

PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
WAJZ, WFLY, WROW, WYJB, WZMR, WIZR, WKLI,
February 2005

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 March 2004-February 2005. 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
WROW/WKLI SALES	1,3,7-9,13-23	13
OPERATIONS ASST.	1,3,7,8,11,14-23	11
WFLY PD	1,3,7-8,11,13-23	7
SPECIAL EVENTS CO.	1,3,7	7
ACCOUNTS PAYABLE	1	1
RECEPTIONIST	1,3,7,14-23	1
PRODUCTION DIR.	1,3,7,8,9,11,13,14-23	7
WAJZ/WFLY SALES	1,3-5,7,8,13-23	23
WAJZ/WFLY SALES	1,3-5,7,8,13-23	13
WFLY ON AIR TALENT	1,3,5,7,8,11,	7
WYJB ON AIR TALENT	1,3,7,11	11
WAJZ/WFLY SALES	1,3-5,7,8,13-23	1
NAT'L SALES MGR	1,3,4,5,7,8,11,20,28	7
WROW NEWS ANCH	1,3,4,7,8,14-20	8
WFLY MID-DAY DJ	1,3,5,8,11,13-22	11

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 Job Bank (http://www.capitalareahelpwanted.com)	Y	35
2	Metroland 4 Central Ave. Albany, NY 12210 classifieds@metroland.net 518-463-2500	Y	0
3	Corporate Website (http://www.pamal.com)	Y	3
4	Station Website (http://www.wajz.com) (www.albanymagic.com)	Y	0
5	Station Website (http://www.fly92.com)	Y	0
6	Station Website (http://www.b95.com)	Y	0
7	Internal Posting Albany Broadcasting	Y	4
8	New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org	Y	5
9	Classique Magazine Annette DeLavallade classiquemagazine@yahoo.com	Y	0
10	Society of Broadcast Engineers (SBE) Kjones@sbe.org 317-846-9000 (Fax) 317-846-9120	Y	0
11	All Access Job Bank (http://www.allaccess.com)	Y	20

12	On-air Advertisement	Y	0
13	Word of Mouth	Y	2
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 th 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 cbjob@mailman.rice.edu	Y	0

21	Mildred Elley 800 New Loudon Road Latham, NY 12110 518-786-3171	Y	0
22	New School of Radio and TV 50 Colvin Ave. Albany, NY 12206 518-438-7682	Y	0
23	Times Union 645 Albany Shaker Road Albany, NY 12211 518-4545050	Y	6
24	Urban Voices Newspaper Kenneth Braswell 220 Green St. Albany, NY 12202 518-432-5102	Y	0
25	Spotlight Newspaper Susan Graves, Exec. Director Box 100 Delmar, NY 12054	Y	0
26	Saratogian Newspaper Barbara Lombardo, Editor 20 Lake Ave. Saratoga, NY 12866 518-584-4242	Y	0
27	Troy Record Newspaper Lisa Lewis, Editor 501 Broadway Troy, NY 12180 518-270-1200	Y	0
28	Daily Gazette Newspaper Box 1090 Schenectady, NY 12301 518-374-4141	Y	4

SECTION III. Recruitment Initiatives. The following chart describes the Community Outreach/Supplemental Recruitment initiatives undertaken by the above stations from March 2004 thru February 2005.

	Type of Recruitment Initiative	Brief Description of Activity
1	Albany Broadcasting Co.	Job Fair X 2
2	Albany Broadcasting Co.	Internship Program
3	Siena College	Networking & Recruit. Night
4	Virtual Career Fair	Career Fair online
5	HVCC Career Fair	Job fair at local college
6	EEO Mailing List Commercial	Aired on All stations
7	Junior Achievement Day	Students learned about careers in radio
8	Upper Level Training/Seminars	See Narrative Below
9		

Narrative Statement:

ABC Job Fair

November 16, 2004-Latham, NY 5pm – 7pm

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.

ABC Job Fair

January 15, 2005-Latham, NY 10am – 12pm

Job fair was held at 6 Johnson Road. Interviews were conducted by Sales Managers and the General Manager. The main focus of this job fair was primarily to recruit Account Executives.

Siena College Networking & Recruiting Night

March 25, 2004 at Siena College – 5:00p.m. – 7:00 p.m

Linda Madsen (Director of HR) attended this seminar on behalf of Albany Broadcasting Company. She shared with several students information on the various positions available within the radio industry. Linda provided a wealth of knowledge and distributed information in regard to Albany Broadcasting.

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. From March 2004 thru March 2005 we retained over 8 interns.

Virtual Career Fair

March 22- March 28, 2004

This online career fair was hosted by ABC and enabled several clients to view resumes/candidates for various positions within their organization. There were several hundred hits to the career fair and proved to be very successful.

HVCC Community Job Fair

March 2004

Albany Broadcasting attended a local college job fair to share with the many students the careers in radio and with Albany Broadcasting. There were several managers on hand to accept applications and conduct preliminary interviews. The job fair had a huge turnout of students and was very successful.

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.

Junior Achievement-Groundhog Job Shadow-Feb. 2, 2005

Many students came from Maple Hill Middle School to learn about the careers in radio. Several of the ABC Staff spoke to the students about their jobs and the different elements of radio. They toured the studios and had a question and answer session in reference to the radio industry.

Upper Level Management Training/Seminars

- **EEO Rules and Policies for Broadcasters-** This meeting was given by Stacy Rogers (GM) to all Managers that have hiring responsibilities at Albany Broadcasting. The meeting was held in the ABC Conference room at an Executive Committee meeting on November 3rd, 2004 and covered all rules and regulations for EEO and methods of ensuring equal employment opportunity and preventing discrimination.
- **EEO Initiative Discussion-** This meeting was held on Sept. 16, 2004, between the Office Manager and the General Manager. The focus entailed updating the mailing list and discussing where candidates derived from and how to improve our outreach efforts. We have updated our mailing list with new organizations to reach a vast array of candidates for employment and deleted those that were not generating any leads.
- **Human Resource Training-** Human Resources conducted an in-depth training seminar on April 7th, 2004, which covered the proper procedures in hiring and dismissing employees and all state and federal guidelines. This training was mandatory for all department heads with hiring privileges.