

PAMAL BROADCASTING, LTD/6 Johnson Road Licenses, Inc.
ANNUAL EEO PUBLIC FILE REPORT
WAJZ, WFLY, WROW, WYJB, WIZR, WKLI,
January 21, 2006

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

Pamal Broadcasting has a three-part plan 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, newspaper classified advertising, on-line classified advertising and the use of appropriate job sources.
2. **Then sending of notices to community groups via letters or e-mail** that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.
3. **Through our on-going Internship program**, participation in job fairs throughout the year, and participation in various job banks.

This EEO Public File Report is filed in the following Stations' public inspection files pursuant to Section 73.2080(c)(6) of the Federal Communications ("FCC") rules: **WAJZ, WFLY, WROW, WYJB, WIZR, WKLI**. The above stations are owned and operated by Pamal Broadcasting, Ltd. and licensed to its subsidiary 6 Johnson Road Licenses, Inc.

SECTION I. Full-Time Vacancy List. The following chart is the vacancy list for WAJZ, WFLY, WROW, WYJB, WIZR, WKLI, for January 22, 2005-January 21, 2006. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

Job Title/ Hire Date	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
Accounting	1,3,8,13-22	1
Nat'l Sales Asst.	1,3,7,14-22	7
Asst. Prod. Director	1,3,4-6,8,11,14-22	11
Promotions Director	1,3,6-8	7
WAJZ Morning Hosts	3,4,7,11	11
WAJZ Program Dir.	1,3,7-8,11,13-22	13
Production Director	7,11,13	7
WAJZ/WFLY GSM	30	30
Account Executives (8)	1,3,5,11-13,29	1,5,12,13
Asst. Promotions Dir.	1,3,6-8,13	7
Sales Asst.	1,3,7,14-22	1

SECTION II. Master Recruitment Source List. The following chart displays our source list's name, address and other information:

RS Number	RS Information	Source Entitled To Vacancy Information? (Y/N)	# of Interviewees Referred By RS In The Last 12 Months
1	Capitalareahelpwanted.com Job Bank (http://www.capitalareahelpwanted.com)	Y	47
2	Metroland 4 Central Ave. Albany, NY 12210 classifieds@metroland.net 518-463-2500	Y	0
3	Corporate Website (http://www.pamal.com)	Y	2
4	Station Website (http://www.wajz.com) (www.albanymagic.com)	Y	0
5	Station Website (http://www.fly92.com)	Y	0
6	Station Website (http://www.b95.com)	Y	0
7	Internal Posting Albany Broadcasting	Y	6
8	New York State Broadcasters Job Bank Sandy@nysbroadcastersassn.org	Y	0
9	Classique Magazine Annette DeLavallade classiquemagazine@yahoo.com	Y	0
10	Society of Broadcast Engineers (SBE) Kjones@sbe.org 317-846-9000 (Fax) 317-846-9120	Y	0
11	All Access Job Bank (http://www.allaccess.com)	Y	17

12	On-air Advertisement	Y	5
13	Word of Mouth	Y	7
14	Albany County Social Services 162 Washington Ave. Albany, NY 12210 518-447-7679	Y	0
15	Women's Employment & Resource Ctr. Beth Miller 8 Wolfert Ave. Albany, NY 12206 518-434-3103	Y	0
16	Schenectady County of Employee Ass. 107 Nott Terrace Schenectady, NY 12308 518-356-4272	Y	0
17	Russell Sage College Learning & Career Services Asst. 45 Ferry St. Troy, NY 12180 518-244-2272	Y	0
18	Rensselaer County Employment Serv. 1600 7 th Ave. Troy, NY 12180 518-270-2860	Y	0
19	University of Albany School of Business 1400 Washington Ave. Albany, NY 1222 518-442-4961	Y	0
20	Collegiate Broadcasters Inc. (CBI) Attn: Will Robedee-Chair Person PO Box D Austin, TX 78713 512-471-3098 cbjob@mailman.rice.edu	Y	0

21	Mildred Elley 800 New Loudon Road Latham, NY 12110 518-786-3171	Y	0
22	New School of Radio and TV 50 Colvin Ave. Albany, NY 12206 518-438-7682	Y	1
23	Times Union 645 Albany Shaker Road Albany, NY 12211 518-4545050	Y	4
24	Urban Voices Newspaper Kenneth Braswell 220 Green St. Albany, NY 12202 518-432-5102	Y	0
25	Spotlight Newspaper Susan Graves, Exec. Director Box 100 Delmar, NY 12054	Y	0
26	Saratogian Newspaper Barbara Lombardo, Editor 20 Lake Ave. Saratoga, NY 12866 518-584-4242	Y	0
27	Troy Record Newspaper Lisa Lewis, Editor 501 Broadway Troy, NY 12180 518-270-1200	Y	0
28	Daily Gazette Newspaper Box 1090 Schenectady, NY 12301 518-374-4141	Y	
29	Job Fairs	Y	18
30	Inside Radio Fax: (877) 270-3998	Y	7

SECTION III. Recruitment Initiatives. The following chart describes the Community Outreach/Supplemental Recruitment initiatives undertaken by the above stations from January 22, 2005 thru January 21, 2006.

	Type of Recruitment Initiative	Brief Description of Activity
1	Albany Broadcasting Co.	Job Fair –This is a sister company and counts as a licensee sponsored fair
2	Albany Broadcasting Co.	Internship Program
3	Siena College Job Fair	Job Fair for positions in radio
4	Times Union Job Fair	Job Fair at Marriott on Wolf Rd.
5	Fulton Mont. Comm. College	Job fair attended by Joe Condon
6	Fulton, Mont., Schoharie Cty.	Job Fair attended by Joe Condon
7	Schenectady Comm. College	Joe Condon spoke to middle school students
8	Upper Level Training/Seminars	See Narrative Below
9	EEO Mailing List Commercial	EEO Mailing List Commercial
10	Central NY Communications Consortium	Syracuse, NY Job Fair

Narrative Statement:

The EEO outreach efforts have resulted in substantial and satisfactory numbers of job applicants. Referrals have come from numerous diverse sources that we routinely contact when there are openings. We provide an introduction to broadcasting for college students through our radio internship program. We have engaged in substantial outreach activities to inform the community about employment opportunities in broadcasting through our hosting and co-hosting of and participation in others' job fairs and career day presentations. We also have conducted training for Managers in implementation of the EEO rules and our licensee policies. Training also provided in avoiding and dealing with sexual harassment and for all employees on our Human Resources policies.

ABC Job Fair

March 10, 2005-Latham, NY 5pm – 7pm

Job fair was held at the corporate offices of Albany Broadcasting. Interviews were conducted for Sales, Marketing, Promotions and Administrative positions. Managers were on hand to discuss the various possible careers in the radio industry.

Times Union Job Fair

April 4, 2005

This job fair was presented by The Times Union and was held at the Marriott Hotel in Albany. The GM, National Sales Manager and VP of Sales attended and interviewed and talked about all the positions that ABC has to offer. There was a good turnout.

Fulton Montgomery Community College

April 20, 2005

Joe Caruso and Joe Condon, both of Albany Broadcasting, attended this job fair to discuss positions in radio. There were about 47 employers who attended to interview and review resumes. We were able to secure a handful of qualified applicants that were interviewed.

**Fulton, Montgomery, Schoharie Counties Workforce Solutions
Job Fair
April 7, 2005**

This job fair was attended by Joe Condon, Public Affairs Director for Albany Broadcasting. It was held in Amsterdam, NY at the Best Western Hotel. Candidates were interviewed and provided information about the positions in the radio industry.

**Schenectady Community College Career Day
March 22, 2005**

This seminar involved speaking to middle school students about the work force and role models in the work place. This career day was attended by Joe Condon, Public Affairs Director for Albany Broadcasting.

**Central NY Communications Consortium-Syracuse, NY
April 18-20th, 2005**

This fair was attended by our National Sales Manager, Dan Austin. There was an information session followed by interview sessions. Dan spoke with several college candidates who are seeking a position in radio and/or sales.

**Siena Job Fair
April 12, 2005- Siena College**

This job fair was attended by Dan Austin, National Sales Manager. He interviewed several candidates at this one-day seminar and discussed sales and other areas of employment in the radio industry.

Albany Broadcasting Internships

Albany Broadcasting Company has an ongoing internship program. ABC works with local colleges to give students an opportunity to experience various job positions. Through the internship program, part-time employment and full-time employment positions has resulted over the years. Positions that have been filled are in areas of promotions, marketing, on-air talent and other areas. From March 2004 thru March 2005 we retained over 8 interns.

On-Air Mailing List Outreach- These spots air on each of the stations letting organizations know who to contact if they wish to be added to our mailing list of job vacancies.

Upper Level Management Training/Seminars

- **EEO Rules and Policies for Broadcasters-** This meeting was given by Dan Austin (GM) to all Managers that have hiring responsibilities at Albany Broadcasting. The meeting was held in the ABC Conference room at an Executive Committee meeting on October 6th, 2005 and covered all rules and regulations for EEO and methods of ensuring equal employment opportunity and preventing discrimination.
- **Sexual Harrassment Management Training -** This training was provided by the Human Resources Department on Nov. 30th, 2005 in the Multi-Media room. It gave all Managers the knowledge on what to look for, how to react to a complaint and what is considered harassment.
- **Human Resource Training-** Human Resources conducted an in-depth training seminar on November 1st, 2005, for all employees. This meeting covered HR's policies and procedures, work environment, harassment policies and open door policies, etc.