

WOAY-TV ANNUAL EEO PUBLIC FILE REPORT  
June 1, 2025 – May 31, 2026

<b>JOB TITLE/DATE FILLED</b>	<b>RECRUITMENT SOURCE OF HIRE</b>	<b>TOTAL INTERVIEWED</b>
Weekend Anchor / MMJ 6/2/25	Station Website	4
Meteorologist / MMJ 9/8/25	LinkedIn	6
Creative Services Producer 11/10/25	Employee Referral	1
Weekend Director 1/21/26	Station On-Air Advertisement	2
Multimedia Journalist 3/16/26	Employee Referral	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](http://www.concord.edu)  
Email: [careerservices@concord.edu](mailto:careerservices@concord.edu)

Current Employee/Internal Promotion

Station On-Air Advertisement

Employee Referral

Indeed.com

LinkedIn

[Ziprecruiter.com](http://Ziprecruiter.com)

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

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

**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](http://www.tvjobs.com)  
Email: [admin@tvjobs.com](mailto: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](http://www.woay.com)  
Email: [careers@woay.com](mailto:careers@woay.com)

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

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

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**Recruitment Initiatives / Supplemental Efforts**

<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>	<b>Station Participants/Title</b>
4/25/26	Provision of training to management level personnel as to methods of ensuring EEO and preventing discrimination.	Participation in the 4/25/26 seminar, sponsored by the West Virginia Broadcasters Association and presented by Jackson Kelly PLLC. Seminar covered the requirements for EEO compliance, legislative updates, and political ad and file compliance for West Virginia Broadcasters.	Company President
Ongoing Event  Summer 2025	Intern program designed to assist members of the community to acquire skills needed for broadcast employment	<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>Summer intern joined WOAY News in June 2025 for Multimedia Journalism and completed her program at the end of July 2025.</p>	<p>Mentor/Training provided by appropriate personnel per department.</p> <p>News Director</p>
Ongoing Event  Spring 2026	Intern program designed to assist members of the community to acquire skills needed for broadcast employment	<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>Oak Hill High School F.I.T. student interned for the second semester starting in January 2026 and completed his internship in May 2026.</p>	<p>Mentor/Training provided by appropriate personnel per department.</p> <p>News Director</p>

4/12/26	Job fair Participation in other activities designed by station to disseminate information about broadcast career opportunities	Station weather team participated in the Virginia Tech Brunch with Professionals and Alumni event at the Blacksburg Country Club in Blacksburg, VA on 4/12/26 at 11am. Students from the school 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.	Chief Meteorologist and both Morning and Weekend Meteorologists attended and participated.
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