

**PAMAL BROADCASTING, LTD
WJJR WJAN WJEN WEBK
EEO PUBLIC FILE**

Pamal Broadcasting Ltd. 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, newspaper classified advertising, 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 local job fairs, and participation in various job banks and Job Shadow opportunities in conjunction with schools and community groups.