	Job Central.com www.jobcentral.com	N	0
9	New York State Broadcasters Sandy@nysbroadcasters.com Sandy Messineo 518-456-8888	N	0
10	African American Chamber of Commerce of Westchester/Rockland Ms. Robin Lisa Douglas 100 Stevens Avenue, Suite 202 Mt. Vernon, NY 10550	N	0
11	Jobspider.com www.jobspider.com	N	0
Total interviewees over the last 12 months			23

SECTION III. Recruitment Initiatives. The following recruitment initiatives were conducted during the reporting period.

Pamal Broadcasting Internships

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. **Ten (10) interns participated in the program the past year.** 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.

Job Fair Participation

Each year, employees of Pamal Broadcasting attend various job fairs in the community, some are formal job fairs open to the public, while others are at schools in the area.

Y2Kids – Ulster County Career Fair

April, 12, 2011

Staff attended all day career fair and discussed jobs in radio with those who stopped by the table and resumes were collected.

Mount Saint Mary College- College Job Networking Event

Wednesday, October 12, 2011-5:30 pm to 7:30 pm

WHUD's Mike Bennett attended this event and manned a table visited by students interested in broadcasting. Three potential candidates for internships met Mike and emailed him following the event expressing an interest in an internship. One was interested in TV and Mike referred her to a New York City television station.

Northern Westchester BOCES Tech Center 8th Grade Career Day

Friday, November 4, 2011

Don Bennett represented Pamal Broadcasting to cover the "Communications" field to discuss jobs in broadcasting conducting two sessions with students.

Wappingers Central School District – Roy C. Ketcham Senior High School Career Fair

November 10, 2011

Bill Beale broadcasted the news live for our table. Staff spent time talking to the children about radio and jobs in the industry.

Teaching in the Community

Two employees taught radio broadcast classes during the reporting period including a review of jobs in radio.

BV Radio at Buchanan Verplanck School

This free after-school program is taught by Kacey Morabito and is a six week program that includes discussions about "jobs in radio."

SUNY Orange County Community College

Jarrett Galeno teaches Intro to Radio & TV Broadcasting and includes a section on jobs in radio including networking and resume/demo building. Some of his students have come to our facility to observe "live radio" in action.

Station Tours For Students Interested in Broadcasting

Throughout the year, Pamal Broadcasting hosts student tours of our radio facilities with station personnel conducting tours and answering questions. In the past year, six tours were conducted.