

PAMAL BROADCASTING, LTD

DBA CATAMOUNT RADIO

6 JOHNSON ROAD LICENSES, INC.

WJJR, WZRT, WSYB, WJEN, WDVT

ANNUAL EEO PUBLIC FILE REPORT

DECEMBER 1, 2023 – NOVEMBER 30, 2024

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, 2023 – NOVEMBER 30, 2024
WJJR WJEN WZRT WSYB WDV**

Job Title	Recruitment Sources Used	Number of Interviews
(1) Sales Manager		
Hired – (0)	Vermont Association of Broadcasters	0
Hired – (0)	North Country Helpwanted.com	0
Hired – (0)	Indeed.com	4
Hired – (0)	Vermont Department of Labor Job Fair	0
Hired – (1)	Referral	1
Hired – (0)	On – Air (Catamount Radio)	0

Job Title	Recruitment Sources Used	Number of Interviews
(3) Account Executive		
Hired – (0)	Pamal.com	0
Hired – (3)	Indeed.com	7
Hired – (0)	Handshake.com (6 schools listed below)	0
Hired – (0)	NYS Broadcasters Association	0
Hired – (0)	Department of Labor Job Fair	1
Hired – (0)	All Access	0
Hired – (0)	Referral	0
Hired – (0)	On – Air (Catamount Radio)	0

Job Title	Recruitment Sources Used	Number of Interviews
(1) Operations Manager		
Hired – (0)	Vermont Association of Broadcasters	0
Hired – (0)	North Country Helpwanted.com	0
Hired – (0)	Indeed.com	0
Hired – (0)	Department of Labor Job Fair	0
Hired – (1)	All Access	15
Hired – (0)	Referral	0
Hired – (0)	On – Air (Catamount Radio)	0

Vermont Association of Broadcasters – Wendy Mays – (802) 233-0296
4 Carmichael Street, Essex, VT 05452

Catamount Radio – Debbie Grembowicz – (802) 776-7500
250 Dorr Drive, Rutland, VT 05701

NorthCountryHelpWanted.com – (800) 365-8630
Burlington, VT 05406

Indeed.com – (800) 475-4361
6433 Champion Grandview Way, Austin, TX

Vermont Department of Labor – Spring & Fall Job Fairs

Referral – Chuck Benfer – (802) 776-7626
250 Dorr Drive, Rutland, VT 05701

All Access.com – (310) 457-6616
PO Box 6587, Malibu, CA 90204

Pamal.com – 518-786-6624
6 Johnson Rd, Latham, NY 12110

NYS Broadcasters Association – Nora Kipp

Community College of VT – Via Handshake.com

VT State – Via Handshake.com

Bennington College – Via Handshake.com

Champlain College – Via Handshake.com

SUNY Plattsburgh – Via Handshake.com

SUNY Potsdam – Via Handshake.com

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

SUPPLEMENTAL RECRUITMENT ACTIVITIES

DECEMBER 1, 2023 – NOVEMBER 30, 2024

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, promoted, and attended the following Job Fairs hosted by the Vermont Department of Labor in both the Spring of 2024 and in the Fall of 2024:

Catamount Radio attended, sponsored, and promoted, on all (5) of our stations advertisements for The Vermont Department of Labor's Spring Job Fest on **May 2, 2024**. This in person Job fair was held outdoors in Middlebury Rec Park; 154 Creek Road – Middlebury Depot Park, Rutland, Vermont.

Catamount Radio attended, sponsored, and promoted, on all (5) of our stations advertisements for The Vermont Department of Labor's Spring Job Fest on **May 9, 2024**. This in person Job fair was held outdoors in Depot Park; 49 Evelyn Street – Downtown Rutland, Vermont.

Catamount Radio attended, sponsored, and promoted, on all (5) of our stations advertisements for The Vermont Department of Labor's Spring Job Fest on **May 16, 2024**. This in person Job fair was held outdoors in Deer Park; 353 North Street – Bennington, Vermont.

Catamount Radio attended, sponsored, and promoted, on all (5) of our stations advertisements for The Vermont Department of Labor’s Fall Job Fest on **September 12, 2024**. This in person Job fair was held outdoors in Depot Park; 49 Evelyn Street – Downtown Rutland, Vermont.

Catamount Radio attended, sponsored, and promoted, on all (5) of our stations advertisements for The Vermont Department of Labor’s Fall Job Fest on **September 19, 2024**. This in person Job fair was held outdoors in Deer Park; 353 North Street – Bennington, Vermont.

ON – AIR RECRUITMENT ADVERTISING

Catamount Radio has 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.