

PAMAL BROADCASTING, LTD
DBA ALBANY BROADCASTING COMPANY
ANNUAL EEO PUBLIC FILE REPORT
WAJZ, WFLY, WROW, WYJB, WZMR, WKLI
January 22, 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 I. Full-Time Vacancy List. The following chart is the vacancy list for **WAJZ, WFLY, WROW, WYJB, WZMR, WKLI**, for January 22, 2009-January 31, 2010. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
Account Exec. 2 Positions	1-15, 23	1, 13, 29
Receptionist 1 position	1, 3-7, 13, 23	1, 13, 22
Program Director 1 position	1, 3-7, 13, 22, 23, 24	1, 7
General Sales Manager	1-3-7, 31	1, 31
General Manager	1-3-7, 31	1,31
Marketing Director	1, 3-7, 31	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	# of Interviewees
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		Vacancy Information? (Y/N)	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	50
2	Metroland 4 Central Ave Albany NY 12210 Classifieds@metroland.net 518-463-2500	N	0
3	Corporate Website (http://www.pamal.com) Deanna Miller, HV Mkt Grp Pamal Broadcasting 845-838 6000	N	5
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	N	0
7	Internal Posting Albany Broadcasting Beverly Berube, HR Director, Albany Broadcasting 518-786-6791	N	2
8	New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org Sandy Messineo 518-456-8888	N	0
9	Career Builder.com	N	0

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	0
12	Pamal Broadcasting inter-company email. Donna Brownson, GSM Albany Broadcasting 518-786-6791	N	0
13	Word of Mouth	N	5
14	Albany County Social Services 162 Washington Ave Albany NY 12210 518-447-7679	N	0
15	Women's Employment & Resource Ctr Beth Miller 8 Wolfert Ave Albany NY 12206	N	0
16	Schenectady County of Employee Assn 107 Nott Terrace Schnectady NY 12308 518-356-4272	N	0
17	Russell Sage College Learning & Career Services Asst 45 Ferry Sreet Troy NY 12180 518-244-2272	N	0
18	Rensselaer County Employment Svce 1600 7 th Ave Troy NY 12180	N	0
19	University At Albany Business 1400 Washington Ave Albany NY 12222 518-442-4961	N	0
20	Collegiate Broadcasters Inc (CBI) Attn: Will Robedee- Chair Person PO Box D Austin, TX 78713 512-471-3098 cbjob@mailman.rice.edu	N	0

21	Mildred Elley 800 New Loudon Road Latham NY 12110 518-786-3171	N	0
22	The New School of Radio & Television 50 Colvin Ave. Albany, NY 12206 Walt Adams 518-438-7862	N	2
23	Times Union 645 Albany Shaker Rd Albany NY 12211 518-454-5050	N	10
24	Urban Voices Newspaper Kenneth Braswell 220 Green Street Albany NY 12202 518-432-5102	N	0
25	Spotlight Newspaper Susan Graves, Exec Dir Box 100 Delmar NY 12054	N	0
26	Saratogian Newspaper Barbara Lombardo, Editor 20 Lake Ave Saratoga NY 12866 518-584-4242	N	0
27	Troy Record Newspaper Lisa Lewis 501 Broadway Troy NY 12180 518-270-1200	N	0
28	Daily Gazette Newspaper PO Box 1090 Schenectady NY 12301 518-374-4141	N	0
29	Job Fair	N	0
30	New York State Dept of Labor Northway Plaza , Suite 136 Queensbury, NY 12804 Claudia Boone Job Order Specialist 518-792-5811	N	0
31	Inside Radio	N	4
32	www.hudsonvalleyhelpwanted.com	N	7

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 chart describes the Community Outreach/Supplemental Recruitment initiatives undertaken by the above stations from January 2009 through January 2010.

	Type of Recruitment Initiative	Brief Description of Activity
1	Albany Broadcasting Internships	See Narrative Below
2	Skills Training Program	See Narrative Below
3	EEO Training	See Narrative Below
4	Job Fair	See Narrative Below

Outreach Initiatives:

Internships

Pamal 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.

Training program designed to enable unit personnel to acquire skills that could qualify them for higher level positions

During the reporting period several employees were sent to leadership training sessions to acquire skills that could qualify them for future advancement

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

Martin Luther King Job Fair

Thursday, April 16, 2009. 1:00pm -5:00pm.

This annual Job Fair was held at Empire State Convention Center and was attended by a long-term station employee who is an announcer and also assists with some EEO functions. Attendees were given information about jobs in the radio industry.