

**PAMAL BROADCASTING, LTD**  
**EEO PUBLIC FILE**  
**WAJZ, WFLY, WROW, WYJB, WZMR, WIZR, WKLI,**  
January 21, 2008

Pamal Broadcasting Ltd. is an equal opportunity employer that encourages minorities and females to apply for job openings.

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.

This EEO Public File Report is filed in the following Stations' public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications ("FCC") rules: **WAJZ, WFLY, WROW, WYJB, WZMR, WIZR, WKLI**. The above stations are owned and operated by Pamal Broadcasting, Ltd.

**SECTION I. Full-Time Vacancy List.** The following chart is the vacancy list for WAJZ, WFLY, WROW, WYJB, WZMR, WIZR, WKLI, for January 22, 2007 –January 21, 2008. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

<b>Job Title/ Hire Date</b>	<b>Recruitment Sources (RS) used to fill vacancy</b>	<b>RS Referring Hiree</b>
<b>(2)LOCAL SALES MGR.</b>	<b>1,3-9,11-28</b>	<b>7/11</b>
<b>NATIONAL SALES MG</b>	<b>1,3-9,11-28</b>	<b>13</b>
<b>WFLY AFTERNOON DJ</b>	<b>1,3-9,11-28</b>	<b>7</b>
<b>PRODUCTION DIR.</b>	<b>1,3-9,11-28</b>	<b>7</b>
<b>WROW MORNING DJ</b>	<b>1,3-9,11-28</b>	<b>11</b>
<b>(6) ACCOUNT EXEC.</b>	<b>1,3-9,11-28</b>	<b>1,4,13,29</b>
<b>WAJZ PROMO DIR.</b>	<b>1,3-9,11-28</b>	<b>7</b>
<b>NAT'L SALES ASST.</b>	<b>1,3-9,11</b>	<b>13</b>
<b>TRAFFIC DIRECTOR</b>	<b>1,3-9,11-28</b>	<b>1</b>
<b>WZMR MID-DAY DJ</b>	<b>1,3-9,11-28</b>	<b>7</b>
<b>WFLY OVERNITE DJ</b>	<b>1,3-9,11-28</b>	<b>11</b>
<b>WFLY PROMOTIONS</b>	<b>1,3-9,11-28</b>	<b>11</b>
<b>OPERATIONS ASST.</b>	<b>1,3-9,11-28</b>	<b>11</b>

**SECTION II. Master Recruitment Source List.** The following chart displays our source list's name, address and other information:

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled To Vacancy Information? (Y/N)</b>	<b># of Interviewees Referred By RS In The Last 12 Months</b>
1	Capitalareahelpwanted.com Job Bank ( <a href="http://www.capitalareahelpwanted.com">http://www.capitalareahelpwanted.com</a> )	Y	38
2	Metroland 4 Central Ave. Albany, NY 12210 <a href="mailto:classifieds@metroland.net">classifieds@metroland.net</a> 518-463-2500	Y	0
3	Corporate Website ( <a href="http://www.pamal.com">http://www.pamal.com</a> )	Y	1
4	Station Website ( <a href="http://www.wajz.com">http://www.wajz.com</a> ) ( <a href="http://www.albanymagic.com">www.albanymagic.com</a> )	Y	0
5	Station Website ( <a href="http://www.fly92.com">http://www.fly92.com</a> )	Y	4
6	Station Website ( <a href="http://www.b95.com">http://www.b95.com</a> )	Y	0
7	Internal Posting Albany Broadcasting	Y	15
8	New York State Broadcasters Job Bank <a href="mailto:Sandy@nysbroadcastersassn.org">Sandy@nysbroadcastersassn.org</a>	Y	2
9	Careerbuilder.com	Y	0
10	Society of Broadcast Engineers (SBE) <a href="mailto:Kjones@sbe.org">Kjones@sbe.org</a> 317-846-9000 (Fax) 317-846-9120	Y	0
11	All Access Job Bank ( <a href="http://www.allaccess.com">http://www.allaccess.com</a> )	Y	56
12	On-air Advertisement	Y	4

13	Word of Mouth	Y	13
14	Albany County Social Services 162 Washington Ave. Albany, NY 12210 518-447-7679	Y	0
15	Women's Employment & Resource Ctr. Beth Miller 8 Wolfert Ave. Albany, NY 12206 518-434-3103	Y	0
16	Schenectady County of Employee Ass. 107 Nott Terrace Schenectady, NY 12308 518-356-4272	Y	0
17	Russell Sage College Learning & Career Services Asst. 45 Ferry St. Troy, NY 12180 518-244-2272	Y	0
18	Rensselaer County Employment Serv. 1600 7 <sup>th</sup> Ave. Troy, NY 12180 518-270-2860	Y	0
19	University of Albany School of Business 1400 Washington Ave. Albany, NY 1222 518-442-4961	Y	0
20	Collegiate Broadcasters Inc. (CBI) Attn: Will Robedee-Chair Person PO Box D Austin, TX 78713 512-471-3098 <a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a>	Y	0
21	Mildred Elley 800 New Loudon Road Latham, NY 12110 518-786-3171	Y	0

22	<b>New School of Radio and TV</b> 50 Colvin Ave. Albany, NY 12206 518-438-7682	Y	0
23	<b>Times Union</b> 645 Albany Shaker Road Albany, NY 12211 518-4545050	Y	14
24	<b>Urban Voices Newspaper</b> Kenneth Braswell 220 Green St. Albany, NY 12202 518-432-5102	Y	0
25	<b>Spotlight Newspaper</b> Susan Graves, Exec. Director Box 100 Delmar, NY 12054	Y	0
26	<b>Saratogian Newspaper</b> Barbara Lombardo, Editor 20 Lake Ave. Saratoga, NY 12866 518-584-4242	Y	0
27	<b>Troy Record Newspaper</b> Lisa Lewis, Editor 501 Broadway Troy, NY 12180 518-270-1200	Y	0
28	<b>Daily Gazette Newspaper</b> Box 1090 Schenectady, NY 12301 518-374-4141	Y	0
29	<b>Job Fairs</b>	Y	24
30	<b>Careerbuilder.com</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Y	3

**SECTION III. Recruitment Initiatives.** The following chart describes the Community Outreach/Supplemental Recruitment initiatives

undertaken by the above stations from January 22, 2007 thru January 21, 2008.

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Shaker HS Career Day</b>	<b>Disc. Careers in Media</b>
<b>2</b>	<b>University of Albany Fair</b>	<b>Career Fair for hiring Sales</b>
<b>3</b>	<b>ABC Job Fair</b>	<b>Job Fair for positions in radio</b>
<b>4</b>	<b>NYS Broadcasters Internet Job Fair</b>	<b>Hiring applicants via internet</b>
<b>5</b>	<b>EEO Mailing List Commercial</b>	<b>EEO Mailing List Commercial</b>
<b>6</b>	<b>Internships</b>	<b>See Narrative Below</b>
<b>7</b>		
<b>8</b>		
<b>9</b>		
<b>10</b>		
<b>11</b>		
<b>12</b>		

## **Narrative Statement:**

The EEO outreach efforts have resulted in substantial and satisfactory numbers of job applicants. Referrals have come from numerous diverse sources that we routinely contact when there are openings. We provide an introduction to broadcasting for college students through our radio internship program. We have engaged in substantial outreach activities to inform the community about employment opportunities in broadcasting through our hosting and co-hosting of and participation in others' job fairs and career day presentations. We also have conducted training for Managers in implementation of the EEO rules and our licensee policies. Training also provided in avoiding and dealing with sexual harassment and for all employees on our Human Resources policies.

### **Shaker High School- Colonie, NY October 1, 2007**

Joe Condon attended this seminar to discuss media and careers in media with the students. There was a question and answer session that lasted about 2 ½ hours.

### **University of Albany Career Day- Albany, NY February 27, 2007**

This job fair was attended by the VP of Sales and the Sales Manager. Perspective candidates were interviewed and given information about jobs in Sales.

### **ABC Job Fair- Latham, NY May 2, 2007- 4:30pm-7:30pm**

Job fair was held at the corporate offices of Albany Broadcasting. Interviews were conducted for Sales, Marketing, Promotions and Administrative positions. Managers were on hand to discuss the various possible careers in the radio industry.

### **New York State Broadcasters Association Virtual Job Fair March 19-25, 2007**

This was a job fair over the internet. The Office Manager posted job listings for people to see and view and to also post resumes for the station to see. The virtual fair lasted a week.

### **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. Positions that have been filled are in areas of promotions, marketing, on-air talent and other areas.

**On-Air Mailing List Outreach-** These 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.