

# PAMAL BROADCASTING, LTD

## ANNUAL EEO PUBLIC FILE REPORT

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

**February 1, 2025 – January 31, 2026**

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

Pamal Broadcasting is an equal opportunity employer.

**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 SOURCE REFERRING HIREE	NUMBER OF HIRES	Date of Hire
Account Executive	Employee Referral	2	7/28/25, 8/4/25
Account Executive	Indeed	9	3/17/25, 3/24/25, 4/28/25, 7/14/25, 9/8/25, 10/21/25, 10/27/25, 11/10/25, 12/8/25
Sales Manager	Indeed	1	4/28/25
Marketing & Event Assistant	Indeed	1	2/11/25

### INTERVIEWEE REFERRAL SOURCE SUMMARY

RECRUITMENT SOURCES OF INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED FROM RECRUITMENT SOURCE
Internal posting	0
On Air Recruitment Advertisements	13 AE
Pamal Website	0
Employee Referral	13 AE
Indeed.com	135 AE, 4 SM
NYS Broadcasters Association	0
NYS DOL Job Bank	0
Connecticut School of Broadcasting	0
Westchester County Job Fair	8 AE
Norman Staffing Agency	7 AE

## SECTION II – RECRUITMENT SOURCE LIST

REFERRAL SOURCE	*	ADDRESS OF SOURCE	SOURCE CONTACT
Internal Posting	N	Pamal Hudson Valley (Beacon, White Plains and Kingston Offices)	George MacArthur "Scotty Mac" <a href="mailto:smac@k104online.com">smac@k104online.com</a>
On-Air Recruitment Messages	N	All Pamal Hudson Valley Stations	George MacArthur "Scotty Mac" <a href="mailto:smac@k104online.com">smac@k104online.com</a>
Corporate Website Pamal.com	N	6 Johnson Road Latham, NY 12210	Joe Morrell 518-786-6600 <a href="mailto:jbmorrell@pamal.com">jbmorrell@pamal.com</a>
Indeed	N	6433 Champion Grandview Way Austin, Texas 78750	1-800-745-4361 <a href="mailto:Support@indeed.com">Support@indeed.com</a>
Employee Referral	N	Pamal Hudson Valley (Beacon, White Plains and Kingston Offices)	Chuck Benfer <a href="mailto:cbenfer@pamal.com">cbenfer@pamal.com</a>
NYS Broadcasters Association	N	1805 Western Ave Albany, NY 12203	Trevor Elmendorf <a href="mailto:telmendorf@nysbroadcasters.org">telmendorf@nysbroadcasters.org</a>
NYS DOL Job Bank	N	<a href="http://www.labor.ny.gov">www.labor.ny.gov</a>	Patrick Brown Associate Employment Services Representative
Connecticut School of Broadcasting	N	6 Executive Dr # 109 Farmington, CT 06032	Andrew Hoops <a href="mailto:ahooops@gocscb.com">ahooops@gocscb.com</a>
Westchester County Job Fair	N	Westchester County Center 198 Central Ave White Plains, NY 10606	N/A
Norman Staffing Agency	N	144 Pine Street – Ste. 140 Kingston, NY 12401	<a href="mailto:info@normannstaffing.com">info@normannstaffing.com</a>

\*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 16, 2025, May 14, 2025, June 4, 2025, July 16, 2025, and October 1, 2025

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](http://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 21, 2025 – Stations K104.7 & 100.7 WHUD were represented by Jimmy Lyles – Promotions Director
- Gidney Ave School Career Fair – May 29, 2025 – Stations K104.7 & 100.7 WHUD were represented by Jimmy Lyles – Promotions Director
- National Association of Broadcasters Leadership Foundation Career Fair – October 23, 2025

Pamal Broadcasting was represented by Josh Goldstein, Corporate Recruiter, at the NAB show, held at the Jacob Javitts Center, in New York City.

- Roy C Ketcham High School Career Fair – October 30, 2025 – Stations K104.7 & 100.7 WHUD were 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 six interns; one from NYU (5/25-8/25), one from Syracuse University (5/25-8/25), one from SUNY Oneonta (6/25-8/25), and one from SUNY New Paltz (6/25-2/26). Two interns from Marist University, started in January 2026, and will finish May 2026.

### Management Training for Anti-Harassment

Annually, all associates, including management receive online Anti-harassment training. The training is provided by a benefits firm, NYSIF, 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**

- 3/21- K104/Whud—John Jay High School Career Fair (Jimmy Lyles)
- 4/25- K104—Fostertown Elementary Fundraiser (Jimmy Lyles)
- 5/3- K104—St. Mary's School Scholarship 5k (Jimmy Lyles)
- 5/18- K104—Cornwall High School Dragon Day (Jimmy Lyles)
- 5/29- K104—Gidney Ave School Career Exploration Day (Jimmy Lyles)
- 8/29- K104—Backpack and School Supply Drive W/ Galleria Crystal Run (Jimmy Lyles)
- 9/21- K104—Bishop Dunn Cupcake Run Fundraiser (Skywalker)
- 10/30- K104/Whud—Roy C Ketcham Hs Carrer Fair (Jimmy Lyles)
- 12/5- K104—Fostertown Elementary Fundraiser (Jimmy Lyles)

## **Community Outreach**

- 3/21/2025 K104 / WHUD – John Jay High School Career Fair (Jimmy Lyles)
- 3/29/2025 107.1 The Peak – Rivertown Runners Charity Run
- 4/19/2025 92.9 WBPM – Pet Food Drive in Hudson, NY (Bill Williams)
- 4/25/2026 K104 – Fostertown Elementary School Fundraiser (Jimmy Lyles)
- 4/26/2026 K104 – Leadership Orange Scholarship 5K (Jimmy Lyles)

- 5/1/2025 K104 – First Responder Appreciation Event
- 5/3/2025 K104 – St. Mary’s School Scholarship 5K (Jimmy Lyles)
- 5/8/2025 WHUD – Child Care Council of Dutchess County Awards (Jimmy Lyles)
- 5/17/2025 WHUD – SPCA Westchester Dog Walk & Fundraiser
- 5/18/2025 WHUD – Northwell Health Fundraiser Walk (Heather DeLuca)
- 5/18/2025 K104 – Cornwall High School Dragon Day
- 5/19/2025 K104 – Orange County Partnership Golf Classic
- 5/21/2025 K104 – Community Foundation of Orange & Sullivan HV Gives (Scotty Mac & Woodman)
- 5/22/2025 92.9 WBPM – Bank of Greene County Charitable Fund Awards (Bob Miller)
- 5/24/2025 K104 – City of Newburgh Aquatics Center Dedication
- 5/26/2025 K104 / WHUD – City of Newburgh Memorial Day Parade (Jimmy Lyles)
- 5/29/2025 K104 – Gidney Avenue School Career Exploration Day (Jimmy Lyles)
- 6/7/2025 107.1 The Peak – Rockwood Ramble 5K benefiting Rockefeller State Park
- 6/8/2025 100.7 WHUD – Lustgarten Foundation Cancer Research Walk (Andy Bale)
- 6/14/2025 K104 – United Way Pull the Tank Event (Skywalker)
- 6/14/2025 92.9 WBPM – Hudson Flag Day Parade (Bill Williams)
- 6/28/2025 K104 – Fishkill Food Pantry Food Drive (Scotty Mac)
- 6/29/2025 K104 – Fishkill Food Pantry Food Drive (Scotty Mac)
- 6/29/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 6/29/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 7/1/2025 K104 – Tykes Tuesday at Poughkeepsie Galleria
- 7/4/2025 92.9 WBPM – Saugerties 4th of July Parade
- 7/4/2025 K104 / WHUD – Peekskill 4th of July Parade
- 7/11/2025 WHUD – Feeding Westchester Food Drive
- 7/12/2025 K104 – Fishkill Food Pantry Veterans Food Drive (Scotty Mac)

- 7/13/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 7/13/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 7/15/2025 K104 – Tykes Tuesday at Poughkeepsie Galleria
- 7/18/2025 107.1 The Peak – Feeding Westchester Food Drive
- 7/20/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 7/27/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 7/27/2025 K104 – Fishkill Food Pantry Veterans Food Drive (Scotty Mac)
- 7/27/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 7/28/2025 K104 – Town of Chester PBA Charity Golf Outing
- 7/29/2025 K104 – Tykes Tuesday at Poughkeepsie Galleria
- 8/3/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 8/5/2025 K104 / WHUD – Town of Fishkill Police National Night Out (Jimmy Lyles)
- 8/7/2025 107.7 The Peak – Westchester County Parks Duck Derby
- 8/10/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 8/19-8/24/25 K104 / WHUD / WBPM – Dutchess County Fair
- 8/24/2025 WHUD – Yorktown Lions Summer Concert & Canned Food Drive
- 8/29/2025 K104 – Backpack & School Supply Drive with Galleria Crystal Run
- 9/6/2025 WHUD – Bernie Williams Charity Softball Game (Mike Bennett)
- 9/7/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 9/10/2025 WBPM – Ulster County Buy Local Expo (Randy Turner)
- 9/11/2025 WHUD – 914 Business Awards
- 9/3/2025 K104 – Town of New Windsor Community Day (Scotty Mac)
- 9/13/2025 107.1 The Peak – Paws Crossed Animal Rescue Fundraiser (Coach)
- 9/14/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 9/20/2025 WBPM – Community Day at Ulster Savings Bank (Bob Miller)

- 9/21/2025 K104 – Bishop Dunn Cupcake Run Fundraiser (Skywalker)
- 9/21/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 9/21/2025 WHUD – St. Christopher’s Inn Walk for Recovery (Jimmy Lyles)
- 9/27/2025 WBPM – Red Hook Ladies Auxiliary Fundraiser (Randy Turner)
- 9/27/2025 K104 / WHUD – Maryknoll Sisters Fall Festival Fundraiser (Paulie Feva & Heather DeLuca)
- 9/28/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 10/1/2025 WHUD – Prader-Willi Syndrome Association Fundraiser
- 10/5/2025 WHUD – Support Connection Support-A-Walk (Heather DeLuca)
- 10/5/2025 WHUD – Bicycle Sundays on the Bronx River Parkway
- 10/6/2025 K104 – Scarsdale PBA Golf Classic (Woodman)
- 10/18/2025 107.1 The Peak – Ronald McDonald House Fundraiser (Coach)
- 10/19/2025 WHUD – Making Strides Westchester (Heather DeLuca)
- 10/19/2025 K104 – Making Strides Hudson Valley
- 10/20/2025 K104 – Woodman’s Golf Outing benefiting Maria Fareri Children’s Hospital
- 10/24/2025 107.1 The Peak – Bee-Line Food Drive
- 10/25/2025 K104 – Lustgarten Foundation Cancer Research Walk (Skywalker)
- 10/25/2025 K104 – Healey Lincoln “Embrace the Good” Food Bank Fundraiser
- 10/25/2025 107.1 The Peak – Rivertown Runners Charity Run
- 10/25/2025 107.1 The Peak – Bee-Line Food Drive
- 10/30/2025 K104 / WHUD – Roy C. Ketcham High School Career Fair (Jimmy Lyles)
- 11/1/2025 92.9 WBPM – Hudson Food Drive (Bill Williams)
- 11/15/2025 92.9 WBPM – Toys for Tots Kingston (Randy Turner)
- 11/15/2025 K104 – Fishkill Food Pantry Food Drive (Scotty Mac)
- 11/16/2025 K104 – Fishkill Food Pantry Food Drive (Scotty Mac)

- 11/19-11/21/25 WHUD 100.7 – 21st Annual Radiothon raising \$241,164 for Maria Fareri Children’s Hospital
- 11/23/2025 92.9 WBPM – Toys for Tots Lake Katrine (Randy Turner)
- 12/2/2025 100.7 WHUD – Bethel Nursing & Rehab Tree Lighting (Heather DeLuca)
- 12/5/2025 K104 – Fostertown Elementary School Fundraiser (Jimmy Lyles)
- 12/5/2025 WHUD – Feeding Westchester Food Drive
- 12/6/2025 WHUD / The Peak – Feeding Westchester Stuff the Truck
- 12/6/2025 92.9 WBPM – Toys for Tots Hyde Park (Randy Turner)
- 12/12/2025 K104 – Toys for Tots Dutchess County Final Collection with NYS Police (Jimmy Lyles)
- 12/12/2025 K104 – TOPS Friendly Markets Food for Families Food Drive (Skywalker)
- 12/13/2025 K104 – Toy Drive at Slater Chemical Fire Department