

EEO Public File Report

WWAY-TV, Wilmington, NC
July 27, 2019 - July 26, 2020

Full-Time Positions Filled

| Full-Time Position | Position Title | Date Open | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations) | Number Interviewed | Number Hired | Recruitment Source |
|---|---|--------------------|---------------------------------|--|--------------------|--------------|---|
| Yes | 438 - Weekend Anchor Reporter | May 9, 2019 | January 1, 2020 | All Except: 7,11,18,32,34,54 | 2 | 1 | In House |
| Yes | 439 - Producer Editor | August 11, 2019 | October 28, 2019 | All Except: 7,11,18,32,34,54 | 2 | 1 | In House |
| Yes | 440 - Chief Meteorologist | May 15, 2019 | July 27, 2019 | All Except: 7,11,18,32,34,54 | 5 | 1 | Tv Jobs |
| Yes | 442 - Multimedia Account Executive | June 27, 2019 | July 29, 2019 | All Except: 7,11,18,32,34,51,52,54 | 3 | 1 | Indeed.com |
| Yes | 443B - Sales Assistant | July 8, 2019 | August 7, 2019 | All Except: 7,11,18,32,34,39,51,52,54 | 9 | 1 | Employee Referral-Note: Position 443 was originally hired on July 15, 2019 and reported on last years EEO report, employee left after only two weeks, and position was refilled with an additional interviewee from the original posting. |
| Yes | 444 - Master Control Operator | July 15, 2019 | August 6, 2019 | All Except: 7,11,18,32,34,39,51,52,54, | 1 | 1 | Wwaytv3.com |
| Yes | 445 - News Director | August 5, 2019 | October 1, 2019 | All Except: 1,3,7,9,11,14,15,16,18,23,30,31,33,35,36,37,38,39,40,41,42,43,44,45,46,47,49,50,51,52,54,55, | 4 | 1 | Tv Jobs |
| Yes | 446 - Production Assistant | August 19, 2019 | September 9, 2019 | All Except: 7,11,18,32,34,51,52,53,54 | 1 | 1 | Indeed.com |
| Yes | 447 - Producer Editor | September 9, 2019 | October 28, 2019 | All Except: 7,11,18,32,34,51,52,53,54 | 2 | 1 | In House |
| Yes | 448 - National/Local Sales Manager | September 26, 2019 | October 7, 2019 | All Except: 1,3,5,7,9,11,12,14,15,16,18,23,25,30,31,32,33,34,35,36,37,38,40,41,42,43,44,45,46,47,49,50,54,55,56,57 | 6 | 1 | Employee Referral |
| Yes | 449 - Production Assistant | October 11, 2019 | October 26, 2019 | All Except: 7,11,18,32,34,54 | 7 | 1 | Indeed.com |
| Yes | 450 - Multimedia Account Executive | October 22, 2019 | February 6, 2020 | All Except: 1,3,7,9,11,14,15,16,18,23,30,31,33,34,35,36,37,38,40,41,43,44,45,46,47,50,51,52,54,55,56,57 | 3 | 1 | Indeed.com |
| Yes | 451 - Creative Services-Promotions Producer | November 19, 2019 | February 20, 2020 | All Except: 7,11,18,32,34,54 | 1 | 1 | In House |
| Yes | 452 - Producer Editor | December 17, 2019 | February 5, 2020 | All Except: 7,11,18,32,34,54 | 1 | 1 | In House |
| Yes | 453 - Production Assistant | January 7, 2020 | January 27, 2020 | All Except: 7,11,18,32,34,54 | 4 | 1 | Wwaytv3.com |
| Yes | 454 - Sales Assistant | January 9, 2020 | February 6, 2020 | All Except: 7,11,18,32,34,54 | 9 | 1 | Indeed.com |
| Yes | 455 - Special Events & Promotions Coordinator | | No Longer filling this position | | | | |
| Yes | 456 - Morning Noon Meteorologist | February 5, 2020 | June 15, 2020 | All Except: 7,11,18,32,54 | 3 | 1 | TV Jobs |
| Yes | 457 - Weeknight Anchor | February 12, 2020 | July 1, 2020 | All Except: 1,2,7,11,14,15,16,17,18,23,25,30,31,33,34,35,36,37,38,40,41,42,43,44,45,46,47,54,55,56,57 | 1 | 1 | In House |
| Yes | 459 - Multimedia Journalist | June 16, 2020 | Still open | All Except: 7,11,18,32,54 | | | |
| Yes | 460 - Meteorologist/Multimedia Journalist | June 16, 2020 | July 20, 2020 | All Except: 7,11,18,32,54 | 2 | 1 | Facebook |
| Yes | 462 - Managing Editor | June 18, 2020 | Still Open | All Except: 7,11,18,32,54 | | | |
| *See Attached List of Recruitment Sources for Contact Information | | | | | | | |

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

| Number | Recruitment Source | | | Contact | Total Interviewed | Entitled to Notification? |
|--------|------------------------------------|--|--|--|-------------------|---------------------------|
| 1 | Arizona State University | 1151 S Forest Ave. #329, Tempe, AZ 85287 | www.joinhandshake.com | Career Services 480-965-2350 | | N |
| 2 | Bladen Community College | PO Box 266, Dublin, NC 28332 | cbryan@bladencc.edu | Carlton Bryan 910-863-6002 | | N |
| 3 | Boston University | 595 Commonwealth Avenue, Boston, MA 02215 | www.joinhandshake.com | Career Development 617-353-3590 | | N |
| 4 | Brunswick Community College | PO Box 30 Supply, NC 28462 | gardner@brunswickcc.edu | Onya Gardner 800-754-1050 | | N |
| 5 | Cape Fear Community College | 411 N. Front Street Wilmington NC 28401 | www.collegecentral.com/cfcp/ | David Wilson 910-362-7846 | | N |
| 6 | Central Carolina Community College | 11054 Kelley Dr Sanford, NC 27330 | mparker@cccc.edu | Mary Parker 919-775-5401 | | N |
| 7 | Client Referral | N/A | | | | N |
| 8 | Coastal Carolina Community College | 444 Western Blvd. Room 108, Jacksonville, NC 28546 | careerservices@coastalcarolina.edu | Department of Continuing Ed 910-938-6761 | | N |

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|----|--|--|--|---|----|---|
| 9 | Coastal Carolina University | PO Box 261954, Conway, SC 29528 | www.joinhandshake.com | Career Development 843-347-3161 | | N |
| 10 | Coker College | 300 East College Ave Hartsville SC 29550 | bnorment@coker.edu | Heather Norment 843-383-8185 | | N |
| 11 | Drop In | N/A | | | | N |
| 12 | Elon University | 100 Campus Drive, Elon, NC 27244 | www.elon-cam.symplicity.com | Career Services 336-278-5724 | | N |
| 13 | Employee Referral (Breakroom posting) | N/A | | | 7 | N |
| 14 | East Carolina University | 701 East 5th Street, Greenville, NC 27858 | www.joinhandshake.com | Career Services 252-3286050 | | N |
| 15 | Eastern Kentucky University | 216 Park Dr., CPO 62 Whitlock Building, Room 468, Richmond, KY 40475 | www.joinhandshake.com | Career Center 859-622-1296 | | N |
| 16 | Florida State University | 32306 100 S Woodward Ave, Tallahassee, FL 32304 | www.joinhandshake.com | Career Center 850-644-6431 | | N |
| 17 | Francis Marion University | PO Box 100547, Florence SC 29501-0547 | miller@fmarion.edu | Ronald Miller 803-368-7551 | | N |
| 18 | Full Sale University | 3300 University Boulevard, Winter Park, FL 32792 | | Career Department 800-226-7625 | | |
| 19 | High Point University | 833 Montlieu Ave., High Point, NC 27262 | careerservices@highpoint.edu | Doug Hall 336-841-9338 | | N |
| 20 | Indeed Website | | www.indeed.com | | 26 | N |
| 21 | In House (Breakroom posting) | N/A | | | 6 | N |
| 22 | Intern | N/A | | | | N |
| 23 | Louisiana State University | 158 LSU Student Union Building, Baton Rouge, LA 70803 | www.joinhandshake.com | Career Center 225-578-2162 | | N |
| 24 | Media Line | 1209 Wood Valley Road, Augusta, GA 30909 | medialine@medialine.com | Don Matthews 706-364-7564 | | N |
| 25 | Midlands Technical | PO Box 2408 Columbia SC 29202 | jnpost@midlandstech.edu | Janet Walker 803-822-3538 | | N |
| 26 | Miller Motte Business College | 5000 Market Street Wilmington NC 28405 | rachel.merritt@miller-motte.edu | Rachel Merritt 910-392-4660 | | N |
| 27 | Morris College | 100 W. College Street, Sumter, SC 29150 | gwright@morris.edu | Dr. Gloria Seabrook-Wright 803-773-3687 | | N |
| 28 | NC Dept of Commerce, DIV Workforce (ESC) | 5300-7 Main Street, Charlotte, NC 27470 | marcell.hatten@nccommerce.com | Marcell Hatten 910-754-6120 | | N |
| 29 | NC State | 2831 Thurman Drive, Raleigh, NC 27695 | Careerservices@ncsu.edu | Bridget Hartsfield 919-515-3249 | | N |
| 30 | Northwestern University | 620 Lincoln St, Evanston, IL 60201 | www.joinhandshake.com | Career Advancement Center 847-491-3700 | | N |
| 31 | Ohio State University | 1640 Neil Ave, Columbus, OH 43210 | www.joinhandshake.com | Career Counseling 614-688-3898 | | N |
| 32 | Other | N/A | | | | N |
| 33 | Temple University | 1913 N Broad St, Philadelphia, PA 19122 | www.joinhandshake.com | Career Center 215-204-7981 | | N |
| 34 | TV Jobs | tvjobs.com | admin@tvjobs.com | | 9 | N |
| 35 | The University of Colorado Boulder | 2249 Willard Loop Dr., Boulder, CO 80305 | www.joinhandshake.com | Career Center 303-492-6541 | | N |
| 36 | The University of Georgia | 825 S. Lumpkin St., Athens, GA 30602 | www.joinhandshake.com | Career Center 706-542-3375 | | N |
| 37 | The University of Kentucky | 408 Rose St., Lexington, KY 40508 | www.joinhandshake.com | Career Center 859-257-2746 | | N |
| 38 | The University of Missouri-Columbia | 909 Lowry Mall, Columbia, MO 65211 | www.joinhandshake.com | Career Center 673-882-6803 | | N |
| 39 | The University of Mount Olive | 634 Henderson Street, Mt. Olive, NC 28365 | www.collegecentral.com/umo/ | Career Center 919-658-7750 | | N |
| 40 | The University of Oklahoma | 900 Asp Ave #323, Norman, OK 73019 | www.joinhandshake.com | Career Services 405-325-1974 | | N |
| 41 | The University of South Carolina | 1322 Greene Street, Columbia, SC 29208 | www.joinhandshake.com | Career Center 803-777-7280 | | N |
| 42 | UNC Charlotte | 9201 University City Blvd., Charlotte, NC 28223 | www.career.unc.edu/hire-a-riner | Jim Novak 704-687-0795 | | N |
| 43 | UNC Chapel Hill | Howell Hall Campus, Box 3365, Chapel Hill, NC 27599 | www.joinhandshake.com | Amy Wittmayer 919-962-3593 | | N |
| 44 | UNC Greensboro | 1 Elliott University Center-Ground Floor, Greensboro, NC 27402 | www.joinhandshake.com | Katie Geise 336-334-5454 | | N |
| 45 | UNC Pembroke | 1 University Drive, Pembroke, NC 28372 | www.joinhandshake.com | Brenda Bullard 901-521-6270 | | N |
| 46 | UNC Wilmington | 601 S. College Road, Wilmington, NC 28403 | www.joinhandshake.com | Career Center 910-962-3000 | | N |
| 47 | Valparaiso University | 1509 Chapel Dr., Hare Union Room 100, Valparaiso, IN 46383 | www.joinhandshake.com | Career Center 219-464-5005 | | N |
| 48 | Voorhees College | PO Box 678 Denmark SC 29042 | humanresources@voorhees.edu | 803-798-3351 Human Resources | | N |
| 49 | Western Carolina University | 205 Killian Annex, Cullowhee, NC 28723 | www.careers.wcu.edu | Career Services 828-227-7133 | | N |
| 50 | Western Kentucky University | 1806 College Heights Blvd., Bowling Green, KY 42101 | www.joinhandshake.com | Career Center 270-745-3095 | | N |
| 51 | WWAYTV3 Facebook | N/A | | | 7 | N |
| 52 | WWAYTV3 Twitter | | | | | N |
| 53 | WWAY TV3 Website | N/A | WWW.WWAYTV3.COM | | 11 | N |
| 54 | Spots N Dots | | | Office 888-884-2630 | | N |
| 55 | UNC Asheville | 1 University Heights, Asheville, NC 28804 | www.joinhandshake.com | Career Center 828-251-6515 | | N |
| 56 | Claflin University | 400 Magnolia Street, Orangeburg, SC 29115 | www.joinhandshake.com | Career Center 800-922-1276 | | N |

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|---|------------------------|-----------------------|--|----------------------------|--|---|
| 57 | Stony Brook University | Stony Brook, NY 11794 | www.joinhandshake.com | Career Center 631-632-6810 | | N |
| * added handshake as a recruitment source in June 2018 | | | | | | |
| Handshake is a job board posting site for multiple Universities | | | | | | |

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| Description of Initiative: | UNC Wilmington - Career & Internship Fair Fall 2019 | |
| Scope of employment unit's participation: WWAY had booth set up at job fair to recruit applicants for various job openings | | |
| Titles of station personnel involved in initiative: News Director Operations Manager Local Sales Manager Creative Services/Promotions Manager Engineering | | Date of Initiative: 2/26/2020 |
| Description of Initiative: | UNC Wilmington - Spring Career & Internship Fair | |
| Scope of employment unit's participation: WWAY had booth set up at job fair to recruit applicants for various job openings | | |
| Titles of station personnel involved in initiative: News Director Local Sales Manager | | |
| Titles of station personnel involved in initiative: Digital Sales Manager General Sales Manager | UNC Wilmington - Virtual Career Fair | Date of Initiative: 7/16/2020 |
| | | Name of Initiative: 5. Internshio Prooram |
| | | Date of Initiative: 7/27/19-7/26/20 |
| Description of Initiative: | | |
| Promotions Internship - | | Training in Videography applications. Intern performs a variety of functions including designs for on-air use, write daily topical copy, edit topical/image/public services announcements, and basic web updates. |
| News Internship- | | Gains specific knowledge of how the news desk operates as well as the overall television news operations, including learning broadcast news writing with scripts written for actual airing by the anchors; accompany news crews in the field and provide necessary assistance; monitor the network news. |
| Production Internship- | | Receives training on how to operate television broadcast equipment including teleprompter and studio cameras; attends post-newscast meetings; observes every aspect of the production department |
| Sports Internship- | | Gains knowledge of how a sportscast is produced and broadcast. Student is trained to edit, conduct interviews in the field, write scripts and learn to do stand-ups |
| Meteorologist Internship- | | Intern learns the various task involved in typical Broadcast Meteorologist's job. Interns observe how analyze weather data through various websites and use meteorological theory to formulate a forecast, learn how to create and produce weather graphics through our graphics systems, observe weather presentations and practice their own delivery on the key wall to strengthen their own communications skills in delivering a weather presentation to the public. |
| Scope of employment unit's participation: | | |
| WWAY has had a long and active internship program, providing hands-on television broadcast experience for college students. Interns during the reporting period included: | | |
| Interns during the reporting period include: News - University of NC at Wilmington | | 1 |