

Alabama TV, LLC
 WAAY - TV
 1000 Monte Sano Blvd
 Huntsville, AL 35801

EEO Public File Report
 December 1, 2018 - November 30, 2019

WAAY-TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Recruitment Source Used	No. of Interviewees Per Source	Hiree Referral Source
1	Account Executive	12/3/2018	5	Sources 34, 37, TVJobs.com, ABA, MediaLine, LinkedIn LinkedIn waaytv.com Internal candidate/Referral/Recruited	2 1 2	Referral
2	Digital Content Manager	1/2/2019	1	Sources 34, 37, ABA, Medialine, Tvjobs, indeed.com waaytv.com	1	waaytv.com
3	MMJ (2)	1/2/2019 1/14/2019	7	Sources 34, 37, ABA, TVJobs.com, Medialine, Magid Talent Tvjobs.com Magid Talent Youtube Internal Candidate / Referral / Recruited	1 3 2 1	Magid Recruited
4	Producer (4)	1/29/2019 6/10/2019 6/10/2019 11/18/2019	12	Sources 34, 37, TVJobs.com, ABA, Medialine, Magid Talent, Syracuse Univ, Future TV Stars waaytv.com Syracuse University Youtube Future TV Stars Magid Talent Internal Candidate / Referral / Recruited	3 4 1 2 1 1	waaytv.com Syracuse (2) Referral
5	Sales Assistant (2)	3/1/2019 9/4/2019	1 1	Sources 34, 37, ABA, Tvjobs.com Heartbeat.com waaytv.com Internal Candidate / Referral / Recruited	1 1	Heartbeat Referral
6	MMJ (4)	6/10/2019 8/5/2019 9/16/2019 11/4/2019	30	Sources 34, 37, TVJobs.com, ABA, MediaLine, Magid Talent, Youtube Magid Youtube waaytv.com Internal Candidate / Referral / Recruited	16 11 1 2	Magid (3) Youtube
6	Meteorologist (2)	3/4/2019 7/15/2019	13	Sources 8, 34, 37, TVJobs.com, ABA, MediaLine, American Meteorological Society, Magid Talent, Youtube Magid Tvjobs waaytv.com Youtube Internal Candidate / Referral / Recruited	4 1 1 5 2	Magid Referral
7	Anchor (2)	7/15/2019	11	Sources 34, 37, TVJobs.com, ABA, MediaLine, Magid Talent,		

		7/30/2019		www.waaytv.com	2	waaytv.com (2)
				Magid	1	
				Youtube	1	
				Agent Referrals	7	
8	Photographer	10/21/2019	6	Sources 2, 8, 12, 13, 17, 20, 34, 37, TVJobs.com, ABA		
				waaytv.com	3	waaytv.com
				Tvjobs.com	1	
				Internal Candidate / Referral / Recruited	2	
9	Account Executive	10/28/2019	1	Sources 34, 37, ABA		
				Internal Candidate / Referral / Recruited	1	Referral
			88	Total Interviewees	88	

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EEO Master Source List used December 1, 2018 through November 30, 2019

WAAY - TV is an equal opportunity employer. Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WAAY - TV to provide them with information about fulltime job openings at WAAY - TV. Such requests must include the organizations name, mailing address, email address if applicable, telephone number, contact person, and job categories of job openings for which it requests notices. Requests should be addressed to Kim Greene at station WAAY - TV, 1000 Monte Sano Blvd., Huntsville, AL 35801.

List of recruitment source(s) used to fill vacancies, including contact person, address and telephone number.

	Source	Contact Person	Address	Telephone	Total Interviewees by source
1	Huntsville Times	Classified Advertising	2317 Memorial Pkwy SW Huntsville, AL 35801	256-532-4227	
2	Alabama A&M University	James Powell, Vocational Coordinator Telecommunications Division	P.O. Box 157, Hwy 231 North, Normal, AL 35762	256-372-5387	
3	Alabama State University	Beverly Rudolph	P.O. Box 271 Montgomery, AL 36101-0271	334-229-4493	
4	Jacksonville State University	Career Services	700 Pelham Road North Jacksonville, AL 36265	256-782-5482	
5	Mississippi State University	Scott Maynard, Director	300 Montgomery Hall, PO Box P, Mississippi State, MS 39762	662-325-3344	
6	Oakwood College	Jorge Bartholomew	7000 Adventist Blvd Huntsville, AL 35896	256-726-8394	
7	Troy State University	Kate Rowinsky	Hall School of Journalism & Communications, 103 Wallace, Troy, AL 36079	334-670-3289	
8	University of Alabama Huntsville	Career Services	301 Sparkman Drive, Huntsville, AL 35899	256-824-6612	
9	The University of North Alabama	Patricia Blum, Career Svs	UNA Box 5066 Florence, AL 35632-0001	256-765-4276	
10	University of South Alabama	Dr. Gerald Wilson	1000 University Commons Mobile AL, 36688	251-380-2800	
11	Heartland Media Group	Lisa Bishop	www.heartlandtv.com		1
12	WAAY - TV website	www.waaytv.com			12
13	National Assoc of Broadcasters	www.nabef.org		\$250 per listing	
14	TV Jobs	www.tvjobs.com		Free	3
15	University of Alabama Birmingham	www.uab.edu	careercenter@uab.edu		
16	University of Alabama			Free	
17	Auburn University	https://auburn-csm.symplicity.com/employers			
18	AL.com	www.al.com		Huntsville Times	
19	Alabama Broadcasters Assoc.	www.al-ba.com		Free	
20	Media Line	www.medialine.com		Free	
21	National Assoc of Black Journalists	www.nabj.org		\$150 per listing	
22	National Assoc of Hispanic Jrnalists	www.nahj.org	jobbank@nahj.org	Free	
23	Society of Professional Journalists	www.spj.org		\$250	
24	Huntsville Chamber of Commerce	www.hsvchamber.chambermaster.com		Free	
25	Society of Broadcast Engineers	www.sbe.org			
26	University of Alabama Alumni	jobs.tideslist.com		\$495 30 days	
27	Rick Gevers Newsletter	www.rickgevers.com			
28	Investigative Reporters & Editors	www.ire.org	jobpostings@nicar.org	\$150.00	
29	American Meteorological Society	http://careercenter.ametsoc.org		\$400.00	
30	indeed.com	www.indeed.com		Google spend	
31	LinkedIn.com	www.linkedin.com		varies	2
32	Youtube	www.youtube.com			20
33	Syracuse University	www.careerservices.syr.edu	csrecept@syr.edu		4
34	Internal Referral/Recruited				12
35	Agent Referrals				7
36	Magid Talent Referrals				25
37	Future TV Stars				2

Total number of interviewees for all positions:

88

WAAY - TV

Outreach Programs

December 1, 2018 thru November 30, 2019

WAAY - TV actively encourages all employee's to cross-train, job shadow or intern in the various departments. In 2019, a Production Assistant cross trained as a Director and was subsequently promoted to a Director position. The Sales Assistant shadowed Account Executives and was promoted to Account Executive.

Paul Dughi, VP/GM and Kim Greene, Controller attended EEO training on March 14, 2019. Elizabeth Goldin, EEO specialist with Wiley Rein LLP presented training titled The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts.

WAAY - TV MMJ Brittany Collins teaches a writing for non-fiction media course at Oakwood University. WAAY - TV employees Steven Dilsizian, Ashley Thusius, and Lauren Cavasinni visited her class to discuss the broadcast profession, writing for the website/ broadcast news and education goals for pursuing a career in journalism. Anchors Dan Shaffer and Najahe Sherman will attend in December.

In March, WAAY worked with Vocational Rehabilitation Services and sponsored one of their participants that had completed his communication degree. The participant interned with us for 40 hours a week for 3 months. He was part of their Pre-Hire Work Experience program to help those with disabilities train and ultimately get a job in their field of choice. His training focused on teaching him the skills needed to obtain an entry level production assistant position. During that time, he was trained on how to edit video and attach the video to a newscast. He learned how to run audio for a newscast. He also went with our Creative Services team on shoots to learn how to use the camera and edit promotional material.

Brittany Collins, MMJ, is a mentor with AUM Foundation's Pathway 2 Success Program. She mentors a student from New Century Technology High School. They focus on skills needed to work in the broadcast profession and goal setting to help the student reach her goal of obtaining a job in broadcast journalism.

Chief Meteorologist Kate McKenna is mentoring a student at the University of Alabama in Huntsville. She is working with the student to see if she would like to pursue a career in broadcast meteorology. Starting in September, they meet every other week at the station for a total of 5 visits. The student will also receive college credit through the program.

WAAY - TV hosts tour groups throughout the year. They range from school groups, boy/girl scouts, professional organizations, church groups and other civic organizations. Tour leaders host guests in the studio and discuss what it takes to 'make tv' and how to become a broadcast journalist or technical specialist. The groups are allowed to sit on the desk or stand on the weather wall and produce a mock newscast using all of the studio elements.

The WAAY - TV News and Weather Teams regularly lead seminars in the Huntsville, AL DMA for Elementary, Middle and High Schools, various civic organizations and other leadership councils. They discuss all aspects of broadcast news, as well as, speaking on what it takes to become a broadcast journalist or meteorologist.