

Pamal Broadcasting, LTD

EEO Public File

WXBM, WMEZ

October 1, 2006

It is the policy of Pamal Broadcasting, LTD to promote and ensure equal employment opportunity for all persons regardless of race, color, sex, national origin, religion, age, disability or sexual orientation. Equal employment opportunity principles govern all aspects of Pamal Broadcasting's personnel policies, program practices, and operations. All phases of employment shall be conducted in compliance with equal employment opportunity laws and regulations.

Pamal Broadcasting has 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 our on-going internship program, participation in job fairs throughout the year and hosting job fairs.

This EEO Public File Report is filed in the following stations' public inspection files pursuant to Section 73.2080(c)(60) of the Federal Communications Commission rules: WXBM-FM and WMEZ-FM. 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 (“MRSLS”) for recruitment source data.

Oct-05	Nov-05	Account Executive	1,2,3,4,5,10,11
Oct-05	Jan-06	Program Director	1,2,3,4, 5,10,11,12
Feb-06	Mar-06	Production Director	1,2,3,4,10,11
Feb-06	Mar-06	Account Executive	1,2,3,4,5,10,11
Mar-06	May-06	Announcer	1,2,3,4,10,11
Aug-06	Aug-06	Business Manager	1,2,3,4,10,11
July-06	Sept-06	Promotion Director	1,2,3,4,5,10,11

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
	FEDERAL ID# 141798072			
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	Dave Cobb	850-994-5357	850-994-7191
11	WMEZ	Dave Cobb	850-994-5357	850-994-7191
12	Inside Radio	Gene McKay	800-640-8852	
13	Pensacola New Journal	Classified	850-435-8585	

SECTION III

Recruitment Initiatives

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

Narrative Statement

The EEO outreach efforts have resulted in a substantial and satisfactory number of job applicants. Referrals have come from numerous sources. This year we added an internship opportunity for high school students.

2006 Outreach Initiative Statement

Spring Job Fair 2006

102.7 WXBM and Soft Rock 94.1 hosted the Spring Job Fair on Tuesday, May 16, 2006 at Cordova Mall from 10am-3pm. 102.7 WXBM and Soft Rock 94.1 both had a table at the Spring Job Fair recruiting for job openings in sales and administration. Both stations had on-air promotions running from April 24, 2006 until May 12, 2006. Thirty-five recorded spots and thirty-five live liners ran each week. Both stations also participated in a live remote the day of the Spring Job Fair from 10am until 1pm.

EEO Compliance Management Training

August 29, 2006

Mandatory training conducted for all managers and directors. Review and discuss current EEO requirements and station performance. All departments represented.