

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

**EEO Public File Report**  
December 1, 2020 - November 30, 2021

WAAV-TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Recruitment Source Used	Hiree Referral Source
1	Multimedia Journalist	2, 8, 10, 12-13, 15, 17-18, 20, 34, 37	37
2	Multimedia Journalist	2, 8, 10, 12-13, 15, 17-18, 20, 34, 37	37
3	Producer	2, 8, 10, 12-13, 15, 17-18, 20, 34, 37	37
4	Producer	2, 8, 10, 12-13, 15, 17-18, 20, 34, 37	37
5	Multimedia Journalist	2, 8, 10, 12-13, 15, 17-18, 20, 34, 37	13
6	Chief Engineer	12-13, 15, 20, 26	26
7	Production Assistant	2, 8, 9, 12-13, 32	2
8	Multimedia Journalist	2, 8, 10, 12-13, 15, 17-18, 20, 37	15
9	News Photographer	2-4, 8, 10, 12-13, 15, 17-18, 20, 35	35
10	Sports Director	2, 8, 10, 12-13, 15, 17-18, 20, 37	37
11	Multimedia Journalist	2, 8, 10, 12-13, 15, 17-18, 20, 37	15
12	Digital Broadcast Operator	2, 8, 12-13, 20	13
13	Anchor	2, 8, 10, 12-13, 15, 17-18, 20, 37, 39	15
14	Anchor	2, 8, 10, 12-13, 15, 17-18, 20, 37, 39	37
15	Anchor	2, 8, 10, 12-13, 15, 17-18, 20, 37, 39	12
16	Digital Producer	2, 8 - 10, 12-13, 15, 17-18, 20	13
17	Digital Broadcast Operator	2, 8, 12-13, 20	12
18	Producer	2, 8, 10, 12-13, 15, 17-18, 20, 34, 35, 37	35

WAAY - TV

EEO Master Source List used December 1, 2020 through November 30, 2021

	Source	Contact Person or Website/Email	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	5
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	V Wright	email: vwright@oakwood.edu		
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	2
9	The University of North Alabama	Patricia Blum, Career Svcs	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	Snead State Community College	Cherri S Barnard; cbarnard@snead.edu	220 N Walnut St Boaz, AL 35957	256-593-5120	
12	Allen Media Broadcast Group	<a href="http://www.allenmediabroadcasting.com">www.allenmediabroadcasting.com</a>			10
13	WAAY - TV website	<a href="http://www.waaytv.com">www.waaytv.com</a>			25
14	National Assoc of Broadcasters	<a href="http://www.nabef.org">www.nabef.org</a>			
15	TV Jobs	<a href="http://www.tvjobs.com">www.tvjobs.com</a>			17
16	University of Alabama Birmingham	<a href="http://www.uab.edu">www.uab.edu</a> ; <a href="mailto:careercenter@uab.edu">careercenter@uab.edu</a>			
17	University of Alabama	<a href="http://www.ua.edu">www.ua.edu</a>			
18	Auburn University	<a href="https://auburn-csm.symplicity.com/employers">https://auburn-csm.symplicity.com/employers</a>			1
19	AL.com	<a href="http://www.al.com">www.al.com</a>			
20	Alabama Broadcasters Assoc.	<a href="http://www.al-ba.com">www.al-ba.com</a>			
21	National Assoc of Black Journalists	<a href="http://www.nabj.org">www.nabj.org</a>			
22	National Assoc of Hispanic Jrnalists	<a href="http://www.nahj.org">www.nahj.org</a> ; <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>			
23	Society of Professional Journalists	<a href="http://www.spi.org">www.spi.org</a>			
24	Huntsville Chamber of Commerce	<a href="http://www.hsvchamber.chambermaster.com">www.hsvchamber.chambermaster.com</a>			
25	Society of Broadcast Engineers	<a href="http://www.sbe.org">www.sbe.org</a>			1
26	University of Alabama Alumni	<a href="http://jobs.tideslist.com">jobs.tideslist.com</a>			
27	Rick Gevers Newsletter	<a href="http://www.rickgevers.com">www.rickgevers.com</a>			
28	Investigative Reporters & Editors	<a href="http://www.ire.org">www.ire.org</a> ; <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a>			
29	American Meteorological Society	<a href="http://careercenter.ametsoc.org">http://careercenter.ametsoc.org</a>			
30	indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>			
31	LinkedIn.com	<a href="http://www.linkedin.com">www.linkedin.com</a>			6
32	Youtube	<a href="http://www.youtube.com">www.youtube.com</a>			
33	Syracuse University	<a href="http://www.careerservices.syr.edu">www.careerservices.syr.edu</a> ; <a href="mailto:csrecept@syr.edu">csrecept@syr.edu</a>			
34	Internal Referral/Recruited				5
35	Agent Referrals (not directly contacted by SEU)				
36	Magid Talent Referrals	<a href="http://www.magid.com">www.magid.com</a> ; <a href="mailto:pmaday@magid.com">pmaday@magid.com</a>			21
37	Future TV Stars	Teresa Hein, President; thein@mymediajobs.com; <a href="http://www.mymediajobs.com/futuretelevisionstars.html">www.mymediajobs.com/futuretelevisionstars.html</a>			
38	TV News Check	<a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a>			2

Total number of interviewees for all positions:

95

**WAAY - TV  
Outreach Programs  
December 1, 2020 thru November 30, 2021**

<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>	<b>No. of Station Participants</b>	<b>Participant Title</b>
1 Ongoing Event	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	WAAY - TV actively encourages all employee's to cross-train, job shadow or intern in the various departments. In 2021, a Production Assistant cross trained as a Producer and was subsequently promoted to a Producer position.		
2 3/26/2021	Participation in at least four job fairs by station personnel who have substantial responsibility in making of hiring decisions	WAAY participated in the University of Alabama C&IS Virtual Career Fair. UA students participated. WAAY hosted a chat room and spoke to several students about positions at WAAY.	3	News Director, Assignment Manager, Contoller
3 04/05/21 - 04/09/21	Participation in at least four job fairs by station personnel who have substantial responsibility in making of hiring decisions	WAAY participated in the Alabama Association of Broadcasters Virtual Career Fair. WAAY interviewed 14 for MMJ positions. The fair was promoted heavily on WAAY's website and all social media outlets.	4	News Director, Assignment Manager, Executive Producer, Controller
4 02/05/21; 06/18/21	Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination	Managers participated in a training sessions that focused on the EEO recruiting procedure, how job postings are widely disseminated, how to complete internal documentation and document retention as well as good hiring practices to ensure fairness for all	3	News Director, Chief Engineer, News & Marketing Manager
5 10/28/2021	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Meteorologists, News Manager and Creative Service team attended Career Day at Decatur Middle School and spoke with students about careers in front of the camera as well as behind and about the importance of a career in weather as a service to our community.	5	Chief Meteorologist, Meteorologist, Creative Services Director, News Promotion Manager, Photographer