

PAMAL BROADCASTING, LTD
ANNUAL EEO PUBLIC FILE REPORT

Station(s): WBNR, WHUD, WLNA, WSPK, WXPB, WBPM, WGHQ

February 1, 2024 – January 31, 2025

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

Pamal Broadcasting 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 the recruitment source data:

| JOB TITLE | RECRUITMENT SOURCES NOTIFIED OF VACANCY | RECRUITMENT SOURCE REFERRING HIREE |
|------------------------|--|---|
| Account Executive (AE) | 1, 2, 3, 4, 5, 6, 7, 8, 9 | Employee Referral (3); Indeed (8) |
| Sales Manager (SM) | 1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12 | Employee Referral (1) |
| Market Manager (MM) | 1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12 | Employee Referral (1) |
| On Air Talent (OAT) | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 | Indeed (1) |

INTERVIEWEE REFERRAL SOURCE SUMMARY

| RECRUITMENT SOURCES OF INTERVIEWEES | NUMBER OF PERSONS INTERVIEWED FROM RECRUITMENT SOURCE |
|--|--|
| Employee Referral | 3 AE; 2 OAT; 1 SM; 1 MM |
| Indeed.com | 28 AE; 5 OAT; 5 SM; 3 MM |

All sources that requested to be notified of openings were notified during the time when they requested notifications.

SECTION II – RECRUITMENT SOURCE LIST

| RS# | REFERRAL SOURCE | * | ADDRESS OF SOURCE | SOURCE CONTACT |
|-----|---|---|--|--|
| 1 | Internal Posting | N | Pamal Hudson Valley (Beacon, White Plains and Kingston Offices) | George MacArthur "Scotty Mac" smac@k104online.com |
| 2 | On-Air Recruitment Messages | N | All Pamal Hudson Valley Stations | George MacArthur "Scotty Mac" smac@k104online.com |
| 3 | Corporate Website Pamal.com | N | 6 Johnson Road Latham, NY 12210 | Joe Morrell 518-786-6600 jbmorrell@pamal.com |
| 4 | Indeed | N | 6433 Champion Grandview Way Austin, Texas 78750 | 1-800-745-4361 Support@indeed.com |
| 5 | Employee Referral | N | Pamal Hudson Valley (Beacon, White Plains and Kingston Offices) | George MacArthur "Scotty Mac" smac@k104online.com |
| 6 | NYS Broadcasters Association | N | 1805 Western Ave Albany, NY 12203 | Trevor Elmendorf telmendorf@nysbroadcasters.org |
| 7 | NYS DOL Job Bank | N | www.labor.ny.gov | Patrick Brown Associate Employment Services Representative |
| 8 | Handshake.com (Mount Saint Mary College) | N | www.handshake.com | N/A |
| 9 | Hudson Valley Regional Help Wanted | N | www.Regionalhelpwanted.com | N/A |
| 10 | Showbiz Jobs | N | www.Showbizjobs.com | N/A |
| 11 | Radio Insight | N | www.RadioInsight.com | N/A |
| 12 | RAMP | N | www.Ramp.com | Kevin Carter cartermedia@gmail.com |

***Indicate "Y" (yes) or "N" (no) if the organization requested that the stations provide it with notice of all job vacancies**

SECTION III – RECRUITMENT INITIATIVES

Job Fairs

- Albany Job Fair – April 17, 2024, May 15, 2024, June 5, 2024, July 17, 2024, and October 2, 2024

Pamal Hudson Valley Broadcasting attended these company sponsored job fairs, held at the Holiday Inn Express in Latham, NY, and online at www.albanyjobfair.com. Applicable resumes were shared with the management team of the Hudson Valley cluster of radio stations. The Hudson Valley, NY stations were represented by President of Pamal Broadcasting, James Morrell.

- John Jay High School Career Fair – March 22, 2024 – Pamal Hudson Valley Broadcasting was represented by Jimmy Lyles – Promotions Director
- Gidney Ave School Career Fair – May 30, 2024 – Pamal Hudson Valley Broadcasting was represented by Jimmy Lyles – Promotions Director
- Roy C Ketcham High School Career Fair – November 8, 2024 – Pamal Hudson Valley Broadcasting was represented by Jimmy Lyles – Promotions Director

Pamal Broadcasting Internships

Pamal Broadcasting Ltd., has an ongoing internship program. Supervised by department managers after approvals by the General Manager and Corporate HR Department, interns work in various departments and are unpaid. For 2024-2025, the Hudson Valley Cluster had two interns; one from Penn State, and one from Haldane High School. The internship period ran from May 16, 2024 to August 7, 2024.

Station Tours For Students Interested in Broadcasting

Pamal Broadcasting has hosted student tours of our radio facilities with station personnel conducting tours and answering questions.

- Ulster BOCES Audio Class – November 28, 2024 – Jarett Galeno, Asst Program Director/ Instructor)
- SUNY Orange Digital Radio Class – November 23, 2023 – Jarett Galeno, Asst Program Director/ Instructor)

Management Training for Anti-Harassment

Annually, all associates, including management receive online Anti-harassment training. The training is provided by a benefits firm, Benetech, that has a platform of online training tools for a variety of benefits and employment subjects. This training is required for all new hires as well as once during the calendar year. The training encompasses federal and statutory provisions concerning sexual harassment and harassment based on disability, age, gender, religion, pregnancy, and sexual orientation and provides available remedies as well as our compliant procedure. The online training is approximately one hour and is interactive throughout the presentation requiring the associate to engage by answering questions to gauge their understanding of the material being presented.

In-House Mentoring

The station employment unit has an on-going mentoring program for all new employees which is designed to further new salespeople as well as inspiring on- air personalities to further their careers in broadcasting.

For sales, senior managers conduct scheduled trainings and engage in individualized follow-up pods for every new salesperson. These pods are designed to teach new employees all aspects of radio sales as well as teach them about the company's culture. The program also includes recorded sales and digital training webinars, as well as one on one in-person training and sales calls out in the field with local sellers and managers.

For on-air, senior managers as well as many of the on-air personalities mentor new employees through a series of in-studio and in-production, one on one trainings. These trainings are designed to allow new employees to learn techniques as well as all aspects of the board and recording options to increase their on-air skills. These one-on-one meetings are on-going, as studio time is available. New employees are provided with opportunities to practice recording spots with direct help as well as learn the skills needed to succeed in a four-to five-hour studio shift.

Educational Outreach in the Community

- SUNY Orange Community College Foundation Event – March 24, 2024 – Attended by Jimmy Lyles.
- Council on Addiction Prevention 8th Grade Youth Education Rally – April 29, 2024 –Attended by Jimmy Lyles.
- Cornwall High School Dragon Day – May 19, 2024 – Attended by Jimmy Lyles.
- ENL (English as a New Language) Resource Night for Wappingers Central School District – November 14, 2024 –Attended by Jimmy Lyles.
- Bishop Dunn Memorial School Cupcake Run Fundraiser – September 15, 2024 –Attended by Skywalker.

Community Outreach

- NAMI (National Alliance on Mental Illness) Gala at The Surf Club on the Sound in New Rochelle, NY. March 21, 2024 –Attended by Afternoon host Jimmy Fink.
- Heart Health & Orange County Emergency Services Narcan event – February 17, 2024 – Attended by Jimmy Lyles.
- Alzheimer’s Association of the Hudson Valley Subzero Heroes Ice Jimp – February 24, 2024 –Attended by Jimmy Lyles & Bob Miller.
- Fishkill Food Pantry Food Drive – April 7, 2024 –Attended by Scotty Mac.
- Lustgarten Foundation Cancer Research Walk – April 14, 2024 –Attended by Andy Bale.
- Child Care Council of Dutchess Fundraiser – May 9, 2024 –Attended by Jimmy Lyles
- Leadership Orange Scholarship Fundraiser – May 11, 2024 – Attended by Jimmy Lyles.
- Hudson Valley Gives – May 17, 2024 –Attended by Woodman
- SPCA Westchester adoption event – May 18, 2024. Attended by Kacey
- Orange county partnership scholarship fundraiser – May 20, 2024 – Attended by Jimmy Lyles.
- Newburgh Memorial Day Services & Parade – May 27, 2024 – Attended by Jimmy Lyles.
- Putnam Humane Society adoption event – June 2, 2024 – Attended by Jimmy Lyles.
- Fishkill Food Pantry food drive – August 24, 2024 –Attended by Scotty Mac.
- Wraparound Services of the Hudson Valley Fundraiser – September 22, 2024 –Attended by Paulie Feva.
- Scarsdale PBA Charity Outing – September 23, 2024 –Attended by Woodman.
- St. Christopher’s Inn Walk for Recovery– September 29, 2024 – Attended by Kacey.
- Spina Bifida Walk-n-Roll – October 5, 2024 – Attended by Jimmy Lyles.
- Hudson Food Drive – October 5, 2024 –Attended by Bill Williams.
- Support Connection Support A Walk – October 6, 2024 – Attended by Jimmy Lyles.
- Making Strides of Westchester Walk – October 20, 2024 –Attended by Kacey.
- Making Strides of Hudson Valley Walk – October 20, 2024 – Attended by Jimmy Lyles.
- Hurricane Milton & Helene Relief Drive – October 20, 2024 – Attended by Jimmy Lyles.
- Stuff a Bus Food Drive – October 25, 2024 –Attended by Coach.
- Stuff a Bus Food Drive – October 26, 2024 –Attended by Coach.
- Toys For Tots at Ollie’s – November 2, 2024 –Attended by Randy Turner.
- Hudson Pet Food Drive – November 2, 2024 –Attended by Bill Williams.
- Fishkill Food Pantry Food Drive – April 9, 2024 –Attended by Scotty Mac.
- Toys For Tots at Adam’s – November 23, 2024 –Attended by Randy Turner.
- Toys For Tots at Five Below – November 29, 2024 –Attended by Randy Turner.
- Toys For Tots at Deising’s – November 30, 2024 –Attended by Randy Turner.
- TOPS Food For Families Food Drive – December 13, 2024 –Attended by Skywalker.
- Toys for Tots Stuff The Boat w/ NYS Troopers – December 13, 2024 – Attended by Jimmy Lyles.