

WOAY-TV ANNUAL EEO PUBLIC FILE REPORT

June 1, 2019 – May 31, 2020

JOB TITLE/DATE FILLED	RECRUITMENT SOURCE OF HIRE/DATE OPENED	TOTAL INTERVIEWED
Meteorologist/MMJ 6/24/19	TVJOBS.COM 5/3/19	4
Weekend Sports Anchor 8/5/19	TVJOBS.COM 6/23/19	3
Morning Director 8/12/19	Employee Referral 7/6/19	2
Multimedia Journalist 9/30/19	TVJOBS.COM 7/18/19	3
Multimedia Journalist 10/07/19	TVJOBS.COM 8/19/19	4
Master Control Operator 10/14/19	Employee Referral 6/30/19	3
Evening Anchor 10/14/20	Current Employee/Internal Promotion 9/6/19	2
Morning Anchor 1/27/20	TVJOBS.COM 10/14/19	4
Multimedia Journalist 2/13/20	TVJOBS.COM 12/4/19	3
Multimedia Journalist 2/17/20	TVJOBS.COM 12/15/19	3

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RECRUITMENT SOURCES:

Concord University
Career Services
PO Box D-112
Athens, WV 24712
Phone: (304) 384-5119
URL: www.concord.edu
Email: careerservices@concord.edu

Current Employee/Internal Promotion

Employee Referral

Indeed.com

Linked In

The Register-Herald
801 N. Kanawha Street
Beckley, WV 25801
Phone: (304) 255-4400
URL: <http://www.register-herald.com>

TVJOBS.com
PO Box 4116
Oceanside, CA 92052
Phone: (800) 374-0119
URL: www.tvjobs.com
Email: admin@tvjobs.com

WOAY-TV & WOAY.COM
7113 Legends Hwy
Oak Hill, WV 25901
Phone: (304) 469-3361
URL: www.woay.com
Email: careers@woay.com

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RECRUITMENT SOURCES (continued):

WV Broadcasters Association
140 Seventh Ave.
S Charleston, WV 25303
Phone: (304) 744-2143
URL: www.wvba.com
Michele Christ

WV State University
PO Box 1000
Institute, WV 25112
Phone: (304) 766-3143
URL: www.wvstateu.edu

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Recruitment Initiatives

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Station Participants/Title
2/20/20 10/21/19 12/2019	Establishment of training to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>Sales staff attended seminar hosted by WVBA to learn new techniques to help further their sales careers and opportunities.</p> <p>Sales staff and Administrative Assistant attended seminar for advancing personal skills with Microsoft product to improve practical skills and technological abilities.</p> <p>Traffic department provided with series of training videos to promote understanding of department and overall workflow and knowledge with the goal of position advancement.</p>	<p>LSM – Joetta Oliver 3 Account Executives 1 Admin. Assistant 1 Traffic Assistant</p>
Oct 2019	Provision of training to management	Station manager viewed continuing education style webinar hosted by Fletcher, Heald, & Hildreth about the EEO Rules.	President, Robin DiBartolomeo
Ongoing Event	Participation in other activities designed by station to disseminate information about broadcast career opportunities	WOAY welcomes members of the community, including schools, scouting groups, and general viewers to tour the station upon request, during regular business hours. During these tours, guests learn how the various company departments fit into the overall workflow of what they see on television. Guests are invited to watch a live newscast from the control room, speak with station personnel from various departments, and receive an overview of television broadcasting. Staff answers questions about education and training that is required to inform guests how to prepare themselves for a broadcasting career.	Generally led by either GM or President, and News Director. Other staff participate and answer questions.
Ongoing Event	Intern program designed to assist members of the community	Internship opportunities are extended to select candidates for students pursuing a career in the broadcasting industry. Internships are generally in the news department. There were no student interns during this one-year reporting period, but the opportunity is available for consideration on request.	Mentor/Training provided by appropriate personnel per department.