

**6 Johnson Road Licenses, Inc.**

**Annual EEO PUBLIC FILE Report**

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

**10/1/08 – 9/30/09**

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. We seek to add groups to this list through on-air notices and the development of relationships with organizations.
3. Through a variety of outreach initiatives.

**SECTION I. Vacancy List.** The following chart lists positions that were filled at the stations during this reporting period. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data:

<b>Job Title</b>	<b>Recruitment Sources (RS) used to fill vacancy</b>	<b>RS Referring Hiree</b>
<b>Sales #1</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>13</b>
<b>Sales #2</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>13</b>
<b>Sales #3</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>13</b>
<b>Sales #4</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>13</b>
<b>Sales #5</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>8</b>
<b>Sales #6</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>14</b>
<b>Sales Manager</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>9</b>
<b>Receptionist</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23</b>	<b>14</b>
<b>Engineer</b>	<b>3,4,5,6,7,8,9,10,11,12,13,14,</b>	<b>12</b>

**SECTION II. Master Recruitment Source List.**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled To Vacancy Information? (Y/N)</b>	<b># of Interviewees Referred By RS In The Last 12 Months</b>
1	Gainesville Sun Newspaper 2700 SW 13 <sup>th</sup> Street Gainesville, FL 32608 352-372-4222	N	0
2	Ocala Star Banner Newspaper 2121 SW 19 <sup>th</sup> Ave Rd. Ocala, FL 34474 352-732-9565	N	0
3	Corporate Website ( <a href="http://www.pamal.com">http://www.pamal.com</a> )	N	0
4	Station Website ( <a href="http://www.1005thebuzz.com">http://www.1005thebuzz.com</a> )	N	8
5	Station Website ( <a href="http://www.1069kzy.com">http://www.1069kzy.com</a> )	N	11
6	Station Website ( <a href="http://magic1013.com">http://magic1013.com</a> )	N	4
7	Station Website ( <a href="http://wdvhradio.com">http://wdvhradio.com</a> )	N	1
8	Internal Posting Sunshine Broadcasting	N	1

9	All Access Job Bank ( <a href="http://www.allaccess.com">http://www.allaccess.com</a> )	N	6
10	GainesvilleOcalaHelpwanted.com <a href="http://www.gainesvilleocalahelpwanted.com">www.gainesvilleocalahelpwanted.com</a>	N	4
11	Radio & Records <a href="http://www.radioandrecords.com">www.radioandrecords.com</a>	N	3
12	Florida Association of Broadcasters <a href="http://www.fab.org/Job/SubmitJob.aspx">www.fab.org/Job/SubmitJob.aspx</a>	N	3
13	On-air Advertisement	N	6
14	Word of Mouth	N	1
15	Goodwill Job Junction 7012 SW 6 <sup>th</sup> Place Apt f Gainesville, FL 32607 352-7278103	N	0
16	National Organization for Women Gainesville Area NOW 6825 NW 43 <sup>rd</sup> Place Gainesville, FL 32606 352-376-7479	N	0
17	National Organization for Women NOW Gainesville Chapter 1021 W University Ave C/O Civic Media Center Gainesville, FL 32602 352-377-2301	N	0
18	NAACP of Gainesville P.O. Box 593 Gainesville, FL 32602 352-335-0422	N	0

19	<b>NAACP of Marion County</b> <b>1850 SW 1<sup>st</sup> Ave</b> <b>Ocala, FL 34474</b> <b>352-351-4560</b>	N	0
20	<b>Santa Fe Community College</b> <b>Career Resource Center</b> <b>3000 NW 83<sup>rd</sup> Street</b> <b>Building S, Room 254</b> <b>Gainesville, FL 32606</b> <b>352-395-5582</b>	N	2
21	<b>Alachua/Bradford Career Ctr</b> <b>4800 SW 13<sup>th</sup> Street</b> <b>Gainesville, FL 32608</b> <b>352-955-2245</b>	N	0
22	<b>Knight Division for Scholarships</b> <b>Career Services &amp; Multicultural</b> <b>Affairs</b> <b>University of Florida</b> <b>1080 Weimer hall</b> <b>P.O. Box 118400</b> <b>Gainesville, FL 32611</b> <b>352-392-5970</b>	N	0
23	<b>University of Florida</b> <b>Career Resource Center</b> <b>P.O. Box 118507</b> <b>1<sup>st</sup> Floor, JW Reitz Union</b> <b>Gainesville, FL 32611</b> <b>352-392-1601</b>	N	3
<b>Total interviewees over the last 12 months</b>			<b>53</b>

**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:

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Career Workshop</b>	<b>One day workshop held at Central Florida Community College on May 9, 2009</b>
<b>2</b>	<b>Management Training Sessions</b>	<b>Once a week all department heads and managers meet to discuss office issues, including human resources. Topics covered during the reporting period included human resources issues, sexual harassment issues, hiring and recruiting practices, and internship opportunities.</b>
<b>3</b>	<b>Internship Program</b>	<b>This is an on going program coordinated by the program directors 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.</b>
<b>4</b>	<b>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of</b>	<b>All upper-level category openings were listed on the Florida Association of Broadcasters online Job Bank</b>

	<b>women and minorities</b>	
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