

PAMAL BROADCASTING, LTD
DBA ALBANY BROADCASTING COMPANY
ANNUAL EEO PUBLIC FILE REPORT
WAJZ, WFLY, WROW, WYJB, WKLI-FM, WINU

February 1, 2018 – January 31, 2019

Pamal Broadcasting Ltd, is an equal opportunity employer that encourages minorities and females to apply for job openings. Pamal operates the station license to the subsidiary corporation, 6 Johnson Road Licenses, Inc.

Pamal Broadcasting incorporates the following 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, on-line classified advertising and the use of other appropriate job sources.
2. **Outreach in the community**-Employees participated in the various Career Day or Professional Networking events to encourage people to look at job opportunities in the broadcast industry during the reporting period including a review of jobs in radio
3. **Tours**-Throughout the year, Pamal Broadcasting hosts student tours of our facilities that 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.
4. **Through Our On Going Internship Program**-participation in job fairs and job banks throughout the year.

Section I. Full-Time Vacancies List- The following chart is a list of hires from February 1st 2018-January 31st 2019. Please see section II for full Master Recruitment Source List for recruitment resources.

Job Title	Recruitment Sources (RS) Used to Fill the Vacancy	RS Referring Hire
On-Air Talent/Night Show Personality	1, 2, 7, 8, 9, 17, 18	17
NTR Director	2,3,7,8,9,10,11,12,16, 17,18,23,25	Internal Candidate/8
Morning Show Host	2, 5, 7, 8, 23, 26	26
On-Boarding & Recruitment Specialist	1,2	2
HR Assistant	1, 2, 5, 7, 19	1
Account Executive	1, 2, 5, 7, 8, 23, 20	2
Digital Sales Executive	1, 2, 5, 7, 23	1
Sales Manager	2, 5, 7, 8, 9, 23,24	24
Senior Accountant	2, 5, 7, 8, 20, 23	2
Controller	1, 2, 5, 7, 20, 21, 23	2
Promotions Director	2, 5, 8, 9, 17, 18	8

Recruiting Source Information	Source Entitled To Vacancy Information? (Y/N)	# Of Interviewees Referred By RS In The Last 12 Months
<p style="text-align: center;">1</p> <p style="text-align: center;">Capitalareahelpwanted.com Job Bank (http://capitalareahelpwanted.com) Tabitha Owens-Pamal Broadcasting Human Resources Recruiter/On-Boarding Specialist 518-782-9836 ext 210</p>	N	7
<p style="text-align: center;">2</p> <p style="text-align: center;">Indeed (www.indeed.com)</p>	N	12
<p style="text-align: center;">3</p> <p style="text-align: center;">New York State Job Bank (https://newyork.usnlx.com/)</p>	N	0
<p style="text-align: center;">4</p> <p style="text-align: center;">US Jobs (usjobs.com)</p>	N	0
<p style="text-align: center;">5</p> <p style="text-align: center;">New York State Department Of Labor (www.labor.ny.gov) Patrick Brown Associate Employment Services Representative Harriman State Office Campus Building 12, Room 422, Albany NY 12240 P: (518) 457-2483 F: (518) 485-2577</p>	N	0
<p style="text-align: center;">6</p> <p style="text-align: center;">New York State Education Department (www.nysed.gov) Bryan D. Baszczuk Employment Specialist Business Services Representative ACCES-VR Albany District Office 80 Wolf Rd., Albany NY 12205 Tel: (518) 485-7748 Fax: (518) 457-4562</p>	N	0
<p style="text-align: center;">7</p> <p style="text-align: center;">NYS Broadcasters Job Bank (nysbroadcasters.org) Carolyn M. Jung Communications/Website Administrator New York State Broadcasters Association, Inc. 1805 Western Avenue Albany NY 518-456-8888</p>	N	3

<p style="text-align: center;">8</p> <p style="text-align: center;">Corporate Website (www.pamal.com)</p> <p style="text-align: center;">Tabitha Owens-Pamal Broadcasting Human Resources Recruiter/On-Boarding Specialist 518-782-9836 ext 210</p>	N	7
<p style="text-align: center;">9</p> <p style="text-align: center;">Capital District's Women's Employment & Resource Center (www.cdwerc.org)</p> <p style="text-align: center;">Marjorie Adams Employment & Training Coordinator 175 Central Avenue Albany NY 12206 518-462-7600</p>	N	2
<p style="text-align: center;">10</p> <p style="text-align: center;">Search For Change (www.searchforchange.org)</p> <p style="text-align: center;">Vinny Sceri Director Of Vocational Services 115 East Stevens Avenue Valhalla, New York 10595 (914) 428-5600</p>	N	0
<p style="text-align: center;">11</p> <p style="text-align: center;">Westchester Residential Opportunities (www.wroinc.org)</p> <p style="text-align: center;">Marlene Zarfes Executive Director 470 Mamaroneck Avenue, Suite 410 White Plains, NY 10605 P-914-428-4507 F-914-428-9455</p>	N	0
<p style="text-align: center;">12</p> <p style="text-align: center;">Ability Beyond Disability (www.abilitybeyond.org)</p> <p style="text-align: center;">Shaileen Brighton-Ortiz Services Manager New York Office 480 Bedford Road Chappaqua, NY 10514 (888) 832-8247</p>	N	1
<p style="text-align: center;">13</p> <p style="text-align: center;">Putnam Arc (www.putnamarc.org)</p> <p style="text-align: center;">hr@putnamarc.org 575 Drewville Road Carmel, New York 10512 845.278.7272</p>	N	0

<p style="text-align: center;">14 One Stop Jobs (www.westchesterputnamonestop.com)</p>	N	0
<p style="text-align: center;">15 Albany County Social Services Patty McDonnell 162 Washington Ave Albany NY 12210 PH: 518-447-7738 E-mail:pmcdonnell@albanycounty.com</p>	N	0
<p style="text-align: center;">16 Connecticut School Of Broadcasting (www.gocsb.com)</p> <p style="text-align: center;">1400 Old Country Road Westbury NY 11590 Stratford-Josh Scussell-jscussell@gocsb.com Westbury-Becca Martines-bmartines@gocsb.com 516-280-6801</p>	N	2
<p style="text-align: center;">17 The New School Of Radio & Television 50 Colvin Ave Albany NY 12206 Cathy Taylor-ctaylor@newschoolalbany.edu 518-438-7682</p>	N	3
<p style="text-align: center;">18 Mount Saint Mary College (Purplebriefcase.com)</p>	N	2
<p style="text-align: center;">19 The College Of St. Rose (www.strose.12twenty.com)</p>	N	1
<p style="text-align: center;">20 Siena College (www.siena.edu)</p> <p style="text-align: center;">Ashley Dwyer Career Education & Professional Development 518-782-6512 515 Loudon Rd Loudonville NY 12211</p>	N	3
<p style="text-align: center;">21 Union College (www.union.edu)</p> <p style="text-align: center;">Rochelle Caruso Senior Associate Director, Employer Relations Union College Becker Career Center Schenectady NY 518-388-6726</p>	N	4

<p style="text-align: center;">22</p> <p style="text-align: center;">Hudson Valley Community College (www.hvcc.edu) Siek Campus Center, Suite 290 80 Vandenburg Ave Troy, NY 12180-518-629-7329</p>	N	4
<p style="text-align: center;">23</p> <p style="text-align: center;">All Access (allaccess.com)</p>	N	0
<p style="text-align: center;">24</p> <p style="text-align: center;">Inside Radio (www.insideradio.com)</p>	N	1
<p style="text-align: center;">25</p> <p style="text-align: center;">Stand With Ali (www.alitmuhammad.com) Ali T. Muhammad Beacon City Councilman 845-245-5741 Email: amuhammad@cityofbeacon.org</p>	N	0
<p style="text-align: center;">26</p> <p style="text-align: center;">Word of Mouth</p>	N	5

Outreach Initiatives:

Job Fairs

1. Holiday Inn Express Job Fair-400 Old Loudon Road, Latham NY 12110 April 18th 2018
2. Veteran Job Fair-Albany Stratton VA Medical Center-113 Holland Ave, Albany NY April 25th 2018
3. Holiday Inn Express Job Fair-400 Old Loudon Road, Latham NY 12110 October 3rd 2018
4. Veteran Job Fair-Albany Stratton VA Medical Center-113 Holland Ave, Albany NY October 17th 2018

Tours

1. South End Children's Café 25 Warren Street Albany NY 12202 March 20th 2018
2. Hudson Valley Community College 80 Vandenburg Street Troy NY 12180 April 3rd 2018
3. Alternative Living Group Inc.-500 New Karner Road, Albany NY 12205 November 16 2018

Internships-

1. Promotions/NTR/Sales Internship-Pamal Broadcasting 6 Johnson Road Latham NY 12110/(Hudson Valley Community College 80 Vandenburg Ave Troy NY 12180) –May 29-2018-August 8th 2018
2. Marketing/Sales Internship-Pamal Broadcasting 6 Johnson Road Latham NY 12110/(SUNY Oswego 7060 NY-104 Oswego NY 13126) June 4th 2018-June 11th 2018

3. Programming-Pamal Broadcasting 6 Johnson Road Latham NY 12110/(Columbia High School Career Exploration 962 Luther Road East Greenbush NY 12061) August 9th 2018- January 17th 2019

These job fairs, internships and tours were attended/facilitated by our Human Resources On-Boarding Specialist and/or a long term station employee who is a Supervisor or Announcer and also assists on EEO functions. Participants were given extensive information about jobs in the radio station industry and resumes were collected.