

WOAY Television
EEO Public File Report
June 1, 2018 – May 31, 2019

I. JOB OPPORTUNITIES

JOB TITLE/DATE FILLED	RECRUITMENT SOURCE OF HIRE/DATE OPENED	TOTAL INTERVIEWED
Weekend Sports Reporter 06/04/18	TVJOBS.COM 4/22/2018	3
Production Assistant 06/14/2018	Employee Referral 06/14/2018	1
Reporter 06/27/2018	TVJOBS.COM 05/01/2018	4
News Director 07/16/2018	TVJOBS.COM 03/30/2018	3
Weekend Weather/Reporter 08/20/2018	TVJOBS.COM 7/27/2018	3
Weekend Director 09/12/2018	Re-hire 08/13/2018	1
Production Assistant 11/16/2018	Walk-In Applicant 09/16/2018	2
Production Assistant 12/14/2018	Walk-In Applicant 12/02/2018	3
Production Assistant 12/29/2018	Employee Referral 12/10/2018	1
Reporter 01/02/2019	TVJOBS.COM 11/16/2018	4

AM News Anchor	TVJOBS.COM	3
01/04/2019	11/30/2018	

Reporter	TVJOBS.COM	4
05/13/2019	03/10/2019	

OTHER:

WOAY-TV provides intern opportunities for qualified credits. The intern opportunities are mostly in News and Production.

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II. RECRUITMENT SOURCES

EMPLOYEE/IN-HOUSE POSTINGS

Concord University
Internship/Career Services
PO Box D-112
Athens, WV 25712
Phone: (304) 384-5119
Email: careerservices@concord.edu

TVJOBS.com
PO Box 4116
Oceanside, CA 92052
Phone: (760) 754-8177
Email: www.tvjobs.com

Company Website
<https://woay.tv/careers-at-woay/>

WOAY-TV Job Fair
Virginia Tech Career & Internship Fair
Beckley, WV 25801

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III. RECRUITMENT INITIATIVES

Internships – Internship opportunities are extended to select candidates for students pursuing a career in the broadcasting industry.

Station Tour Requests – WOAY welcomes members of the community, including schools, scouting groups, and general viewers to tour the facility upon request. During these tours, guests are educated about each department in the company and how that department fits 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 the mechanics of television broadcasting. During this reporting year, schools/groups toured our facility and had informational sessions with a meteorologist on the process of forecasting and how that information is conveyed to the viewer using industry technology. When applicable, necessary training and education is discussed to inform guests how to prepare themselves for a broadcasting career.

Participation in Career Day at local school – April 2019 – Department managers, company President, and news talent participated in annual local elementary school (FES) Career Day. Employers of various vocations allowed students an opportunity to ask questions about the chosen career path. Student interviews included questions about the broadcasting industry, necessary training and education for our specific positions, and how our jobs impact the community.

Participation in Job Fairs – October 12, 2018, news talent participated in the Virginia Tech Communication Department's Multimedia Journalism Career & Internship Fair. Students were given the opportunity to speak with station personnel about their experience and job opportunities. A successful hire resulted for our news department from this event.

Training - Sales department participated in two in-house trainings for current systems in which they received instruction on maximizing individual potential and careers. Also, staff attended seminar to improve their individual career skills and opportunities.

Participation in Community Events – March 2019 – Various station management, sales staff, and news talent participated in the annual Women's Expo event in Beckley, WV. Attendees were given the opportunity to discuss career opportunities and television broadcasting with station personnel.