

**6 JOHNSON ROAD LICENSES, INC.
WJJR, WZRT, WSYB, WJEN, WDVT
ANNUAL EEO PUBLIC FILE REPORT**

DECEMBER 1, 2021 – NOVEMBER 30, 2022

6 Johnson Road Licenses, Inc. is the licensee of Stations WJJR, WJEN, WSYB, WZRT and WDVT, which are operated as an employment unit. 6 Johnson Road Licenses, Inc. is the license-holding subsidiary of Pamal Broadcasting, Ltd. Pamal does business with respect to these stations as Catamount Radio.

Full-Time Positions Filled

DECEMBER 1, 2021- NOVEMBER 30, 2022

WJJR WJEN WZRT WSYB WDVY

Job Title Recruitment Sources Used Interview Sources

(6) Sales Associate		
Hired-	(0) Vermont Association of Broadcasters	0
Hired-	(0) Catamount Radio- Job Fair	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(5) Indeed.com	21
Hired-	(1) Referral	3
Hired-	(0) All Access.Com	0

Job Title Recruitment Sources Used Interview Sources

(1) Sales Manager		
Hired-	(0) Vermont Association of Broadcasters	0
Hired-	(0) Catamount Radio, on-air announcements –put date	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(0) Indeed.com	0
Hired-	(1) Referral - 4/4/22	1
Hired-	(0) All Access.Com	0

Job Title Recruitment Sources Used Interview Sources

(1) Program Director		
Hired-	(0) Vermont Association of Broadcasters	0
Hired-	(0) Catamount Radio, on-air announcements –put date	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(1) Indeed.com	1
Hired-	(0) Referral -	0
Hired-	(0) All Access.Com	0

Job Title	Recruitment Sources Used	Interview Sources
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(1) Administrative Assistant- Part Time		
Hired-	(0) Vermont Association of Broadcasters	0
Hired-	(0) Catamount Radio, on-air announcements –put date	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(1) Indeed.com	1
Hired-	(0) Referral -	0
Hired-	(0) All Access.Com	0

<p>Vermont Association of Broadcasters- Wendy Mays- 4 Carmichael Street, Essex VT 05452 (802) 233-0296</p>
<p>Catamount Radio- Debbie Grembowicz- 250 Dorr Drive, Rutland, VT 05701 (802) 776-7500</p>
<p>North Country Helpwanted.com-(online) Burlington, VT 05406 (800) 365-8630</p>
<p>Indeed.com- (online) 6433 Champion Grandview Way, Austin, TX (800) 475-4361</p>
<p>Referral- Chuck Benfer -250 Dorr Drive, Rutland, VT 05701 (802) 776-7626</p>
<p>All Access.Com-(online) PO Box 6587, Malibu, CA 90204 (310) 457-6616</p>

The SEU has not received any requests for vacancy announcements from community organizations.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

DECEMBER 1, 2021- NOVEMBER 30, 2022

LISTING OF EACH UPPER-LEVEL CATEGORY OPENING IN A JOB BANK OR NEWSLETTER OF MEDIA TRADE GROUPS WHO'S MEMBERSHIP INCLUDES SUBSTANTIAL PARTICIPATION OF WOMEN AND MINORITIES.

The licensee advertised all upper-level job openings over the past year through the VAB Job Bank web site. Regular on-air announcements advise listeners of the web site and encourage job seekers interested in broadcasting careers to visit the site regularly.

JOB FAIR HOSTING

Catamount Radio sponsored and manager attended a job fair on **May 3, 2022**. This job fair was held by the Vermont Department of Labor- Employment and Training Division.

Catamount Radio on all (5) of our stations are running advertisements for The Vermont Department of Labor –Employment and Training Division for their **May 3, 2022** In person Job fair which was held at Depot Park, Rutland, Vermont 05701

Catamount Radio Sponsored and promoted a job fair on **September 22, 2022**. This job fair was held by the Vermont Department of Labor- Employment and Training Division.

Catamount Radio on all (5) of our stations are running advertisements for The Vermont Department of Labor –Employment and Training Division for their **September 22, 2022** In person Job fair which was held at Depot Park, Rutland, Vermont 05701

PAID INTERNSHIP RECRUITMENT / VT ASSOCIATION OF BROADCASTERS

During the reporting period, we had no interns.

ON-AIR RECRUITMENT ADVERTISING

Catamount Radio has an on-going “Recruitment” spots running numerous times per week, encouraging potential employees to apply. The announcement spots air on all 5 of the Catamount Radio stations.