

WAAY-TV
EEO PUBLIC FILE REPORT
December 1, 2022-November 30, 2023¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for Recruitment Source Data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Producer	2, 7, 11-13, 15-18, 20, 31, 33, 34	34
Executive Sales Assistant	2-5, 7, 8, 10, 13, 15-18, 20, 33, 37, 39, 40	13
News Director	2, 7, 8, 10, 12-17, 20, 33, 34	13
Digital Broadcast Operator	2-4, 7-10, 12, 13, 15-18, 20, 31, 33, 34	13
Multimedia Journalist	2-13, 15, 17, 20, 32-34	34
Morning Anchor	2-13, 15, 17, 20, 32-34	34
Executive Producer	2-9, 12-17, 20, 31, 34	34
Meteorologist	2-9, 12-17, 20, 31, 34	13
Producer	2, 7, 11-13, 15-18, 20, 31, 33, 34	31
Digital Broadcast Operator	2-4, 7-10, 12, 13, 15-18, 20, 31, 33, 34	13
Digital Broadcast Operator	2-4, 7-10, 12, 13, 15-18, 20, 33	13
Multimedia Journalist	2-13, 15, 17, 20, 32-34	34
Production Assistant	2-4, 7-10, 12, 13, 15-18, 20, 33, 34	34
Account Executive	2-5, 7, 8, 10, 13, 15-18, 20, 33, 34, 37, 39, 40	34
Chief Meteorologist	2-5, 7, 8, 10, 12, 13, 15-18, 20, 29-31, 33, 34	13
Multimedia Journalist	2-13, 15, 17, 20, 32-34	34
Multimedia Journalist	2-13, 15, 17, 20, 32-34	34
Multimedia Journalist	2-13, 15, 17, 20, 32-34	13
Multimedia Journalist	2-13, 15, 17, 20, 32-34	13
Multimedia Journalist	2-13, 15, 17, 20, 32-34	13
Digital Content Producer	2-5, 7, 8, 12-15, 20, 33, 34	8
Digital Content Producer	2-5, 7, 8, 12-15, 20, 33, 34	8
Commercial Producer	2-5, 12-17, 20, 33, 34	34
Director of Marketing	2, 5, 7, 8, 13, 15, 17, 20	13

¹ This Report was revised in April 2024 to address reporting issues.

**RS
Number**

RS Information

Source Entitled

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Huntsville Chamber of Commerce www.hsvchamber.chambermaster.com	No	0
25	Society of Broadcast Engineers www.sbe.org	No	0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	During this reporting period, our Local Sales Assistant cross-trained with our Traffic Assistant to learn the skills necessary to perform the job duties associated with that position. Our Local Sales Assistant was trained on how to use WideOrbit and reconcile logs, and was promoted.
2	Participation in job fairs	On 2/17/23, our News Director and Operations Manager participated in the University of Alabama Huntsville Career & Internship Fair. WAAY collected resumes and interviewed candidates at the fair.
3	Participation in job fairs	On 4/20/23, our General Manager participated in the Hall School of Journalism & Communication Career Fair at Troy University. During the fair, we discussed careers in broadcasting with participants and accepted resumes.
4	Participation in job fairs	On 4/21/23, our General Manager, Operations Manager and News Director participated in the Troy University Spring Career Fair. WAAY employees spoke to several students about positions as WAAY.
5	Participation in job fairs	From 8/2/23-8/4/23, our General Manager and Operations Manager participated in the NABJ Convention and Career Fair in Birmingham, AL. Participants interacted with attendees and were available to answer questions regarding careers in broadcasting.
6	Participation in job fairs	On 9/27/23, our News Director and Assistant News Director participated in the Troy University Fall Career Fair. WAAY employees spoke to several students about positions as WAAY.

