

PAMAL BROADCASTING, LTD

6 JOHNSON ROAD LICENSES, INC.

ANNUAL EEO PUBLIC FILE REPORT

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

January 22, 2016 to January 21, 2017

Pamal Broadcasting Ltd., which operates the stations licensed to its subsidiary 6 Johnson Road Licenses, Inc., is an equal opportunity employer and encourages minorities and females to apply for job openings.

With full-time openings, Pamal Broadcasting has a three part plan in an attempt to reach as many segments of the population without regard to color, race, gender or religious beliefs:

- 1. The wide dissemination of full-time openings via.** our radio properties, on-line classified advertising and the use of appropriate job sources.
- 2. The sending of notices to community groups via. letters or e-mail** that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.
- 3. Through our on-going Internship program,** participation in job fairs, participation in educational seminars on jobs in broadcasting and providing station tours to youth groups.

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
January 22, 2016 to January 21, 2017**

**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.

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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
NTR Director	1,2,4,5,6,9,10, 12, 13, 14,15,16,17	6
Account Executive	1,2, 5, 9, 10, 11, 13, 14, 15, 16, 17, 19	1
Account Executive	1,2,5,6,7,9,10, 11,13,14,15, 16, 17, 19, 20	6
Account Executive	1,2, 5, 9, 10, 11, 13, 14, 15, 16, 17, 19, 20	11
WHUD Promotions Director	1,2,4, 5, 10, 13, 14, 15, 16, 17, 19, 20	2
Account Executive #1 7/11/16	1,2, 4, 5, 6, 9,10, 11, 13, 14, 15, 16, 17, 19, 20, 21	21
Account Executive #2 7/11/16* same candidates interviewed as with hire #1	1,2, 4, 5, 6, 9,10, 11, 13, 14, 15, 16, 17, 19, 20, 21	6
Sales Manager/NTR Director	1,2, 5,7, 9, 10, 11, 13, 14, 15, 16, 17, 19, 20	7
WSPK Morning Co-Host	1,2,4, 5, 10, 13, 14, 15, 16, 17, 18, 19, 20	2

WHUD Evening Personality	1,2,4, 5, 8, 10, 13, 14, 15, 16, 17, 18, 19, 20	2
WHUD Promotions Director	1,2,4, 5, 7, 8, 10, 13, 14, 15, 16, 17, 18, 19, 20	4

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	3
2	Internal Posting Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains and Kingston Office	N	19
3	Hudsonvalleyhelpwanted.com www.hudsonvalleyhelpwanted.com	N	0
4	All Access www.allaccess.com	N	10
5	Individual Station website; www.whud.com , www.k104online.com , www.1071thepeak.com , www.wbpmfm.com , www.realcountryhv.com	N	5
6	Employee/Internal Referral	N	5
7	Outside Referral or Word of Mouth	N	4
8	Connecticut School of Broadcasting- added 12/16/16 Andrew Hoops, ahoops@gocscb.com	Y	0
9	New York State Broadcasters cjung@nysbroadcasters.com Ms. Carolyn Jung	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	On-Air Campaign for Sales Openings	N	3
12	IRTS Foundation- @IRTSFoundation-a not for profit dedicated to building future media leaders.	N	1
13	PARC (Putnam ARC)- 1938 Route 6, Carmel, NY 10512- angela_winiarski@putnamarc.org, Jennifer_beisswenger@putnamarc.org, Meaghan_beckly@putnamarc.org.	Y	0
14	New School of Radio & Television Michael Flynn 7 Harriman Campus Road, Albany, NY 12206- steeley4663@gmail.com	Y	0
15	Ethan Allen Workforce Solutions Antonio Triolo 59 Academy Street, Poughkeepsie, NY 12601- Antonio@eaworkforce.com	Y	0
16	Mount Saint Mary College www.msmc.edu/connections , www.msmc.edu	Y	0
17	Ability Beyond- Christine L. Faranda LMSW Chappaqua Crossing 480 N. Bedford Road Chappaqua, NY 10514 914-582-5579 Cif75@hotmail.com	Y	0
18	New York State Department of Labor- added 12/6/16- John Emminger- john.emminger@labor.ny.gov	Y	0
19	Strategy Staffing LLC- added 2/8/16 Melissa Mancuso- mmancuso@strategystaffing.com	Y	0

20	Happy Hudson Valley- added 4/29/16- Stefanie Pearl- stefanie@happyhudsonvalley.com	Y	0
21	Norman Staffing (Employment Agency)-231 Clinton Ave, Kingston, NY 12401	N	4
Total # of interviewees over the last 12 months			54

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 department managers after approvals by the General Manager and Corporate HR Department, interns work in various departments and are paid. 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 area. From **1/22/16 to 1/21/17, one intern participated in the program and was later added to the promotions staff as a part-time assistant.**

Job Fair Participation

Each year, employees of Pamal Broadcasting attend various job fairs in the community.

Columbia Greene Community College in Hudson, NY Tuesday, March 19, 2016 College Job Fair

Don Verity, WBPM/Real Country Sales Manager attended on behalf of both Pamal Broadcasting and the stations owned by Albany Broadcasting. There was interest for potential openings at the Albany stations and those resumes were sent to our Corporate HR department for follow-up.

Outreach in the Community

Employees participated in various Career Day or Professional Networking Events to encourage people to look at job opportunities in the broadcast industry during the reporting period including a review of jobs in radio.

Peekskill Middle School Career Day Friday, May 13, 2016

General Manager Bruce Feniger participated in "Career Day," at the Peekskill Middle School with sessions with students to discuss career opportunities in the radio broadcast industry.

Sleepy Hollow Middle School Career Day

Tuesday, November 29, 2106

General Manager Bruce Feniger participated in the event and talking about the broadcast industry and its employment opportunities.

SUNY Orange (Orange Community College)

Jarrett Galeno, Assistant Program Director of WSPK-FM, teaches Intro to Radio & TV Broadcasting and includes a section on jobs in radio including networking and resume/demo building and as part of his curriculum he brings his students 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, 53 tours were conducted with various groups.

Staff Training on EEO Policy and Job Recruitment

Each time there is a job opening, Steven Petrone, Vice President of Operations, meets with the manager who is seeking applicants and making the hiring decision to review Pamal's EEO Policy and guidelines for recruiting job applicants.

Recruitment of Referral Organizations

To help increase the number of referral organizations requesting notification of job openings, an ongoing on-air campaign on all of our radio stations encourages organizations to sign-up to be on our list of referral organizations at station websites or they can email requests to radiojobs@domain.com for each radio station. * @ whud.com, @k104online.com, @1071thepeak.com, @929wbpm.com, and @hudsonvalleytalkradio.com. The campaign that aired during the 2015-2016 period has added two new organizations to send job notices to. Added to our list of sources are in the past year from this campaign included; **Strategy Staffing LLC, Happy Hudson Valley, the New York State Department of Labor and the Connecticut School of Broadcastsing, all of which are now on our Master Recruitment Source List.**