

**Pamal Broadcasting, LTD
EEO PUBLIC FILE**

WDVH, WDVH-FM, WKZY, WHHZ, WTMG, WTMN, WRZN

10/1/08

Pamal Broadcasting 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, on-line 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 information. Through on-air notices and the development of relationships with organizations we to grow this list.
3. Through our on-going internship program, participation in job fairs through out the year, hosting job fairs, and participation in scholarship program through a local high school.

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: **WTMG, WTMN, WKZY, WHHZ, WDVH-AM, WDVH-FM, and WRZN**. The above stations are owned and operated by Pamal Broadcasting, Ltd.

SECTION I. Vacancy List. The following chart is the Vacancy List for the stations described above. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

Job Title	Recruitment Sources (RS) used to fill vacancy	RS Referring Hiree
Sales #1	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	10
Sales #2	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	32
Sales #3	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	32
Sales #4	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	32
Sales #5	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	32
Sales #6	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	11
Sales #7	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	17
Sales #8	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	17
Sales #9	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	6
Sales #10	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	6
Sales #11	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	28
Sales #12	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20	28
Sales #13	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	28
Sales #14	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	28
Sales #15	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	5
Receptionist	3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,21	6
WKZY PD	3,4,5,6,7,8,9,10,11,12,13	25

WKZY Anncr	3,4,5,6,7,8,9,10,11,12,13	25
WKZY Anncr	3,4,5,6,7,8,9,10,11,12,13	25
General Mgr	3,4,5,6,7,8,9,10,11,12,13	30
WRZN Sales Mgr	3,4,5,6,7,8,9,10,11,12,13	15
Traffic Dir	3,4,5,6,7,9,10,11,12,13,14, 15,16,17,18,19,20,21	6

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	Gainesville Sun Newspaper 2700 SW 13 th Street Gainesville, FL 32608 352-372-4222	Y	0
2	Ocala Star Banner Newspaper 2121 SW 19 th Ave Rd. Ocala, FL 34474 352-732-9565	Y	0
3	Corporate Website (http://www.pamal.com)	Y	0
4	Station Website (http://www.1005thebuzz.com)	Y	10
5	Station Website (http://www.1069kzy.com)	Y	12
6	Station Website (http://magic1013.com)	Y	3
7	Internal Posting Sunshine Broadcasting	Y	2
8	All Access Job Bank (http://www/allaccess.com)	Y	1
9	GainesvilleOcalaHelpwanted.com www.gainesvilleocalahelpwanted.com	Y	5

10	Radio & Records www.radioandrecords.com	Y	2
11	Florida Association of Broadcasters www.fab.org/Job/SubmitJob.aspx	Y	3
12	On-air Advertisement	Y	5
13	Word of Mouth	Y	1
14	Goodwill Job Junction 7012 SW 6 th Place Apt f Gainesville, FL 32607 352-7278103	Y	0
14	National Organization for Women Gainesville Area NOW 6825 NW 43 rd Place Gainesville, FL 32606 352-376-7479	Y	0
15	National Organization for Women NOW Gainesville Chapter 1021 W University Ave C/O Civic Media Center Gainesville, FL 32602 352-377-2301	Y	0
16	NAACP of Gainesville P.O. Box 593 Gainesville, FL 32602 352-335-0422	Y	0
17	NAACP of Marion County 1850 SW 1 st Ave Ocala, FL 34474 352-351-4560	Y	0

18	Santa Fe Community College Career Resource Center 3000 NW 83rd Street Building S, Room 254 Gainesville, FL 32606 352-395-5582	Y	2
19	Alachua/Bradford Career Ctr 4800 SW 13th Street Gainesville, FL 32608 352-955-2245	Y	0
20	Knight Division for Scholarships Career Services & Multicultural Affairs University of Florida 1080 Weimer hall P.O. Box 118400 Gainesville, FL 32611 352-392-5970	Y	0
21	University of Florida Career Resource Center P.O. Box 118507 1st Floor, JW Reitz Union Gainesville, FL 32611 352-392-1601	Y	5
Total interviewees over the last 12 months			46

SECTION III. Recruitment Initiatives. The following chart describes the Community Outreach recruitment initiatives undertaken by the above stations during the period covered in this report:

	Type of Recruitment Initiative	Brief Description of Activity
1	Career Fair	Sunshine Broadcasting attended & recruited from Job Fair held at University of Florida on Oct 18, 2007
2	Career Fair	A Job Fair & training seminar was held at Sunshine Broadcasting in Dec of 2007 to hire account executives. Interviewed 32 candidates, 9 invited to seminar, 4 were hired.
3	Career Fair	Sunshine Broadcasting attended & recruited from Job Fair held at University of Florida on March 8, 2008
4	Career Fair	A Job Fair & Training Seminar was held at Sunshine Broadcasting in May of 2008 to hire account executives. Interviewed 17 candidates, 5 invited to seminar, 2 were hired
5	Career Fair	A Job Fair & Training Seminar was held at Sunshine Broadcasting in July of 2008 to hire account executives. Interviewed 28 candidates, 9 invited to seminar, 4 were hired

6	Career Fair	Sunshine Broadcasting attended & recruited from Job Fair held at Santa Fe Community College on September 3, 2008
7	Management Training Sessions	Once a week all department heads and managers meet to discuss office issues, including human resources.

Narrative Statement:

The EEO outreach efforts have resulted in substantial and satisfactory number of job applicants. Referrals have come from numerous sources. 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 participation in other's job fairs and career day presentations. We have also conducted training for managers. Training topics include human resource policies, and leadership topics

Career Fair – University of Florida

Oct 18, 2007

This was a recruitment seminar that was attended by the promotions director, Leigh Scott. He spoke with perspective students interested in a career in broadcasting.

Career Fair – Sunshine Broadcasting

Dec 2007

Headed by Star Droshine, Sales Manager. After conducting initial interviews, promising candidates were invited back for a second interview. From that group finalists were invited for an Orientation. The orientation covered job descriptions, pay plans, a tour of the facility, introduction to managers and an exercise to determine ambition, creativity and personal confidence. Afterward a question and answer session was held.

Career Fair – University of Florida

March 8, 2008

This was a recruitment seminar that was attended by the promotions Director, Leigh Scott. He spoke with perspective students interested in a career in broadcasting.

Career Fair – Sunshine Broadcasting

May 2008

Headed by Star Droshine, Sales Manager. After conducting initial interviews, promising candidates were invited back for a second interview. From that group finalists were invited for an Orientation. The orientation covered job descriptions, pay plans, a tour of the facility, introduction to managers and an exercise to determine ambition, creativity and personal confidence. Afterward a question and answer session was held.

Career Fair – Sunshine Broadcasting

July 2009

Headed by Star Droshine, Sales Manager. After conducting initial interviews, promising candidates were invited for an Orientation. The orientation covered job descriptions, pay plans, a tour of the facility, introduction to managers and an exercise to determine ambition, creativity and personal confidence. Afterward a question and answer session was held.

Career – Santa Fe Community College

Sept 2, 2008

This recruitment seminar was attended by the General Manager, Richard Hinshaw. He spoke with perspective students interested in a career in broadcasting.

Internships

This is an on going program coordinated by the promotions director which introduces college students to the broadcasting business. We take an average of 5 students for each fall, spring and fall semester. Several interns have subsequently been hired as part time employees and several more have moved on to full time careers in broadcasting.

Management Training Sessions

A weekly meeting is held for all department heads and management. Topics covered include human resources issues, sexual harassment issues, hiring and recruiting practices, and internship opportunities.