

PAMAL BROADCASTING, LTD

ANNUAL EEO PUBLIC FILE REPORT

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

February 1, 2025 to January 31, 2026

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

Pamal Broadcasting is an equal opportunity employer.

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 SOURCE REFERRING HIREE	NUMBER OF HIRES	Date of Hire
Account Executive	Indeed.com	1	8/19/2025

INTERVIEWEE REFERRAL SOURCE SUMMARY

RECRUITMENT SOURCES OF INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED FROM RECRUITMENT SOURCE
Internal posting	0
On Air Recruitment Advertisements	0
Pamal Website	0
Employee Referral	1
Indeed.com	4
NYS Broadcasters Association	0
NYS DOL Job Bank	0
SUNY Adirondack	0

SECTION II – RECRUITMENT SOURCE LIST

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

*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 16, 2025, May 14, 2025, June 4, 2025, July 16, 2025, and October 1, 2025

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.

- National Association of Broadcasters Leadership Foundation Career Fair – October 23, 2025

Adirondack Broadcasting was represented by Josh Goldstein, Corporate Recruiter, at the NAB show, held at the Jacob Javitts Center, in New York City.

Radio Station Tour

- The Glens Falls Radio Club – May 14, 2025
- SUNY Adirondack Broadcasting Students – April 10, 2025

Management Training for Anti-Harassment

Annually, all associates, including management, receive online Anti-harassment training. The training is provided by a benefits firm, NYSIF, 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.