

WAAY-TV
EEO PUBLIC FILE REPORT
December 1, 2023-November 30, 2024

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
Weekend Anchor	12, 14, 33-34	34
Chief Meteorologist	1-3, 6, 12, 14, 16-17, 19, 28, 32-33, 37-39	33
Producer	12, 14, 33	33
Photographer	1-3, 7, 9, 12, 14, 33	1
Multi-Media Journalist	1-3, 6-7, 12, 14, 17, 37-39	7
Sports Anchor	2-3, 12, 14, 19, 29, 32-33, 38-39	33
Anchor	1-3, 6-7, 9, 12, 14-17, 19, 29, 32-33, 39-38	33
Multi-Media Journalist	1-3, 6, 9, 12, 14, 16, 19, 29, 32-33, 37-39	33

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A&M University James Powell, Vocational Coordinator Telecommunications Div. P.O. Box 157 Hwy 231 North Normal, AL 35762 256-372-5387	No	1
2	Alabama State University Beverly Rudolph P.O. Box 271 Montgomery, AL 36101-0271 334-229-4493	No	0
3	Jacksonville State University Career Services 700 Pelham Road North Jacksonville, AL 36265 256-782-5482	No	0
4	Mississippi State University Scott Maynard, Director 300 Montgomery Hall PO Box P Mississippi State, MS 39762 662-325-3344	No	0
5	Oakwood College V Wright email: vwright@oakwood.edu	No	0
6	Troy State University Kate Rowinsky Hall School of Journalism & Communications 103 Wallace Troy, AL 36079 334-670-3289	No	0
7	Job Fair (as described in Section III)	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	The University of North Alabama Dr. Sanders UNA Box 5066 Florence, AL 35632-0001 256-765-4276	No	0
9	University of South Alabama Dr. Gerald Wilson 1000 University Commons Mobile, AL 36688 251-380-2800	No	0
10	Snead State Community College Cherri S Barnard cbarnard@snead.edu 220 N Walnut St. Boaz, AL 35957 256-593-5120	No	0
11	Allen Media Broadcast Group www.allenmediabroadcasting.com	No	0
12	WAAY - TV website www.waaytv.com	No	6
13	National Association of Broadcasters www.nabef.org	No	0
14	TV Jobs www.tvjobs.com	No	0
15	University of Alabama Birmingham www.uab.edu careercenter@uab.edu	No	0
16	University of Alabama www.ua.edu	No	0
17	Auburn University https://auburn-csm.symplicity.com/employers	No	0
18	AL.com www.al.com	No	0
19	Alabama Broadcasters Association www.al-ba.com	No	0
20	National Association of Black Journalists www.nabj.org	No	0
21	National Association of Hispanic Journalists www.nahj.org jobbank@nahj.org	No	0
22	Society of Professional Journalists www.spj.org	No	0
23	Huntsville Chamber of Commerce www.hsvchamber.chambermaster.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Society of Broadcast Engineers www.sbe.org	No	0
25	University of Alabama Alumni jobs.tideslist.com	No	0
26	Rick Gevers Newsletter www.rickgevers.com	No	0
27	Investigative Reporters & Editors www.ire.org jobpostings@nicar.org	No	0
28	American Meteorological Society http://careercenter.ametsoc.org	No	0
29	Indeed.com www.indeed.com	No	0
30	LinkedIn.com www.linkedin.com	No	0
31	YouTube (<i>active candidate sourcing</i>) www.youtube.com	No	0
32	Syracuse University www.careerservices.syr.edu; csrecept@syr.edu	No	0
33	Employee Referral	No	14
34	Agent Referrals (<i>not directly contacted by SEU</i>)	No	1
35	Magid Talent Referrals www.magid.com pmaday@magid.com	No	0
36	TV News Check www.tvnewscheck.com	No	0
37	Athens State University https://app.joinhandshake.com/emp/jobs	No	0
38	Middle Tennessee State University https://app.joinhandshake.com/emp/jobs	No	0
39	University of Alabama in Huntsville https://app.joinhandshake.com/emp/jobs	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 2/22/2024, our Chief Engineer, Chief Meteorologist, and Meteorologist participated in the Blossomwood Elementary Career Fair and spoke to students about a career in broadcasting.
2	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 2/20/2024, our General Manager participated in a school visit at University of North Alabama in a Media Management and Diversity course and spoke with broadcasting students about a career in broadcasting.
3	Participation in job fairs	On 4/5/2024, our General Manager and Operations Manager participated in the University of North Alabama Spring Career Fair, during which station representatives spoke with interested attendees about jobs at our station and collected resumes.
4	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 4/11/2024, our Chief Meteorologist participated in a school visit at Legacy Elementary to speak to students about weather and a career field in broadcasting.
5	Participation in job fairs	On 4/17/2024, our General Manager and News Director participated in the Hall School of Journalism and Communication career fair at Troy University, during which station representatives spoke with interested attendees about jobs at our station and collected resumes.
6	Participation in job fairs	On 9/13/2024, our General Manager and Marketing Director participated in the University of Alabama in Huntsville Career & Internship Fair for the College of Arts, Humanities, and Social Sciences, during which station representatives spoke with interested attendees about jobs at our station and collected resumes.

7	Participation in job fairs	On 10/3/2024, our General Manager and Operations Manager participated in the Alabama A&M University Career Fair, during which station representatives spoke with interested attendees about jobs at our station and collected resumes
8	Participation in job fairs	From 10/28/2024 – 11/01/2024, General Manager and Operations Manager participated in the Virtual Alabama Broadcasters Association career fair, during which station representatives spoke with candidates about jobs at our station.