

PAMAL BROADCASTING, LTD

ANNUAL EEO PUBLIC FILE REPORT

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

February 1, 2024 to January 31, 2025

The above stations are owned and operated by Pamal Broadcasting Ltd, and licensed to its subsidiary corporation, 6 Johnson Road Licenses, Inc.

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

SECTION I – Vacancy List. The following chart shows the positions filled during the reporting period. Please see section II for the full Master Recruitment Source List for the recruitment source data:

JOB TITLE	RECRUITMENT SOURCES NOTIFIED OF VACANCY	RECRUITMENT SOURCE REFERRING HIREE
Account Executive (AE)	1, 2, 3, 4, 5, 6, 7, 8, 9	Employee Referral (1)

INTERVIEWEE REFERRAL SOURCE SUMMARY

RECRUITMENT SOURCES OF INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED FROM RECRUITMENT SOURCE
Employee Referral	1 AE
Indeed.com	5 AE

SECTION II – RECRUITMENT SOURCE LIST

RS #	REFERRAL SOURCE	*	ADDRESS OF SOURCE	SOURCE CONTACT
1	Internal Posting	N	Adirondack Broadcasting 89 Everts Ave Queensbury, NY 12804	Tom Jacobsen 518-793-7733 tjacobsen@adirondackbroadcasting.com
2	On-Air Recruitment Messages	N	6 Johnson Road Latham, NY 12210	Joe Morrell 518-786-6600 jbmorrell@pamal.com
3	Corporate Website Pamal.com	N	6 Johnson Road Latham, NY 12210	Joe Morrell 518-786-6600 jbmorrell@pamal.com
4	Indeed	N	6433 Champion Grandview Way Austin, Texas 78750	1-800-745-4361 Support@indeed.com
5	Employee Referral	N	Adirondack Broadcasting 89 Everts Ave Queensbury, NY 12804	Tom Jacobsen 518-793-7733 tjacobsen@adirondackbroadcasting.com
6	NYS Broadcasters Association	N	1805 Western Ave Albany, NY 12203	Trevor Elmendorf telmendorf@nysbroadcasters.org
7	NYS DOL Job Bank	N	www.labor.ny.gov	Patrick Brown Associate Employment Services Representative
8	SUNY Adirondack	N	640 Bay Road Queensbury, NY 12804	Kevin Ankeny 888-786-9325 ankenyk@sunyacc.edu
9	Handshake.com (Union College, SUNY Plattsburgh)	N	www.handshake.com	N/A

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

SECTION III – RECRUITMENT INITIATIVES

Job Fairs

- Albany Job Fair – April 17, 2024, May 15, 2024, June 5, 2024, July 17, 2024, and October 2, 2024

Adirondack Broadcasting attended these company sponsored job fairs, held at the Holiday Inn Express in Latham, NY, and online at www.albanyjobfair.com. Applicable resumes were shared with the management team of the Glens Falls cluster of radio stations. The stations were represented by Tom Jacobsen – GM for Adirondack Broadcasting.

- Dr. Martin Luther King Job Fair – April 10, 2024

Adirondack Broadcasting attended this NYS DOL sponsored job fair at the Empire State Plaza Convention Center, in Albany, NY. Applicable resumes were shared with the management team of the Glens Falls cluster of radio stations. The stations were represented by Tom Jacobsen – GM for Adirondack Broadcasting.

Radio Station Tour

- The Glens Falls Senior Center – August 15, 2024

Adirondack Broadcasting conducted a studio tour for 4 people, they toured the stations and were shown the operation on-air and recorded a greeting.

Internship Program

Pamal Broadcasting Ltd., 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. For 2024-2025, Adirondack Broadcasting hosted an Intern from SUNY Adirondack. The internship period was from January 15 to March 15, 2024.

Management Training for Anti-Harassment

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.