

PAMAL BROADCASTING, LTD
DBA ALBANY BROADCASTING COMPANY
ANNUAL EEO PUBLIC FILE REPORT
WAJZ, WFLY, WROW, WYJB, WKLI, WINU
February 1, 2016 - January 31, 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 incorporates the following 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, on-line classified advertising and the use of other appropriate job sources.
2. **Through our on-going Internship program**, participation in job fairs throughout the year, and participation in various job banks.
3. **Outreach in the Community** - Employees participated in various Career Day or Professional Networking Events to encourage people to look at job opportunities in the broadcast industry during the reporting period including a review of jobs in radio.
4. **Tours** - Throughout the year, Pamal Broadcasting hosts student tours of our facilities which are conducted by station personnel. Students are given tours of the studios and station personnel provide answers regarding job requirements and skills required for various positions.

SECTION I. Full-Time Vacancy List. The following chart is the list of hires from February 1, 2016 - January 31, 2017. Please see section II for the full Master Recruitment Source List for recruitment source data:

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
Traffic Manager	1, 2, 4, 7, 11,13, 20, 28, 34	13
Accountant	1, 3, 7, 11, 13, 20, 81, 3, 7, 8, 11, 13, 15, 24, 25,33	1
WAJZ Morning Host	1, 3, 4, 7, 8, 11, 20, 25, 33	7
COO	1,3,7, 7, 8, 13,19, 28	19

SECTION II. Master Recruitment Source List. The following chart displays our referral source names, addresses 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) Bev Berube, Director of Human Resources Albany Broadcasting 518-786-6791	N	4
2	Job Zone - Saratoga Saratoga County Chamber Commerce Saratoga, NY www.saratoga.org 518-581-0690	N	0

3	Corporate Website (http://www.pamal.com) Bev Berube/HR Director 518-782-9346 x211	N	1
4	Station website (http://www.wajz.com) www.albanymagic.com	N	0
5	Station website http://www.fly92.com	N	0
6	Station website http://www.b95.com http://www.cat.com	N	0
7	Internal Posting Albany Broadcasting Colleen Ksanznak, Onboarding Specialist Albany Broadcasting 518-782-9346 x210	N	4
8	New York State Broadcasters Job Bank cjung@nysbroadcasters.org Carolyn Jung 518-456-8888	N	0
9	Monster.com (includes TU.com, Yahoohotjobs.com)	N	2
10	Society of Broadcast Engineers(SBE) kjones@sbe.org 317-846-9000 Fax: 317-846-9120	N	0
11	All Access Job bank http://www.allaccess.com	N	3
12	Job Fairs – various job fairs throughout Capital region	N	3
13	Word of Mouth	N	1

14	Albany County Social Services Patty McDonnell 162 Washington Ave Albany NY 12210 PH: 518-447-7738 E-mail:pmcdonnell@albanycounty.com	N	0
15	Capital District Women's Employment & Resource Center Cathy Bucci 175 Central Ave; 3 rd Floor Albany NY 12206 Fax:518-462-2768 PH-457-0217	N	0
16	Rensselaer County Employment Svce 1600 7 th Ave Troy NY 12180	N	0
17	Rensselaer Country ARC Eric Burke-eburke@renarc.org	N	0
18	Collegiate Broadcasters Inc (CBI) Attn: Will Robedee- Chair Person PO Box D Austin, TX 78713 512-471-3098 cbjob@mailman.rice.edu	N	0
19	Radio Advertising Bureau http://www.rab.com 1320 GREENWAY DRIVE, SUITE 500, DALLAS, TX 75038 Bob Lawrence blawrence@rab.com 888-276-2729 PH: 972-753-6750 Fax: 972-753-6727	N	0
20	The New School of Radio & Television 50 Colvin Ave. Albany, NY 12206 Mike Flynn: steeley4663@gmail.com	N	10
21	Times Union 645 Albany Shaker Rd Albany NY 12211 518-454-5595	N	0
22	YouTube	N	0
23	Radio-online.com	N	0

24	SUNY Albany (state univ. of NY @ Albany) Online jobs system : “handshake”	N	0
25	Jobcentral.com (NYS DOL)	N	0
26	Albany-Colonie Chamber of Commerce http://albany.myjobzone.net/	N	0
27	Job Fairs	N	0
28	Inside Radio	N	0
29	.30 Second Clips on all stations	N	0
30	Union College Rochelle Caruso Senior Associate Director, Employer Relations Union College, Becker Career Center Schenectady, NY 518.388.6726 carusor@union.edu www.union.edu/career	N	0
31	Siena College careermail@siena.edu	N	0
32	Indeed.com	N	1
33	Collegecentral.com	N	0
34	Traffic Director’s Guild	N	0

Outreach Initiatives:

Job Fairs

- 1) NY State Dr. King Career Fair – 3/29/16 @ Empire State Plaza Convention Center, Albany, NY**
- 2) Albany Leadership Charter HS- Career Day-March 30, 2016**
- 3) Veterans Job Fair/Concert – 4/7/2016-Albany Stratton VA Medical Center, Albany NY**
- 4) Fulton Montgomery Community College Job Fair- 4/20/2016 @ FM Community College, Johnstown, NY**
- 5) Holiday Inn Express (HIE) Job Fair, Latham NY- 4/20/2016**

- 6) Broadalbin-Perth Middle School-College and Career Fair-April 21, 2016.**

- 7) Troy High School Job Fair/Career Day- 4/21/16**

- 8) Veterans Job Fair/Concert – 10/18/2016 @ Veteran’s Administration Hospital, Albany, NY**

These job fairs were attended by our Human Resources Onboarding Specialist and/or a long term station employee who is an announcer and also assists on EEO Functions. Attendees were given information about jobs in the radio station industry and resumes were collected.

Outreach in the Community

- 1) Albany Leadership Charter HS for Girls Women’s History Month celebration – 3/31/2016 @ Albany Charter School.**
The morning Show Host attended the career day speaker series featuring exclusively women to give students in each classroom an idea of what radio is all about – and what career opportunities exist.

- 2) Broadalbin-Perth Middle School – College Experience Program – 4/21/2016, Amsterdam, NY.** This event was attended by an On-Air Talent to provide information on choosing radio as a career.

- 3) **Hudson Valley Community College (HVCC)- Insta Admission Day- April 21, 2016 - Troy NY.** Listeners are provided with details for an instant opportunity to enroll at the college. Details are provided regarding classes and feasibility of low-cost high quality education.

- 4) **Schenectady County Community College (SCCC)- Summer Registration- May 21, 2016- Schenectady, NY.** On-Air Talents visit the school and broadcast from the location and provide information on enrollment. Encourage listeners/community to enroll in summer classes at SCCC.

- 5) **Schenectady County Community College (SCCC)- Fall Kick-off Registration. September 17, 2016 - Schenectady, NY. Live Broadcasts from the college. On-air talents promote education and local college.** Listeners are encouraged to enroll in classes at the school.

Tours

In the past year, five tours were conducted, in which students and community members learned about career positions in broadcasting:

- 1) **Wildwood School** counselor/student tour – 2/2/2016
- 2) **Girls Scout (Troop 2357)**– counselor/student tour – 2/19/2016
- 3) **St. Rose College-** – 3/21/2016
- 4) **Schenectady ARC** – 5/16/16 & 5/24/16

Listings of Each Upper-Level Category Opening in a Job Bank or Newsletter of Media Trade Groups Whose Membership Includes Substantial Participation of Women and Minorities.

The licensee advertised all upper-level job openings over the past year through the New York State Broadcasters Association Job Bank. That organization's membership includes substantial participation of women and minorities.