

**PAMAL BROADCASTING, LTD**  
**DBA ADIRONDACK BROADCASTING**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**WENU, WFFG-FM, WKBE, WMML, WNYQ**  
February 1, 2011-January 31, 2012

Pamal Broadcasting Ltd. is an equal opportunity employer that encourages minorities and females to apply for job openings. Pamal operates the stations licensed to its subsidiary corporation, 6 Johnson Road Licenses, Inc.

Pamal Broadcasting has a three-part plan in an attempt to reach all segments of the population to fill full time positions, without regard to factors that do not affect ability:

**The wide dissemination of full-time openings via** our radio properties, newspaper classified advertising, on-line classified advertising and the use of appropriate job sources.

**Then sending of notices to community groups via letters or e-mail** that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.

**Through our on-going Internship program**, participation in job fairs throughout the year, and participation in various job banks.



**SECTION II. Master Recruitment Source List.** The following chart displays our source list's name, address and other information:

RS Number	RS Information	Source Entitled To Vacancy Information? (Y/N)	# of Interviewees Referred By RS In The Last 12 Months
1	<b>Capitalareahelpwanted.com Job Bank</b> <a href="http://www.capitalareahelpwanted.com">(<a href="http://www.capitalareahelpwanted.com">http://www.capitalareahelpwanted.com</a>)</a> Anna Pierce Office Manager Albany Broadcasting 518-786-6651	N	0
2	<b>Post Star</b> <b>P.O. Box 561</b> <b>Glens Falls, NY 12801</b> 51-792-3131 Classified Department	N	0
3	<b>Corporate Website</b> <a href="http://www.pamal.com">(<a href="http://www.pamal.com">http://www.pamal.com</a>)</a> Anna Pierce Office Manager Albany Broadcasting 518-786-6651	N	0
4	<b>Internal Posting</b> <b>Albany Broadcasting/Adirondack Broadcasting</b> Anna Pierce Office Manager Albany Broadcasting 518-786-6651 Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	1
5	<b>Pamal Broadcasting inter-company email.</b> Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	0
6	<b>New York State Broadcasters Job Bank</b> <a href="mailto:Sandy@nysbroadcastersassn.org">Sandy@nysbroadcastersassn.org</a> Sandy Messineo 518-456-8888	N	0
7	<b>On-air Advertisement</b> Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	0
8	<b>Word of Mouth</b>	N	3

RS Number	RS Information	Source Entitled To Vacancy Information? (Y/N)	# of Interviewees Referred By RS In The Last 12 Months
9	<b>New York State Dept of Labor</b> <b>Northway Plaza , Suite 136</b> <b>Queensbury, NY 12804</b> Claudia Boone Job Order Specialist 518-792-5811	N	0
10	<b>The New School of Radio &amp; Television</b> <b>50 Colvin Ave.</b> <b>Albany, NY 12206</b> 518-438-7862	N	0
11	<b>Adirondack Community College</b> <b>640 Bay Rd.</b> <b>Queensbury, NY 12804</b> Tim Lahey Director of Career Services 518-743-2266	N	0
12	<b>Warren County Employment and Training Center</b> <b>Po box 4393</b> <b>Queensbury, NY 12804</b> Bill Resse Director 518-793-0925	N	0
13	<b>Station Website</b> <a href="http://www.Froggy107.com">http://www.Froggy107.com</a> Mike Patrick Adirondack Broadcasting 518-798-7733	N	0
14	<b>Station Web- Site</b> <a href="http://www.Todaysrockthepoint.com">http://www.Todaysrockthepoint.com</a> Kevin Callahan Adirondack Broadcasting 518-786-6600	N	0
15	<b>All Access Job Bank</b> <a href="http://www.allaccess.com">http://www.allaccess.com</a>	N	0
16	<b>JobCentral.com (NYS Dept of Labor)</b>	N	0
17	<b>African American Chamber of Commerce – Robin Lisa Douglas</b> <a href="mailto:robinlisadouglas@cs.com">robinlisadouglas@cs.com</a> 100 Stevens Ste 202 Mount Vernon, NY 10550	N	0
18	<b>Albany County Chamber of Commerce</b> – <a href="http://albany.myjobzone.net/">http://albany.myjobzone.net/</a>	N	0
19	<b>JobSpider.com</b>	N	0
20	<b>Jim Condon</b> <a href="http://www.vab.org">www.vab.org</a> <a href="mailto:vab@together.net">vab@together.net</a> 802-658-1230	N	0

Spots air on each of the stations letting organizations know who to contact if they wish to be added to our mailing list of job vacancies.

**SECTION III. Recruitment Initiatives.** The following Community Outreach/Supplemental Recruitment initiatives were undertaken from January 2011 through January 2012.

### **Adirondack Broadcasting Internships**

Adirondack Broadcasting Company has an ongoing internship program. ABC works with local colleges to give students an opportunity to experience various job positions. Through the internship program, part-time employment and full-time employment positions has resulted over the years. Positions have been filled in areas of promotions, marketing, on-air talent and other areas.

### **Job Discovery 2011**

March 17, 2011- Queensbury, NY 10am-5pm

Job Fair held at SUNY-Adirondack with a booth maintained by WFFG-FM and WNYQ to reach out to the local community with information regarding Adirondack Broadcasting.

### **Great Escape Job Fair**

April 2, 2011- Queensbury, NY 9am-3pm

Annual job/recruitment fair given by Great Escape that we advertise for and participate in with many local employers. We do a live broadcast on one of our stations to promote available positions throughout the local community and at Adirondack Broadcasting.

### **Station Tours**

June 2011 – Cub Scout Pack #16

January 16, 2012 – Boy Scout Pack #16

January 2012 – SUNY-Adirondack special education students