

WGOV/WAAC – Valdosta, Georgia
EEO Public File Report
December 1, 2003 – November 30, 2004

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”) used to fill vacancy	RS that referred hiree
Sales Associate	#23	#23
(2) interns	#20	#20
Assistant News Director	#24	#24

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	African American Media Incubator 2164 Wisconsin Avenue, NW Washington, DC 20007 202.342.6667 (Fax)	Y	0
2	Asian-American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102 415.346.6343 (Fax)	Y	0
3	American Women in Radio and Television 8405 Greensboro Drive, Suite 800 McLean, VA 22102 703.506.3266 (Fax)	Y	0
4	The Association For Women in Communications 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 410.346.6343 (Fax)	Y	0
5	California Chicano News Media Association 3800 S Figueroa Street Los Angeles, CA 90037 213.743.4989 (Fax)	Y	0
6	Black Broadcasters Alliance 3474 William Penn Highway Pittsburgh, PA 15235 412.829.0313 (Fax)	Y	0
7	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 404.523.5467 (Fax)	Y	0

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RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
8	National Association of Black Journalists 8701A Adelphi Road Adelphi, MD 20783 301.445.7101 (Fax)	Y	0
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 202.662.7144 (Fax)	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 703.893.2414 (Fax)	Y	0
11	National Black Media Coalition 1738 Elton road, Suite 314 Silver Spring, MD 20903 301.445.2600 (Tel)	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW Suite 910 Washington, DC 20005 202.588.1818 (Fax)	Y	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 866.694.4264 (Fax)	Y	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 402.472.8675 (Fax)	Y	0

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RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
15	South Asian Journalists Association c/o Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027 212.854.5979 (Tel)	Y	0
16	National Association of Broadcasters – Career Center 1771 N Street, NW Washington, DC 20036 202.429.4199 (Fax)	Y	0
17	Georgia Association of Broadcasters 8010 Roswell Road, Suite 150 Atlanta, GA 30350 770.395.7200 (Tel)	Y	0
18	Internal referral	N	
19	Georgia Dept. of Labor 148 Andrew Young Int'l Blvd NE Atlanta, GA 30303 404.656.4843 (Fax)	Y	0
20	Valdosta State University Career Services 1500 N. Patterson Street Valdosta, GA 31698 229.333.5942 (Tel)	Y	4
21	On-Air Announcements	N	0

22	Walk-in Applicants	N	0
23	The Valdosta Daily Times 201 North Troup Street Valdosta, GA 31601 229.244.1880 (Tel)	N	12
24	Valdosta State University Coop Office Ryan Whitfield 1500 N. Patterson Street Valdosta, GA 31698 229-333-7172 (Tel)	Y	1

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	WGOV/WAAC had a formal internship with two Valdosta State University students and trained same in its News Department (the students received academic credit)
2	Mentoring	WGOV/WAAC maintains a practice of having senior management mentor junior account executives and other junior staff to assist them in development of skills to enable them to advance their careers.