

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

February 1, 2019 – January 31, 2020

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. **Through our on-going internship program**, participation in job fairs throughout the year and participating in various job banks.
3. **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
4. **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.

Section I. Full-Time Vacancies List- The following chart is a list of hires (vacancies) from February 1st 2019-January 31st 2020. 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
Accounts Payable	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	2
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	2
On-Air Talent	2,3,7,8,16,17,18,19,20,21,22,23,24,25,26,27,28	23,24
General Market Manager	2,3,5,6,7,8,23,24,25,26,27,28,	27
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	2
Entry Level Accountant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	2
Senior Accountant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	5
Accountant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	5
Accounts Payable	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	2
Night Show Talent	2,3,7,8,16,17,18,19,20,21,22,23,24,25,26,27,28	8
Senior Accountant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	5,7

	<i>Source Entitled To Vacancy Information? (Y/N)</i>	<i># Of Interviewees Referred By RS In The Last 12 Months</i>
<p>1</p> <p>Capitalareahelpwanted.com Job Bank (http://capitalareahelpwanted.com) Tabitha Owens-Pamal Broadcasting Human Resources Recruiter/On-Boarding Specialist 518-782-9836 ext 210</p>	N	4
<p>2</p> <p>Indeed (www.indeed.com)</p>	N	13
<p>3</p> <p>New York State Job Bank (https://newyork.usnlx.com/)</p>	N	6
<p>4</p> <p>The ARC Putnam 575 Drewville Rd, Carmel Hamlet, NY 10512</p>	N	0
<p>5</p> <p>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	6
<p>6</p> <p>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	3
<p>7</p> <p>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	1

<p style="text-align: center;">8</p> <p style="text-align: center;">Corporate Website (www.pamal.com) Tabitha Owens-Pamal Broadcasting Human Resources Recruiter/On-Boarding Specialist 518-782-9836 ext 210</p>	N	2
<p style="text-align: center;">9</p> <p style="text-align: center;">Capital District's Women's Employment & Resource Center (www.cdwercc.org) Marjorie Adams Employment & Training Coordinator 175 Central Avenue Albany NY 12206 518-462-7600</p>	N	0
<p style="text-align: center;">10</p> <p style="text-align: center;">Search For Change (www.searchforchange.org) K. Letsinger 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) 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) Shaileen Brighton-Ortiz Services Manager New York Office 480 Bedford Road Chappaqua, NY 10514 (888) 832-8247</p>	N	0
<p style="text-align: center;">13</p> <p style="text-align: center;">Rensselaer County ARC (www.renarc.org) Rachel Young 79 102nd Street Troy NY 12180 (518)-274-3110</p>	N	0
<p style="text-align: center;">14</p> <p style="text-align: center;">One Stop Jobs (www.westchesterputnamonestop.com)</p>	N	0

<p style="text-align: center;">15</p> <p>Albany County Social Services Patty McDonnell 162 Washington Ave Albany NY 12210 PH: 518-447-7738 E-mail:pmcdonnell@albanycounty.com</p>	N	
<p style="text-align: center;">16</p> <p>Connecticut School Of Broadcasting (www.gocsb.com)</p> <p>1400 Old Country Road Westbury NY 11590 Stratford-Josh Scussell-jscussell@gocsb.com Westbury-Becca Martines-bmartines@gocsb.com 516-280-6801</p>	N	0
<p style="text-align: center;">17</p> <p>The New School Of Radio & Television 50 Colvin Ave Albany NY 12206 Cathy Taylor ctaylor@newschoolalbany.edu 518-438-7682</p>	N	0
<p style="text-align: center;">18</p> <p>Mount Saint Mary College (Purplebriefcase.com)</p>	N	0
<p style="text-align: center;">19</p> <p>The College Of St. Rose (www.strose.12twenty.com)</p>	N	1
<p style="text-align: center;">20</p> <p>Siena College (www.siena.edu)</p> <p>Ashley Dwyer Career Education & Professional Development 518-782-6512 515 Loudon Rd Loudonville NY 12211</p>	N	0
<p style="text-align: center;">21</p> <p>Union College (www.union.edu)</p> <p>Rochelle Caruso Senior Associate Director, Employer Relations Union College Becker Career Center Schenectady NY 518-388-6726</p>	N	1
<p style="text-align: center;">22</p> <p>Hudson Valley Community College (www.hvcc.edu)</p> <p>Siek Campus Center, Suite 290 80 Vandenberg Ave Troy, NY 12180-518-629-7329</p>	N	2

<p>23 All Access (allaccess.com)</p>	N	4
<p>24 Inside Radio (www.insideradio.com)</p>	N	9
<p>25 Stand With Ali (www.alitmuhammad.com) Ali T. Muhammad Beacon City Councilman 845-245-5741 Email: amuhammad@cityofbeacon.org</p>	N	0
<p>26 Radio Discussions (www.radiodiscussions.com)</p>	N	9
<p>27 Zip Recruiter (www.ZipRecruiter.com)</p>	N	13
<p>28 LinkedIn (www.Linkedin.com)</p>	N	18

Outreach Initiatives:

Job Fairs

- 1. SUNY College & Career Counseling Center 433 State Street Schenectady NY 12305-May 9th 2019**
- 2. Dr. Martin Luther King Jr. Job Fair Convention Center NYS Office Of General Services 1220 Washington Avenue Albany NY 12242-April 4th 2019**
- 3. Holiday Inn Express Job Fair-400 Old Loudon Road, Latham NY 12110 October 2nd 2019**
- 4. SUNY College & Career Counseling Center 433 State Street Schenectady NY 12305-March 21st 2019**
- 5. New York State Department Of Labor Mini Recruitment Event-175 Central Avenue Albany NY 12206-September 11th 2019**
- 6. CRHRA Resume Critiquing Seminar-Saratoga City Center 522 Broadway Saratoga Springs NY 12866- October 16th 2019**
- 7. The College Of Saint Rose Career Fair-432 Western Avenue Albany NY 12203-September 17th 2019**
- 8. Veteran Job Fair-Albany Stratton VA Medical Center-113 Holland Ave, Albany NY October 29th 2019**

Tours

- 1. South End Children's Café 25 Warren Street Albany NY 12202 November 21st 2019**
- 2. St. Anne's Institute 160 North Main Avenue Albany NY 12206 November 14th 2019**
- 3. SUNY Oneonta Radio Station 108 Ravine Pkwy, Oneonta, NY 13820 November 13th 2019**
- 4. COARC 630 Route 217, Mellenville, NY 12544 September 12th 2019**

These job fairs and tours were attended/facilitated by our Human Resources On-Boarding Specialist and/or 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.

Listings of each Upper Level category opening in a job bank or newsletter of Media Trade Groups whose membership includes substantial participation of Women and Minorities. The Licensee advertised all upper level job openings over the past year through multiple job hosts listed above. The organizations membership includes substantial participation of Woman and Minorities.