

PAMAL BROADCASTING, LTD
DBA ADIRONDACK BROADCASTING
ANNUAL EEO PUBLIC FILE REPORT
WENU, WFFG-FM, WKBE, WMML, WNYQ
February 1, 2009-January 31, 2010

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 color, race, gender or religious belief:

1. **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.
2. **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.
3. **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	Capitalareahelpwanted.com Job Bank (http://www.capitalareahelpwanted.com) Anna Pierce Office Manager Albany Broadcasting 518-786-6651	N	0
2	Post Star P.O. Box 561 Glens Falls, NY 12801 51-792-3131 Classified Department	N	0
3	Corporate Website (http://www.pamal.com) Anna Pierce Office Manager Albany Broadcasting 518-786-6651	N	0
4	Internal Posting Albany Broadcasting/Adirondack Broadcasting Anna Pierce Office Manager Albany Broadcasting 518-786-6651 Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	1
5	Pamal Broadcasting inter-company email. Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	0
6	New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org Sandy Messineo 518-456-8888	N	0
7	On-air Advertisement Tom Barney General Manager Adirondack Broadcasting 518-615-1000	N	15
8	Word of Mouth	N	3

RS Number	RS Information	Source Entitled To Vacancy Information? (Y/N)	# of Interviewees Referred By RS In The Last 12 Months
9	New York State Dept of Labor Northway Plaza , Suite 136 Queensbury, NY 12804 Claudia Booke Job Order Specialist 518-792-5811	N	0
10	The New School of Radio & Television 50 Colvin Ave. Albany, NY 12206 518-438-7862	N	0
11	Adirondack Community College 640 Bay Rd. Queensbury, NY 12804 Tim Lahey Director of Career Services 518-743-2266	N	0
12	Warren County Employment and Training Center Po box 4393 Queensbury, NY 12804 Bill Resse Director 518-793-0925	N	0
13	Station Website http://www.Froggy107.com Mike Patrick Adirondack Broadcasting 518-798-7733	N	0
14	Station Web- Site http://www.Todaysrockthepoint.com Kevin Callahan Adirondack Broadcasting 518-786-6600	N	0
15	All Access Job Bank http://www.allaccess.com	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.

Outreach Initiatives:

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 2009

March 19th 2009- Queensbury, NY 9am-5pm
Job Fair held at Adirondack Community College 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

March 21st, 2009-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.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

The HR Director for the employment unit (who is on the payroll of an affiliated company and spends approximately 50% of her time on Pamal human resources matters) attended approximately 20 hours of certified training on EEO methodology and compliance. In addition, the HR Director has during the reporting period conducted a group training session for management-level employees focusing on the Company's EEO policies with respect to nondiscrimination in hiring and treatment of employees.