

WOAY-TV ANNUAL EEO PUBLIC FILE REPORT

June 1, 2023 – May 31, 2024

JOB TITLE/DATE FILLED	RECRUITMENT SOURCE OF HIRE/DATE OPENED	TOTAL INTERVIEWED
Assistant News Director 6/5/23	Waynesburg University New Position	1
Multimedia Journalist 7/10/23	tvjobs 6/12/23	3
Weekend Anchor / MMJ 7/17/23	Indeed 5/23/23	2
Evening Anchor 10/13/23	Internal Promotion 6/21/23	3
Technical Director 11/13/23	Rehire 10/9/23	2
Technical Director 2/20/24	Employee Referral 12/31/23	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

Linked In

Ziprecruiter.com

OTA Talent
hello@otatalent.com
Phone: (719) 388-9765

National Association of Broadcasters Database

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

West Virginia University
Eric Minor
Director of Student Careers and Opportunities
Reed College of Media
1511 University Avenue
Morgantown, WV 26506

RECRUITMENT SOURCES (continued):

Marshal University
Dr. Kevin Law
Department of Atmospheric Science/Geography
Huntington, WV 25755

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

Waynesburg University
51 West College St.
Waynesburg, PA 15370
Phone: (800) 225-7393

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

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
<p>Ongoing Event</p> <p>6/13/23</p>	<p>Intern program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>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.</p> <p>College intern joined WOAY News in June 2023 as a Multimedia Journalist and completed his program in August 18, 2023.</p>	<p>Mentor/Training provided by appropriate personnel per department.</p> <p>Assistant News Director</p>
<p>10/20/23</p>	<p>Job fair Participation in other activities designed by station to disseminate information about broadcast career opportunities</p>	<p>Station personnel participated in the Virginia Tech School of Communication job fair on the Virginia Tech campus in Blacksburg, VA. Students from the School of Communication had individual opportunities to discuss their areas of interest and resumes with station personnel, as well as general questions about the industry, advice for individual career goals, and internship and career opportunities at the station.</p>	<p>Station President, Assistant News Director, and Chief Meteorologist attended and participated.</p>
<p>11/15/23</p>	<p>Participation in other activities designed by station to disseminate information about broadcast career opportunities</p>	<p>11/15/23 – Daniels Elementary School visit to Ms. Shawna Shockney’s class for weather presentation and broadcasting career discussion to students.</p>	<p>Chief Meteorologist, Weekend Forecasters, and evening anchor attended.</p>
<p>2/27/24</p>	<p>Participation in other activities designed by station to disseminate information about broadcast career opportunities</p>	<p>Presentation for children at Fairdale Elementary School regarding Scientist Day and science jobs affecting the broadcasting industry.</p>	<p>Chief Meteorologist</p>

4/19/24	Participation in other activities designed by station to disseminate information about broadcast career opportunities	4/19/24 – Valley PK-8 School in Smithers invited various businesses and organizations in the community to speak to students about their careers for their Career Day Fair, at the school.	Chief Meteorologist attended and presented information to students.
5/10/24	Participation in other activities designed by station to disseminate information about broadcast career opportunities	Mountain View Christian School – Chief Meteorologist discussed general weather patterns with students.	Chief Meteorologist