

6 Johnson Road Licenses, Inc.  
**ANNUAL EEO PUBLIC FILE REPORT**  
 January 22, 2022 to January 21, 2023

Station(s): WENU, WFFG-FM, WKBE, WMML,  
and WNYQ

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE         | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-------------------|------------------------------------|
| 10-10-2022   | Account Executive | Indeed                             |
|              |                   |                                    |
|              |                   |                                    |
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|              |                   |                                    |

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INTERVIEWEE REFERRAL SOURCE SUMMARY

| RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING REPORTING PERIOD | NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED |
|--|--|
| Indeed   | 4  |
| Pamal.com  | 1  |
|  |  |
|  |  |
|  |  |
|  |  |

Job Title of Position: Account Executive

Date of Hire: 10/10/2022

| REFERRAL SOURCE             | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL.NO AND EMAIL ADDRESS OF SOURCE   |
|-----------------------------|---|---|--------------------------|--|
| Allaccess.com               | N | 24955 Pacific Coast Highway C303 Malibu, California 90265   | Joel Denver              | 310-457-6616<br><a href="mailto:joel@allaccess.com">joel@allaccess.com</a>   |
| Corporate Website Pamal.com | N | 6 Johnson Road Latham, NY 12110                             | Joe Morrell              | 518-786-6600<br><a href="mailto:jbmorrell@pamal.com">jbmorrell@pamal.com</a> |
| SUNY Adirondack             | N | 640 Bay Road Queensbury, NY 12804                           | Kevin Ankeny             | 888-786-9325<br><a href="mailto:ankenyk@sunyacc.edu">ankenyk@sunyacc.edu</a> |
| Internal Posting            | N | 89 Everts Avenue  | Tom Jacobsen             | 518-793-7733<br>tjacobsen@<br>adirondackbroadcasting.com                     |
| Indeed                      | N | 6433 Champion Grandview Way-Building 1 Austin , Texas 78750 | N-A                      | 1-800-745-4361<br><a href="mailto:Support@indeed.com">Support@indeed.com</a> |

\*Indicate "Y" (yes) or "N" (no) if the organization requested that the stations provide it with notice of all job vacancies.

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The employment unit engaged in the following broad outreach initiatives:

***Hosted/Sponsored Job Fairs:*** Albany Job Fair- [www.albanyjobfair.com](http://www.albanyjobfair.com)  
The Holiday Inn Express Conference  
Center in Latham, NY  
April 13, 2022  
[www.albanyjobfair.com](http://www.albanyjobfair.com)

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at [www.albanyjobfair.com](http://www.albanyjobfair.com). Applicable resumes were shared with the management of the Glens Falls cluster of radio stations. The Glens Falls, NY stations was represented by Tom Jacobsen- GM for Glens Falls –Adirondack Broadcasting.

Albany Job Fair- [www.albanyjobfair.com](http://www.albanyjobfair.com)  
The Holiday Inn Express Conference  
Center in Latham, NY  
July 13, 2022  
[www.albanyjobfair.com](http://www.albanyjobfair.com)

Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at [www.albanyjobfair.com](http://www.albanyjobfair.com). Applicable resumes were shared with the management of the Glens Falls cluster of radio stations. The Glens Falls, NY stations was represented by Tom Jacobsen- GM for Glens Falls –Adirondack Broadcasting.

***Attended/ Participant Job Fairs:***

**Albany Job Fair- [www.albanyjobfair.com](http://www.albanyjobfair.com)  
The Holiday Inn Express Conference  
Center in Latham, NY  
October 5, 2022  
[www.albanyjobfair.com](http://www.albanyjobfair.com)**

**Adirondack Broadcasting's Glens Falls, NY Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at [www.albanyjobfair.com](http://www.albanyjobfair.com). Applicable resumes were shared with the management of the Glens Falls cluster of radio stations. The Glens Falls, NY stations was represented by Tom Jacobsen- GM for Glens Falls –Adirondack Broadcasting.**

**Radio Station Tour:**

***December 13, 2022 Adirondack Broadcasting conducted a studio tour for Boy Scout Troop 56 from Hudson Falls, NY. The participants got to see the on-air studio operations and record a greeting and were shown the board operation techniques as well as how commercials are prepared.***

***Internship Program:***

**Adirondack Broadcasting has an ongoing internship program. Supervised by department managers after approvals by the General Manager and Corporate HR Department, interns work in various departments and are paid. Through the internship program, part-time employment and full-time employment has resulted over the years. Positions have been filled in promotions, marketing and other areas. Adirondack Broadcasting did not host an intern in 2022.**

**Management Training for  
Anti-Harassment February**

**2022 for Current Associates:** Annually, all associates, including management receive online Anti-harassment training. The training is provided by a benefits firm, Benetech that has a platform of online training tools for a variety of benefits and employment subjects. This training is required for all new hires as well as once during the calendar year. The training encompasses federal and statutory provisions concerning sexual harassment and harassment based on disability, age, gender, religion, pregnancy and sexual orientation and provides available remedies as well as our compliant procedure. The online training is approximately one hour and is interactive throughout the presentation requiring the associate to engage by answering questions to gauge their understanding of the material being presented.