

**PAMAL BROADCASTING, LTD
DBA CATAMOUNT RADIO**

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

DECEMBER 1, 2022 – NOVEMBER 30, 2023

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.

Creation and uploading of this report was inadvertently delayed as a result of staff turnover and an internal miscommunication. The licensee has now implemented strict protocols to ensure no future delay.

Full-Time Positions Filled

DECEMBER 1, 2022- NOVEMBER 30, 2023

WJJR WJEN WZRT WSYB WDTV

Job Title	Recruitment Sources Used	Interview Sources
(6) Sales Associate		0
Hired- (0)	Vermont Association of Broadcasters	
Hired- (0)	Catamount Radio- Job Fair	0
Hired- (0)	North Country Helpwanted.com	0
Hired- (4)	Indeed.com	10
Hired – (1)	Referral	2
Hired- (1)	On-air	2

Job Title	Recruitment Sources Used	Interview Sources
(1) Administrative Assistant- Part Time		
Hired- (0)	Vermont Association of Broadcasters	
Hired- (0)	Catamount Radio, on-air announcements –put date	0
Hired- (0)	North Country Helpwanted.com	0
Hired- (1)	Indeed.com	2
Hired- (0)	Referral -	0
Hired- (0)	All Access.Com	0

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

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

North Country Helpwanted.com-(online) Burlington, VT 05406 (800) 365-8630

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

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

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

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

SUPPLEMENTAL RECRUITMENT ACTIVITIES

DECEMBER 1, 2022- NOVEMBER 30, 2023

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 & staff attended a job fair on **May 11, 2023**. This job fair was held by the Vermont Department of Labor- Employment and Training Division.

Catamount Radio on all (5) of our stations ran advertisements and a live remote broadcast on WJJR for The Vermont Department of Labor –Employment and Training Division for their **May 11, 2023** In person Job fair which was held at Depot Park, Rutland, Vermont 05701

Catamount Radio on all (5) of our stations ran advertisements for The Vermont Department of Labor –Employment and Training Division for their **May 18, 2023**. In person Job fair which was held at Deer Park, Bennington, Vermont

Catamount Radio Sponsored and promoted, and manager & staff attended a job fair on **September 14, 2023**. This job fair was held by the Vermont Department of Labor- Employment and Training Division.

Catamount Radio on all (5) of our stations ran advertisements and did a live remote broadcast on WJEN for The Vermont Department of Labor –Employment and Training Division for their **September 14, 2023**. In person Job fair which was held at Depot Park, Rutland, Vermont 05701

Catamount Radio on all (5) of our stations ran advertisements for The Vermont Department of Labor –Employment and Training Division for their **September 21, 2023** In person Job fair which was held at Deer Park, Bennington, Vermont

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.