

**PAMAL BROADCASTING, LTD**  
**DBA ALBANY BROADCASTING COMPANY**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**WAJZ, WFLY, WROW, WYJB, WZMR, WKLI**  
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 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 of hires for **WAJZ, WFLY, WROW, WYJB, WZMR and WKLI**, for February 1, 2011- January 31, 2012. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

<b>Job Title</b>	<b>Recruitment Sources (RS) used to fill vacancy</b>	<b>RS Referring Hiree</b>
<b>Account Exec.</b> 3 Positions	<b>1, 3- 7, 12,13, 22, 27, 28, 29, 32</b>	<b>13, 32</b>
<b>Traffic Manager</b> 1 Position	<b>1, 3-7, 12, 13,15, 22</b>	<b>1, 3,13</b>
<b>Traffic Clerks</b> 2 Positions	<b>1, 3-7, 8, 11, 13</b>	<b>1, 3,13</b>
<b>Local Sales Manager/Digital Strategist</b> 1 Position	<b>1, 3-7, 8, 12, 13, 27, 28, 30</b>	<b>1, 13</b>
<b>Receptionist</b> 1 Position	<b>1, 3-7, 12, 13,15, 27</b>	<b>1, 13</b>
<b>On-Air Talent</b> 1 Position	<b>1, 3-7, 11, 13, 24, 25, 27, 32</b>	<b>1, 13, 24, 32</b>

**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> Bev Berube, Director of Human Resources Albany Broadcasting 518-786-6791	N	29
2	<b>Metroland</b> 4 Central Ave Albany NY 12210 <a href="mailto:Classifieds@metroland.net">Classifieds@metroland.net</a> 518-463-2500	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> Bev Berube/HR Director 518-786-6791	N	2
4	<b>Station website</b> <a href="http://www.wajz.com">(<a href="http://www.wajz.com">http://www.wajz.com</a>)</a> <a href="http://www.albanymagic.com">www.albanymagic.com</a>	N	0
5	<b>Station website</b> <a href="http://www.fly92.com">http://www.fly92.com</a>	N	0
6	<b>Station website</b> <a href="http://www.b95.com">http://www.b95.com</a>	N	0
7	<b>Internal Posting</b> <b>Albany Broadcasting</b> Beverly Berube, HR Director, Albany Broadcasting 518-786-6791	N	2

8	<b>New York State Broadcasters Job Bank</b> <a href="mailto:Sandy@nysbroadcasters.org">Sandy@nysbroadcasters.org</a> Sandy Messineo 518-456-8888	N	0
9	<b>Career Builder.com</b>	N	0
10	<b>Society of Broadcast Engineers(SBE)</b> <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> 317-846-9000 Fax: 317-846-9120	N	0
11	<b>All Access Job bank</b> <a href="http://www.allaccess.com">http://www.allaccess.com</a>	N	0
12	<b>Pamal Broadcasting inter-company email.</b> Chuck Benfer, III, GM Albany Broadcasting 518-786-6791	N	1
13	<b>Word of Mouth</b>	N	19
14	<b>Albany County Social Services</b> Patty McDonnell 162 Washington Ave Albany NY 12210 PH: 518-447-7738 E-mail:pmcdonnell@albanycounty.com	N	0
15	<b>Capital District Women's Employment &amp; Resource Center</b> Cathy Bucci 175 Central Ave; 3 <sup>rd</sup> Floor Albany NY 12206 Fax:518-462-2768 PH-457-0217	N	0
16	<b>Schenectady County of Employee Assn</b> 107 Nott Terrace Schnectady NY 12308 518-356-4272	N	0
17	<b>Russell Sage College</b> Learning & Career Services Asst 45 Ferry Sreet Troy NY 12180 518-244-2272	N	0
18	<b>Rensselaer County Employment Svce</b> 1600 7 <sup>th</sup> Ave Troy NY 12180	N	0
19	<b>University At Albany Business</b> 1400 Washington Ave Albany NY 12222	N	0

<b>20</b>	<b>Collegiate Broadcasters Inc (CBI)</b> Attn: Will Robedee- Chair Person PO Box D Austin, TX 78713 512-471-3098 cbjob@mailman.rice.edu	<b>N</b>	<b>0</b>
<b>21</b>	<b>Radio Advertising Bureau</b> <a href="http://www.rab.com">http://www.rab.com</a> 1320 GREENWAY DRIVE, SUITE 500, DALLAS, TX 75038 Bob Lawrence <a href="mailto:blawrence@rab.com">blawrence@rab.com</a> 888-276-2729 PH: 972-753-6750 Fax: 972-753-6727	<b>N</b>	<b>0</b>
<b>22</b>	<b>The New School of Radio &amp; Television</b> 50 Colvin Ave. Albany, NY 12206 Walt Adams 518-438-7682 Fax: 438.3603 (Paula)	<b>N</b>	<b>0</b>
<b>23</b>	<b>Times Union</b> 645 Albany Shaker Rd Albany NY 12211 518-454-5050	<b>N</b>	<b>0</b>
<b>24</b>	<b>Youtube</b>	<b>N</b>	<b>4</b>
<b>25</b>	<b>Radio-online.com</b>	<b>N</b>	<b>0</b>
<b>26</b>	<b>Saratogian Newspaper</b> Barbara Lombardo, Editor 20 Lake Ave Saratoga NY 12866 518-584-4242	<b>N</b>	<b>0</b>
<b>27</b>	<b>Jobcentral.com (NYSDOL)</b>	<b>N</b>	<b>0</b>
<b>28</b>	<b>Albany-Colonie Chamber of Commerce</b> <a href="http://albany.myjobzone.net/">http://albany.myjobzone.net/</a>	<b>N</b>	<b>0</b>
<b>29</b>	<b>Job Fairs</b>	<b>N</b>	<b>0</b>
<b>30</b>	<b>Jobspider.com</b>	<b>N</b>	<b>0</b>
<b>31</b>	<b>Inside Radio</b>	<b>N</b>	<b>0</b>
<b>32</b>	<b>.30 Second Clips on all stations</b>	<b>N</b>	<b>1</b>

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:**

### **Internships**

#### **Albany Broadcasting Internships**

Albany 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. **Five (5) interns participated in the program in the past year.** Positions have been filled in areas of promotions, on-air talent and other areas.

### **Job Fair**

#### **Fulton Montgomery Community College**

Thursday, November 17, 2011 Amsterdam Riverfront Center

This job fair was attended by 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.

### **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. In the past year, two tours were conducted, one Living Resources in August 2011 and one for Cub Scouts of Stillwater, NY Troop 35 in January 2012.