

6 Johnson Road Licenses, Inc.

Annual EEO Public File

WXBM, WMEZ

October 1, 2008-September 30, 2009

Stations WXBM and WMEZ are owned and operated by Pamal Broadcasting, LTD, while the FCC licenses are held by its wholly-owned subsidiary, 6 Johnson Road Licenses, Inc. We are an equal opportunity employer.

We have a three-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. The wide dissemination of full-time openings via our radio properties, online classified advertising, trade periodicals/websites, and the use of appropriate job sources.
2. The 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 a variety of outreach initiatives.

SECTION I

Vacancy List

The following chart shows employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data.

JUN 09	AUG 09	Account Executive	1,2,3,4,5,10,11,12,13, 14

SECTION II

Master Recruitment Source List

The following chart displays our source list names, phone numbers and other information.

Number	POSTING SITE	Contact	Phone	Fax
1	Pensacola Junior College	Ken Shugart	850-484-1654	850-484-1694
2	University of West Florida	Sally	850-473-7255	850-474-2254
3	ESCAROSA Career Center	Rose	850-983-5325	850-983-5330
4	Pensacola Help Wanted.com	ONLINE	Acct# 21-55	
5	Locklin Technical Center	Anita Hoskins	850-983-5700	850-983-5715
6	Berkleemusic.com	ONLINE		
7	Radio-online.com	ONLINE		
8	allaccess.com	ONLINE		
9	Radio & Records	Karen Mumaw	310-788-1621	
10	WXBM	Theresa Howard	850-994-5357	850-994-7191
11	WMEZ	Theresa Howard	850-994-5357	850-994-7191
12	indeed.com	ONLINE		
13	Employflorida.com	ONLINE		
14	Employee Referral	Dave Cobb	850-994-5357	850-994-7191

<u>Position</u>	<u># Applicants</u>	<u>Source</u>	<u># Applicants from Source</u>	<u>Hired From</u>
Account Executive	12	Pensacola Jr. College	0	
		University of West Florida	0	
		ESCAROSA Career Center	0	
		Pensacolahelpwanted.com	7	
		WXBM	4	
		WMEZ	0	
		Locklin Technical Center	0	
		Indeed.com	0	
		Employflorida.com	0	
		Employee Referral	1	Yes

SECTION III

Outreach Initiatives

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1 Employment Booth	102.7 WXBM and Soft Rock 94.1 had an employment booth as a part of our annual “Kidsfest 2009” event on September 26 th .
2 EEO Training Session	September 15, 2009 all dept heads and managers met to discuss and review stations’ EEO requirements and practices.

“Kidsfest 2009” Employment Booth

102.7 WXBM and Soft Rock 94.1 employment opportunities booth was designed to tell the community about radio station jobs and promote current open positions. Twenty-five recorded spots and twenty live liners ran each week promoting “Kidsfest 2009” two weeks prior to the event. Both stations also participated in a live remote the day of the “Kidsfest 2009” to promote employments opportunities.

EEO Training Session

Conducted September 15, 2009 and included all directors and management staff. The session included a review of FCC guidelines, and current station practices. Input was solicited on opportunities to improve our outreach.