

WOAY-TV ANNUAL EEO PUBLIC FILE REPORT

June 1, 2021 – May 31, 2022

JOB TITLE/DATE FILLED	RECRUITMENT SOURCE OF HIRE/DATE OPENED	TOTAL INTERVIEWED
Weekend Director 7/28/21	Employee Referral 6/18/21	2
News Director 11/15/21	Employee Referral 12/21/20	4
Assignment Editor 12/6/21	Indeed New Position	3
Morning Anchor 12/13/21	ZipRecruiter 12/29/21	4
Photographer 1/17/22	Employee Referral New Position	2
Evening Anchor 8/31/20	ZipRecruiter 7/27/20	4
Meteorologist 3/10/22	Indeed 6/23/21	3
Director / MCO 3/24/22	Employee Referral New Position	1
Weekend Anchor / MMJ 4/4/22	Employee Referral 11/25/20	4
Meteorologist 5/4/22	Marshall University 8/6/21	2

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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

Station On-Air Advertisement

Employee Referral

Indeed.com

LinkedIn

ZipRecruiter

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 / Supplemental Efforts

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Station Participants/Title
1Q and 2Q 2021	Establishment of training to enable station personnel to acquire skills that could qualify them for higher level positions.	Traffic coordinator provided with series of training videos to promote overall workflow and knowledge with the goal of position advancement.	Traffic Coordinator
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 News Director. Other staff participate and answer questions.
Ongoing Event – 5/18/21	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. Internship opportunities are available for consideration upon request. One intern joined WOAY News in May of 2021 and plans to remain throughout the summer of 2021.	Mentor/Training provided by appropriate personnel per department.