

**PAMAL BROADCASTING, LTD.
DBA ADIRONDACK BROADCASTING
ANNUAL EEO PUBLIC FILE REPORT
WENU, WFFG-FM, WKBE, WMML, WNYQ
January 22, 2016 – January 21, 2017**

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 plan to 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, on-line classified advertising and the use of other appropriate job sources.

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

SECTION I. FULL-TIME VACANCY LIST

The following chart is the list of full-time positions filled during the reporting period. Please see section II for the full Master Recruitment Source List.

JOB TITLE	Recruitment sources used to fill vacancy	RS Referring Interviewees (*) Denotes Source That Resulted in hiring
Sales Manager All Stations (Hire Start Date was 1/2/17)	19-Capitalareahelpwanted.com http://www.adirondackregionalhelpwanted.com Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651	
	3-Corporate Website http://www.pamal.com Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651	1
	4-Internal Posting Albany Broadcasting/ Adirondack Broadcasting Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651 Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	
	5-Pamal Broadcasting inter-company email. Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	1(*)
	6-New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org Sandy Messineo 518-456-8888	
	7-On-Air Advertisement Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	1

	8-Word Of Mouth	1
	15- Allaccess.com Job Bank www.allaccess.com	
	16-JobCentral.com (NYS Dept Of Labor)	
	24- Indeed.com Online Recruitment Service www.indeed.com	1

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 http://www.capitalarehelpwanted.com Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651	N	0
2	Post Star Newspaper PO Box 561 Glens Falls, New York 12801 518-792-3131 Classified Dept.	N	0
3	Corporate Website http://www.pamal.com Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651	N	1
4	Internal Posting Albany Broadcasting/ Adirondack Broadcasting Anna Pierce Off. Mgr. Albany Broadcasting 518-786-6651 Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	N	0
5	Pamal Broadcasting inter-company email. Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	N	1
6	New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org Sandy Messineo 518-456-8888	N	0
7	On-Air Advertisement Tom Jacobsen/GM Adirondack Broadcasting 518-615-1000	N	1

8	Word Of Mouth	N	1
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 and Television 50 Colvin Avenue Albany, NY 12206 518-438-7862	N	0
11	SUNY Adirondack 640 Bay Road Queensbury, NY 12804 Tim Lahey Director of Career Services 518-743-2226	N	0
12	Warren County Employment And Training Center PO BOX 4393 Queensbury, NY 12804 Bill Reese Director 518-793-0925	N	0

13	Station Websites http://www.froggy1003.com http://www.classichitswnyq.com	N	0
14	Station Website http://www.thepointontheweb.com	N	0
15	AllAccess.com Job Bank http://www.allaccess.com	N	0
16	JobCentral.com (NYS Dept Of Labor)	N	0
17	African American Chamber Of Commerce Robin Lisa Douglas robinlisadouglas@cs.com 100 Stevens Ste 202 Mount Vernon, NY 10550	N	0
18	Adirondack Regional Chamber of Commerce www.adirondackchamber.com	N	0

19	Adirondackhelpwanted.com	N	0
20	Jim Condon www.vab.org vab@together.net 802-658-1230	N	0
21	Inside Radio Radio trade Publication Gene McKay 513-366-3588	N	0
22	Chronicle Newspaper 15 Ridge Street Glens Falls, NY Mark Frost 518-792-1126	N	0
23	SUNY Adirondack Student Job Board (online) Career Services Office 640 Bay Road Queensbury, NY 12804 518-743-2317 career@sunyacc.com	N	0
24	Indeed.com Online recruitment www.indeed.com	N	1

SECTION III. Recruitment initiatives. The following Community outreach/Supplemental Recruitment initiatives were undertaken from January 2016 through January 2017.

JOB DISCOVERY 2016

March 17, 2016 – Queensbury, NY

The Glens Falls-Queensbury area's largest annual job fair held at SUNY Adirondack in Queensbury. A booth was maintained by WFFG-FM, WKBE, WNYQ, WMML and WENU to reach out to the local community and job hunters with information regarding Adirondack Broadcasting and accepting applications in person.

Stratton Veterans Administration Job Fair

April 17, 2016 – Albany, NY

Joe Condon was present at the Stratton Veterans Administration Job Fair on 4/17/16. Joe had information on Adirondack Broadcasting and potential positions for job seekers at this event as well as applications on hand.

Stratton Veterans Administration Job Fair

October 18, 2016 – Albany, NY

Joe Condon was present at the Stratton Veterans Administration Job Fair on 10/18/16. Joe had information on Adirondack Broadcasting and potential positions for job seekers at this event as well as applications on hand.

Station Tours:

January 12, 2016 - Saratoga County ARC

5 residents of the Saratoga ARC , a large local organization serving citizens with developmental disabilities, participated in a tour of the Adirondack Broadcasting Studios. They went to each studio and met with the on air announcers who showed them the technical aspects of the on air operation and met with the production department who showed them the commercial production process. They also did a Q&A session with the General Manager on sales, etc..

April 18, 2016 – Boy Scout Pack 18 Lake George, NY

15 Boy Scouts from Pack 18- Lake George, NY participated in a tour of the Adirondack Broadcasting Studios. They went to each studio and met with the on air announcers who showed them the technical aspects of the on air operation and met with the production department who showed them the commercial production process. They earned their communication badges as a result of the tour and recorded a greeting that we aired on our morning shows on 4/19/16.

May 25, 2016- SUNY Adirondack Broadcasting Students

6 Students of the SUNY Adirondack Communications Program participated in a tour of the Adirondack Broadcasting Studios. They went to each studio and met with the on air announcers who showed them the technical aspects of the on air operation and met with the production department who showed them the commercial production process. This tour was part of an assignment for the students who were working on a paper to be turned in for credit at a later date.

July 14, 2016 – Warren-Washington ARC

7 residents of the Warren-Washington ARC, a large local organization serving citizens with developmental disabilities, participated in a tour of the Adirondack Broadcasting Studios. They went to each studio and met with the on air announcers who showed them the technical aspects of the on air operation and met with the production department who showed them the commercial production process. They also did a Q&A session with the General Manager on sales, etc to wrap up the tour.

INTERNSHIP

Internship: College of St. Rose Junior Communications Major Marissa Toti from Ballston Spa, New York completed a 90 hour paid Summer Internship program at Adirondack Broadcasting. Date of her internship ran from 6/6/16-8/19/16. Program was all inclusive and Marisa worked in all departments to learn the full spectrum of the business spending time with sales department and account executives, traffic and continuity, commercial production, on air program and digital system operations, music scheduling, live on location events and the back end including regulatory filing requirements, public file assembly and filing. Marisa received course credit from The College Of St. Rose for completing the internship successfully.

NYSBA Job Bank –

December 2016

Adirondack Broadcasting used the New York State Broadcasters Association Job Bank as a referral source for the only position that was filled during the reporting period, which was an upper level position. That source is an industry trade group with substantial participation by women and minority group members.

In addition to the above we provide:

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Our corporate HR director sends periodic memos to management personnel with updates on the law and advice on complying. Those memos during the reporting year have included information on EEO aspects of new law on treatment of employees in same sex marriages and social media use.