

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
January 22, 2021 to January 21, 2022**

WAJZ, WFLY, WROW, WYJB, WKLI, WINU

February 1, 2021 – January 31, 2022

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

Pamal Broadcasting Ltd. 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 recruitment source data:

Job Title	Recruitment Sources Notified of Vacancies	RS Referring Hire
Account Executive	1, 2, 3, 4, 5, 6, 7, 9, 11, 15, 17	3
Accounting Clerk	1, 2, 3, 4, 5, 6, 7, 9, 15, 17	3, 7 (Two Positions)
On Air Talent	1, 2, 3, 4, 5, 6, 7, 9, 12, 17, 19, 21,	2

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

SECTION II Master Recruitment Source List

RS Number	Referral sources notified of vacancy	Source Entitled To Vacancy Info (Y/N)	# of Interviewees Referred By RS in the last 12 Months
<u>1</u>	Pamal Broadcasting - Corporate Website www.pamal.com	N	0
<u>2</u>	Internal Posting at Pamal Broadcasting Email to all staff; post at Albany Office	N	1
<u>3</u>	Indeed www.indeed.com	N	10
<u>4</u>	All Access www.allaccess.com	N	0
<u>5</u>	Individual Station Website: WAJZ, WFLY, WROW, WYJB, WKLI, WINU	N	0
<u>6</u>	Employee/Internal Referral	N	0
<u>7</u>	Outside Referral or Word of Mouth	N	3
<u>8</u>	Connecticut School of Broadcasting- Andrew Hoops, ahoops@gocscb.com	N	0
<u>9</u>	NYS Broadcasters Job Bank www.nysbroadcasters.org Carolyn M. Jung Communications/Website Administrator, New York State Broadcasters Association, Inc., 1805 Western Avenue Albany NY 518-456- 8888	N	0
<u>10</u>	Search For Change kletsinger@seaqrchforchang.com www.searchforchange.org K. Letsinger, 115 East Stevens Avenue Valhalla, New York 10595 (914) 428-5600	N	0
<u>11</u>	On-Air Campaign for Sales Openings	N	0

<u>12</u>	New School Of Radio & Television (The) 50 Colvin Ave Albany NY 12206 Cathy Taylor ctaylor@newschoolalbany.edu 518-438-7682	N	0
<u>13</u>	Mount Saint Mary College www.msmc.edu/connections www.msmc.edu ,	N	0
<u>14</u>	Ability Beyond Disability www.abilitybeyond.org Shaileen Brighton-Ortiz Services Manager New York Office 480 Bedford Road, Chappaqua, NY 10514 / (888) 832-8247	N	0
<u>15</u>	NYS DOL www.labor.ny.gov Patrick Brown, Associate Employment Services Representative, Harriman State Office Campus Building 12, Room 422, Albany NY 12240 P: (518) 457-2483 F: (518) 485-2577	N	0
<u>16</u>	New York State Education Department www.nysed.gov Bryan D. Baszczuk, Employment Specialist Business Services Representative ACCES-VR-Albany District Office 80 Wolf Road, Albany, New York 12205 TEL.: 518-485-7748 / FAX.: 518-457-4562	N	0
<u>17</u>	Zip Recruiter www.ziprecruiter.com	N	0
<u>18</u>	LinkedIn www.linkedin.com	N	0
<u>19</u>	Glassdoor www.glassdoor.com	N	0
<u>20</u>	Capitalareahelpwanted.com Job Bank capitalareahelpwanted.com 518-782-9836 ext 210	N	0
<u>21</u>	Capital District's Women's Employment & Resource Center / www.cdwerc.org 175 Central Avenue Albany NY 12206 518-462-7600	N	0

<u>22</u>	Rensselaer County ARC www.renarc.org Rachel Young 79 102nd Street, Troy NY 12180 (518)-274-3110	N	0
<u>23</u>	One Stop Jobs www.westchesterputnamonestop.com	N	0
<u>24</u>	Albany County Social Services Patty McDonnell 162 Washington Ave Albany NY 12210 PH: 518-447-7738 E-mail:pmcdonnell@albanycounty.com	N	0
<u>25</u>	Mount Saint Mary College www.Purplebriefcase.com	N	0
<u>26</u>	Siena College (www.siena.edu) Ashley Dwyer Career Education & Professional Dev. 515 Loudon Rd /Loudonville NY 12211 518-782-6512	N	0
<u>27</u>	Union College www.union.edu Rochelle Caruso Senior Associate Director, Employer Relations Union College Becker Career Center Schenectady NY 518-388-6726	N	0
<u>28</u>	Hudson Valley Community College (www.hvcc.edu) Siek Campus Center, Suite 290 80 Vandenberg Ave Troy, NY 12180-518-629-7329	N	0
<u>29</u>	Inside Radio (www.insideradio.com)	N	0
<u>30</u>	Radio Discussions www.radiodiscussions.com	N	0
<u>31</u>	Country Aircheck www.countryaircheck.com	N	0
<u>32</u>	The Ramp www.ramp247.com	N	0
Total # of Interviewees over the last 12 months			14

SECTION III. Recruitment Initiatives. The following recruitment initiatives were conducted during the reporting period.

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 paid. Throughout the internship program, part-time and full-time employment has resulted over the years. Positions have been filled in promotions, marketing and other areas.

For 2021-2022, the Albany cluster had two paid interns. While a student of Siena College, the student interned from October through December, 2021 in our promotions and programming departments. A second intern, a student of Massachusetts College of Liberal Arts, also interned from October through December in our promotions and programming departments.

Job Fair Host/Sponsor

**Albany Job Fair – www.albanyjobfair.com
Holiday Inn Express Conference Center, Latham NY 12110
April 21, 2021
www.albanyjobfair.com**

**Albany Job Fair – www.albanyjobfair.com
Holiday Inn Express Conference Center, Latham NY 12110
July 14, 2021
www.albanyjobfair.com**

**Albany Job Fair – www.albanyjobfair.com
Holiday Inn Express Conference Center, Latham NY 12110
October 6, 2021
www.albanyjobfair.com**

All Pamal radio stations including the Albany Cluster were represented at these company sponsored job fairs at the Holiday Inn Express in Latham and online at www.albanyjobfair.com. Applicable resumes were shared with the management of the Albany cluster of radio stations. The above job fairs were attended/facilitated by Steven Benidt, Sales Manager; Joseph J. Morrell, Vice President of Interactive Sales and by the President of Pamal Broadcasting, James J. Morrell.

Management Training for Anti-Harassment February 2021 for Current Associates

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 upon hire 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. **However, because of the Coronavirus Covid-19 Pandemic, we have suspended our Educational Outreach classes and lectures.**

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

Pamal Broadcasting employees present classes or lectures on careers in Broadcasting. **However, because of the Coronavirus Covid-19 Pandemic, we have suspended our Educational Outreach classes and lectures.**

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. **However, because of the Coronavirus Covid-19 Pandemic, we have suspended Station Tours.**