

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

EEO Public File Report
 December 1, 2006 - November 30, 2007

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	Accounting Assistant	1/31/2007	6	Huntsville Times WGXA - TV KTVE - TV KSPR - TV WKBN - TV WJCL - TV www.waaytv.com	4	Huntsville Times
				Internal Referral/Word of Mouth	2	
2	Chief Engineer	3/12/2007	4	Huntsville Times TVJobs.com National Association of Broadcasters American Women in Television NAACP American Assoc. of University Women WWSB WTXL Media Line Alabama Broadcasters Association AL.com www.waaytv.com	2	Word of Mouth
				Internal Referral/Word of Mouth	2	
3	News Positions	Various	17	All Recruitment Sources Used	17	Various Sources
	Producer	6/15/2007	1	Internal Candidate	1	
	Producer	6/28/2007	1	Media Line	1	
	Production Assistant	6/28/2007	1	Huntsville Times	1	
	Production Assistant	9/11/2007	1	Oakwood College	1	
	Production Assistant	7/16/2007	1	Oakwood College	1	
	Production Assistant	6/20/2007	1	www.waaytv.com	1	
	Production Assistant	7/10/2007	1	Outreach Initiative	1	
	Main Anchor/Mng Editor	6/11/2007	1	Internal Referral	1	
	Reporter	6/19/2007	1	WWSB	1	
	Main Co-Anchor	9/5/2007	1	Agent Referral	1	
	AM Meteorologist	7/16/2007	1	Internal Referral	1	
4	News Director	4/16/2007	7	www.waaytv.com		Agent Referral
				Huntsville Times		
				AL.com		
				TVJobs.com	1	
				National Association of Broadcasters		
				Alabama Broadcasters Association		
				Media Line		
				American Women in Television		
				NAACP		
				Rickgevers.com		
				Internal Referral/Word of Mouth	1	
				Agent Referral	5	

5	Assignment Manager	7/2/2007	4	Huntsville Times www.waaytv.com Huntsville Times TVJobs.com National Association of Broadcasters Alabama Broadcasters Association Media Line American Women in Television NAACP American Assoc of University Women AL.com Internal Referral/Word of Mouth	1 1 2	Word of Mouth
6	Videotape Editor	6/4/2007 10/16/2007	4	All Recruitment Sources Used www.waaytv.com www.tvjobs.com Internal Referral/Word of Mouth	2 1 1	www.waaytv.com
7	Sales Support Coordinator	6/25/2007	8	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters www.waaytv.com Alabama Broadcasters Association Internal Referral WWSB WTVX	6 1 1	Huntsville Times
8	Associate Producers	7/1/2007 8/20/2007 7/15/2007	1 1 1	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters Jacksonville State University Mississippi State University Oakwood College Tuskegee University University of Alabama NAACP American Women in Television Tvjobs.com www.waaytv.com Alabama Broadcasters Association Internal Referral WWSB WTVX Medialine.com NABJ NAHJ	 2 1	www.waaytv.com www.waaytv.com Internal Candidate

9	Internet Sales	6/18/2007	4	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters Jacksonville State University Mississippi State University Oakwood College Tuskegee University University of Alabama NAACP American Women in Television Tvjobs.com www.waaytv.com Alabama Broadcasters Association Internal Referral WWSB WTXL Medialine.com NABJ NAHJ	1	Huntsville Times
					1	
					2	

10	Internet Web Producers	6/18/2007	3	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters Jacksonville State University Mississippi State University Oakwood College Tuskegee University University of Alabama NAACP American Women in Television Tvjobs.com www.waaytv.com Alabama Broadcasters Association Internal Referral WWSB WTXL Medialine.com NABJ NAHJ	2 1	Internal Referral
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11	Marketing Manager	8/24/2007	5	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters Jacksonville State University Mississippi State University Oakwood College Tuskegee University University of Alabama NAACP American Women in Television Tvjobs.com www.waaytv.com Alabama Broadcasters Association Internal Referral/Word of Mouth WWSB WTXL Medialine.com NABJ NAHJ Agent Referral Promax	2 1 1 1	Agent Referral
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12	Wknd Sports Anchor/ Reporter	9/20/2007	8	Huntsville Times Alabama A&M University of Alabama Huntsville University of North Alabama Drake Community College Athens State University American Assoc of University Women National Association of Broadcasters Jacksonville State University Mississippi State University Oakwood College Tuskegee University University of Alabama NAACP American Women in Television Tvjobs.com www.waaytv.com Alabama Broadcasters Association Internal Referral/Word of Mouth WWSB WTXL Medialine.com NABJ NAHJ Agent Referral	Tvjobs.com	
						3
						2
						2
						1

13	Photojournalist	7/30/2007 8/16/2007 8/13/2007 9/26/2007	16	All Recruitment Sources Used www.waaytv.com www.tvjobs.com b-roll.net Huntsville Times Internal Referral/Word of Mouth		3 5 4 2 2
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Total Interviewees					100
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WAAY - TV

EEO Master Source List used from December 1, 2006 through November 30, 2007.

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 Ray Depa, Vice President and General Manager 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	Alabama A&M University	James Powell, Vocational Coordinator Telecommunications Division	Hwy 231 North, P.O. Box 157 Normal, AL 35762	256-372-5387	1
2	Alabama State University	Dr. A. David Okeowo	P.O. Box 271 Montgomery, AL 36101-0271	334-229-4493	
3	American Women in Television	Jennifer Harmon	8405 Greensboro Dr. Ste 800 McLean, VA 22102	703-506-3290; fx 703-506-3266	
4	Brown College	Amber Luckie-Parks - Television and Digital Photography - Career Services	1440 Northland Drive, Mendota Heights, MN 55120 https://my.browncollege.edu/mycampus/employer/	651-905-3465	
5	Calhoun Community College	Pat Swinford	Hwy 31 N. Decatur, AL 35609	256-350-2656	
6	Huntingdon College	Kelley Washburn	1500 E. Fairview Avenue Montgomery, AL 36106	334-833-4313	
7	Huntsville Times	Classified Advertising	2317 Memorial Pkwy SW Huntsville, AL 35801	256-532-4227	16
8	Jacksonville State University	Bobbie Gaddy	700 Pelham Road Jacksonville, AL 36265	256-782-5482	
9	Mississippi State University	Sandra McDonald	P.O. Box 5266 Mississippi State, MS 39762	662-325-3344	
10	Oakwood College	Jorge Bartholomew	7000 Adventist Blvd Huntsville, AL 35896	256-726-8394	3
11	Tuskegee University	Mary Turpin	Office of Telecommunications Kresge Center Tuskegee, AL 36088	334-727-8984	
12	University of Alabama Huntsville	Tammy Haney	117 Engineering Building, Huntsville, AL 35899	256-824-6612	
13	University of Alabama	Dr. Pam Doyle	P.O. Box 870152 Tuscaloosa, AL 35487	205-348-9684/ careers@uah.edu	
14	University of Montevallo	Pat Ebrahimi	Station 6625 Montevallo, AL 35155	205-665-6626	
15	The University of North Alabama	Dr. Ed Foote	UNA Box 5203 Florence, AL 35630	Mail listings	
16		Patricia Blum, Career Svs	UNA Box 5066 Florence, AL 35630	256-765-4276	
	University of Oklahoma		1000 Asp Ave. Dept of Meteorology Norman OK 73109	405-325-2252	
17	University of South Alabama	Dr. Gerald Wilson	1000 University Commons Mobile AL, 36688	251-380-2800	
18	Drake Community College	Rebecca Hamrick	3421 Meridian St N. Huntsville, AL 35811	256-551-3154	
19	Birmingham Southern University	Jane Seigel	900 Arkadelphia Rd P.O. Box 549010 Birmingham, AL 35254	205-226-4717	
20	Athens State University	Maurine Chemsak	300 North Beaty Rd. Athens, AL 35611	256-233-8285	
21	NAACP	Alice Sams	224 Church Street Huntsville, AL 35801	256-533-2618	
22	Samford University	Tinisha Glenn	800 Lakeshore Dr. Birmingham, AL 35229-2276	205-726-2950	
23	Stillman College	Jacqueline Currie	P.O. Box 1430 Tuscaloosa, AL 35403	205-366-8894	
24	Middle Tennessee State University	Dr. Robert Spires	Box 58 Murfreesboro, TN 37132	615-898-5628	

25	University of Memphis	Carrie Allison	Scates Hall, Room 315 Memphis, TN 38152	901-678-2016 or 2239	
26	Florida Institute of Technology	Jack Marcis	Sparkman Complex, Building 5304 Room 4326, Redstone Arsenal 35898	256-881-7878	
27	Talladega College	Brenda Rhoden	627 W. Battle Street, Talladega, AL 35160	256-761-6204	

Affiliate Stations & Other sent recruitment information & listings

28	WWSB	Joanne Lefebvre	1477 Tenth Street, Sarasota, FL 34236-4048	941-552-0777	2
29	WTXL	Yolanda Vickers	1620 Commerce Blvd., Midway, FL 32343	850-893-3127	
30	Promax	Group Representative	Hand Delivered		1
31	Various				18
32					
33					

Internet Job listing sources

Source		Web address	Email (if applicable)	
34	WAAY - TV website	www.waaytv.com		11
35	National Assoc of Broadcasters	www.nab.org/bcc		
36	TV Jobs	www.tvjobs.com		13
37	University of Alabama Birmingham	www.uab.edu	careercenter@uab.edu	
38	Auburn University	www.erecruitingnetwork.com		
39	AL.com	www.al.com		1
40	Alabama Broadcasters Assoc.	tcurrier@al-ba.com	tcurrier@al-ba.com	
41	Spots 'n Dots		selltv@aol.com	
42	Media Line	www.medialine.com		2
43	National Assoc of Black Journalists	www.nabj.org		
44	National Assoc of Hispanic Jrnalists	www.nahj.org	jobbank@nahj.org	
45	Asian American Jrnlist Assoc	www.naja.com		
46	B-Roll - Photojournalist postings	www.b-roll.net	support@b-roll.net	4
47	TV News Gigs.com	www.tvnewsqigs.com	info@tvnewsqigs.com	

Other Job listing sources

Source			
48	Internal Applicants or Referrals		21
49	Agent Referrals		7
50	Word of Mouth		

Total number of interviewees for all positions:

100

WAAY - TV

Outreach Programs

December 1, 2006 thru November 30, 2007

WAAY-TV participated in a Career Fair at the University of North Alabama in Florence, AL on October 17, 2007. The Career Fair was also open to the general public. However, most of those who attended were current students or recent graduates of UNA. General Manager Ray Depa and News Director Wilhelmina Walker represented the station. Resumes from fourteen attendees were collected representing interest in current and future positions ranging from sales to news. In addition to gathering resumes, Depa and Walker answered questions from participants about career opportunities in general in today's media environment.

WAAY - TV participated in the University of Alabama's job fair for the College of Information Sciences on November 2, 2007. The even took place at the Ferguson center on the UA campus. Approximately 110 students and 10 faculty/staff members attended the function. WAAY's New Media Director, Ben Boles, represented WAAY along with Information Sciences Dean Loy Singleton. Approximately 52 students came by the WAAY booth, with 20+ leaving resumes. Since the career fair, WAAYTV.com has posted articles published by soon-to-be graduating seniors. Two resumes have been sent to our News Department for employment consideration.

WAAY - TV co-hosted and offered entry level, summer time, positions at the 2007 Boys & Girls Club Job Fair in Huntsville, AL. Karl Liggin was hired from the pool of candidates. Mr. Liggin trained and worked as a Production Assistant through out the summer until he returned to school in the Fall.

WAAY - TV actively encourages all employee's to cross-train, job shadow or intern in the various departments. In 2007, several production assistants (entry level) and a master control operator job shadowed in the Commercial Production Department and News Department. They are now actively cross training for permanent positions when the need arises.

WAAY - TV's New Media Director, Ben Boles, was invited by Professor Patty Cromwell to participate in an ongoing education series at Oakwood College in March, 2007. He spoke to the Telecommunications & Film Class (Senior Level) about the Communications and Broadcast industry. He invited all attendees to pursue employment at WAAY - TV and has since received several resumes for various positions.