

**WVLD-AM/FM, WVGA-FM, WWRQ-FM, WKAA-FM, WQPW-FM,
WXHT-FM, WSTI-FM
EEO PUBLIC FILE REPORT
12/01/12 – 11/30/2013**

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive: Full-Time	1-8; 12-20	3
On-Air Personality: Full-Time, Station: WKAA-FM	Prior Application on File; 2012 Ads	On File
Board Operator: Part-Time	RI 2	RI 2
On-Air Personality: Part-Time, Station: WVLD	RI 4	RI 4

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I. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	WVLD-AM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	0
2	WVGA-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	1
3	WWRQ-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	1
4	WKAA-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	2
5	WQPW-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	3
6	WXHT-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	1
7	WSTI-FM: 1711 Ellis Drive, Valdosta, GA, 31601, 229-244-8642: Contact: Kim Pelkowski, Natasha Gebora, Jay Mathews	Yes	0
8	Website: http://www.valdostatoday.com/News.html Station Site: WVGA-FM, News Talk 105.9	Yes	0
9	American Classifieds: 502 B North Patterson Street, Valdosta, GA 31601: 229-245-0501: Owner / Operator: Kurt	No	0
10	Valdosta State University: 1500 North Patterson Street, Valdosta, GA, 31698: 229-333-5800: Contact: Dr. Michael Taylor (Mass Media)	No	0
11	Valdosta State University: 1500 North Patterson Street, Valdosta, GA, 31698: 229-333-7399: Contact: Mike Savoie, Assistant Dean, College of The Arts	No	0
12	Website: http://www.myrock108.com	Yes	0
13	Website: http://www.myhot1027.com	Yes	0
14	Website: http://www.mystar1053.com	Yes	0
15	Website: http://www.mymixvaldosta.com	Yes	0
16	Website: http://www.mykixcountry.com	Yes	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	Website: http://www.valdostatoday.com	Yes	0
18	Website: http://valdostafreemarket.com/	Yes	0
19	Website: http://allaccess.com	No	0
20	Website: http://www.radioonline.com	No	0
21	Valdosta Daily Times: 201 N Troup Street, Valdosta, GA 31601: 229-244-1880: Contact: Mae Stokes	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>Valdosta State University: Mass Media/Communications Department: Black Crow Media Progressive Internship Program</p> <p>Intern:</p> <p>Serwa Collins, Second consecutive Internship</p> <p>Promotions/Business Internship. End Date: 4.25.2013</p>	<p>Kim Pelkowski, General Manager keeps in close contact with Mike Savoie and Michael Taylor at V.S.U. – and recruits one or more candidate’s for internship per semester/quarter, as company internships become available, and V.S.U. student interest is communicated with Black Crow Media of Valdosta, LLC. Student internships work with Programming Division, acquiring skill sets for on-air and production. The Internship Recruitment Program successfully enables students to acquire employment, as vacancies become available.</p>
2	<p>Valdosta State University: Mass Media Career and Intern Day</p> <p>April 26th, 2013</p> <p>1PM – 3PM</p> <p>Frank Barnas: Mass Media Professor</p> <p>Interns:</p> <p>Claire Contevita: May-July 2013</p> <p>Erin Ellis: May – December 2013</p> <p>JD Stevenson: May - December 2013</p> <p>Stephen C. Gibson: May – July 2013</p>	<p>Kim Pelkowski, General Manager, and Kristi Laster, Promotions Director, coordinate on-site booth set-up and presence, with VSU Mass Media Professor, Frank Barnas. Kristi Laster, along with various On-Air Personnel are present to supply applications and overviews of the role radio broadcasting, special events and promotions, and internet media play in the market. Four Intern Positions were filled for Summer Term, Two of which continued consecutive internships during the Fall Term, and One of which was offered employment after the Summer Term Internship.</p>
4	<p>Black Crow Media of Valdosta</p> <p>WXHT, WKAA, WSTI, WWRQ</p> <p>“Who Wants To Be A DJ”</p>	<p>Jay Mathews, Operations Manager, and Kristi Laster, Promotions Director, conduct the contest, “Who Wants To Be A DJ.” Qualifiers are taken on-air, as well as on-line. Each qualifier is required to be present at live auditions, hosted at Valdosta Mall. Ten Finalists are selected by a panel of judges in two</p>

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	<p>April 1st, 2013 – May 3rd, 2013</p> <p>Round One: April 13th, 2013: 11AM - 2PM</p> <p>Round Two: April 20th, 2013: 11AM – 2PM</p> <p>Round Three: April 27th, 2013: 11AM – 2PM</p>	<p>rounds. The top twenty finalist audition in the Third Round. The top Five are selected by a panel of judges. Each finalist schedules an in-studio appointment to record a demo. The demo's are placed online (http://www.myhot1027.fm; http://www.myrock108.com; http://www.mykixcountry.com; http://www.mystar1053.com) and the public is allowed to vote for their favorite d.j. The d.j. with the highest online votes wins the contest.</p> <p>Winner: Michelle Willis, hire date 5.13.2013</p>
5	<p>Valdosta State University: The Happening Event</p> <p>August 29th, 2013</p> <p>On-site: 12P-4P; Live Broadcast's: 1P-4P</p> <p>Robin Vickery: Student Services</p>	<p>Beth Peagler, Event and Public Relations Director; Kristi Laster, Promotions Director; Jay Mathews, Operations Manager; Kim Pelkowski, General Manager; attend the special event at V.S.U., along with programming, production, and sales staff. Local Businesses set up display booths, illustrating their products/services, and welcome students to the community. Black Crow Representatives are on-site to supply applications and overviews of the role radio broadcasting, special events and promotions, and internet media play in the market.</p>