

Jablamo Broadcasting, LTD

EEO Public File

**WDVH, WDVH-FM, WKZY, WHHZ, WTMG, WTMN, WRGO, WRZN,
WYNY**

October 1, 2005

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

Jablamo Broadcasting has a three-part plan in an attempt to reach all segments of the population to fill full-time job 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 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, hosting job fairs, and participation in a 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 Commission rules: WDVH, WDVH-FM, WKZY, WHHZ, WTMG, WTMN, WRGO, WRZN, WYNY. 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	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	19
Sales 2	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	11
Sales 3	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	10
Sales 4	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	10
Sales 5	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	10
Sales 6	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	11
Sales 7	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	10
Sales 8	3,4,5,6,7,10,12,13,14,15,16, 17,18,19	11
Programming 1	3,4,5,6,7,8,12,13,14,15,16	8
Programming 2	3,4,5,6,7,12,13,14,15,16	11
Programming 3	3,4,5,6,7,12,13,14,15,16	7
Programming 4	3,4,5,6,7,12,13,14,15,16	11
Receptionist 1	3,4,5,6,7,11,12,13,14,15,16	11
Receptionist 2	3,4,5,6,7,12,13,14,15,16	10
General Manager	3,4,5,6,7,12,13,14,15,16	
Traffic	3,4,5,6,7,11,12,13,14,15,16	11

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)	RS Number
1	Gainesville Sun Newspaper 2700 SW 13 TH Street Gainesville, FL 32608 352-372-4222	N	
2	Ocala Star Banner Newspaper 2121 SW 19 TH Ave Rd. Ocala, FL 34474 352-732-9565	N	
3	Corporate Website (http://www.pamal.com)	Y	1
4	WHHZ-FM Website www.1005thebuzz.com	Y	
5	WKZY-FM Website www.1069KZY.com	Y	1
6	WTMG-FM Website www.magic1013.com	Y	
7	Internal Posting Sunshine Broadcasting	Y	1
8	All Access Job Bank www.allaccess.com	Y	2
9	GainesvilleOcalaHelpWanted.com www.gainesvilleocalahelpwanted.com	Y	5

10	On-Air Advertaisement	Y	7
11	Word of Mouth	Y	6
12	National Organization for Women (NOW) Gainesville Chapter 1021 W. University Ave Gainesville, FL 32601 352-377-2301	Y	
13	Now Judy Levy PO Box 14954 Gainesville, FL 32602 352-376-7479	Y	
14	Alachua One Stop Career Center 4800 SW 13TH Street Gainesville, FL 32608	Y	1
15	Florida Works Gainesville Area Chamber of Commerce 300 E. University Ave Gainesville, FL 352-334-7105 ext.311	Y	
16	NAACP 1850 SW 1ST Ave Ocala, FL 34474 352-351-4560	Y	
17	Career Resource Center CRC UF PO Box 118400 Gainesville, FL 352-392-1601 ext.201	Y	3

18	Knight Division 1080 Weimer Hall PO Box 118400 Gainesville, FL 32611 352-392-5870	Y	
19	Career Resource Center Placement Office Santa Fe Community College 3000 NW 83RD Street Building S, Rm 254 Gainesville, FL 32606 352-395-5822	Y	1
Total Number of Interviewees over the last 12 months			

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 and recruited from this job fair held at the University of Florida on 10/26/04
2	Career Fair	Sunshine Broadcasting attended and recruited from this job fair held at the University of Florida on 3/21/05
3	Internships	We bring in interns twice a year and introduce them into the broadcasting business

4	Scholarships	Y.E.S. Program through Bucholz High School pays students that are interested in broadcasting to work with us for a few weeks
5	Management Training Session	Once a week all dept heads and managers meet to discuss office issues including human resources, programming, etc
		Hosted by one of our sales managers in Ocala and hired 3 account executives

Narrative Statement:

The EEO outreach efforts have resulted in substantial and satisfactory numbers 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

October 26, 2004

This was a recruitment seminar that was attended by promotions director Leigh Scott and sales manager Eric Jewell. They spoke with perspective students interested in a career in broadcasting.

Career Fair – University of Florida

March 21, 2005

This was a recruitment seminar that was attended by promotions director Leigh Scott and general manager Gordon Obarski. They spoke with perspective students interested in a career in broadcasting.

Internships

This is an ongoing program coordinated by promotions director, Leigh Scott which introduces college students into the broadcasting business. We enroll an average of five students each fall, spring and summer semester. Several interns have subsequently been hired as part time employees and several have moved into full time careers in broadcasting.

Scholarships

This is a program in cooperation with Bucholz High School and the Y.E.S. program. Qualified high School students interested in a career in broadcasting worked for a small wage during the time spent at the radio stations under the direction of the general manager.

Management Training Session

A weekly meeting is held for all department heads and managers. Topics covered include human resources issues, sexual harassment issues, hiring and recruiting practices, internship opportunities. This training was conducted by Florida Regional VP Dave Cobb on XXX.