EEO Public File Report

WWAY-TV, Wilmington, NC July 27, 2021 - July 26, 2022

Full-Time Positions Filled

Full-time	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill	Number Interviewed	Number Hired	Recruitment Source
Position	Position little	Date Open	Date Filled	the vacancy (including organizations	Number interviewed	Number Filed	Reciditiient Source
Yes	480 - Weekend Meteorologist/Reporter	May 11, 2021	May 26, 2022	All Except: 7,11, 18, 27, 32, 34, 54, 61	3	1	DH found on YouTube
Yes	481 - Weekend Anchot/Reporter	May 19, 2021	November 22, 2021	All Except: 7,11, 18, 27, 32, 34, 54, 61	1	1	WWAY Employee
Yes	484 - Master Control Operator	July 15, 2021	August 5, 2021	All Except: 7,11, 18, 25, 27, 32, 34, 51, 52, 54, 61	1	1	Indeed.com
Yes	485 - Production Assistant	July 15, 2021	August 2, 2021	All Except: 7,11, 18, 25, 27, 32, 34, 51, 52, 54, 61	1	1	WWAYTV3.COM
Yes	486 - Digital Operations Specialist	July 21, 2021	September 7, 2021	All Except: 7,11, 18, 27, 32, 34, 51, 52, 54, 61	1	1	Intercompany Transfer - WTVQ
Yes	488 - Traffic-Copy Assistant	July 30, 2021	August 23, 2021	All Except: 7, 11, 18, 27, 32, 34, 51, 52, 54, 61	1	1	Employee Referral
Yes	489 - Producer Editor	July 30, 2021	September 13, 2021	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	2	1	In House
Yes	490 - Strategic Digital Sales Account Executive	August 5, 2021	October 11, 2021	All Except: 7, 11, 18, 27, 32, 34, 51, 52, 54, 61	5	1	Client Referral
Yes	491 - Multimedia Journalist	August 26, 2021	March 22, 2022	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	4	1	LinkedIn
Yes	492 - Producer - Video journalist	August 24, 2021	October 25, 2021	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	2	1	Indeed.com
Yes	493 - Production Assistant (2 Positions Available)	August 24, 2021	September 14, 2021 & September 24, 2021	All Except: 7, 11, 18, 27, 32, 34, 51, 52, 54, 61	4	2	NCDOC(ESC)/Indeed.com
Yes	494 - Multimedia Account Executive (2 positions Available)	September 13, 2021	11/23/2021 - 2 hired same day	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	13	2	Indeed.com
Yes	495 - Broadcast IT Manager	October 11, 2021	October 25, 2021	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	2	1	Indeed.com
Yes	496 - Master Control Operator	October 15, 2021	December 8, 2021	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	1	1	In House
Yes	497 - Production Assistant	October 15, 2021	November 15, 2021	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	2	1	Indeed.com
Yes	498 - Promotions Producer	November 12, 2021	December 16, 2021	All Except: 5, 7, 11, 18, 19, 27, 32, 34, 51, 52, 54, 61	4	1	Indeed.com
Yes	499 - Chief Engineer	November 17, 2021	December 16, 2021	All Except: 7, 11, 18, 19, 27, 32, 34, 51, 52, 54	1	1	In House
Yes	500 - Production Assistant	December 7, 2021	December 20, 2021	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	1	1	WWAYTV3.com
Yes	501 - Web Contend Producer - Meteorologist	December 14, 2021	February 1, 2022	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	1	1	In House
Yes	502 - Strategic Digital Sales Account Executive	December 16, 2021	Closed - Not Filled / No Longer Needed	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	0	0	N/A
Yes	503 - Production Assistant	December 30, 2021	February 1, 2022	All Except: 7, 11, 18. 19, 27, 32, 34, 51, 52, 54, 61	2	1	Indeed.com
Yes	504 - Master Control Operator	December 30, 2021	January 12, 2022	All Except: 7, 11, 18. 19, 27, 32, 34, 51, 52, 54, 61	1	1	Indeed.com
Yes	505 - Digital Operations Specialist	January 7, 2022	April 13, 2022	All Except: 7, 11, 18, 19, 27, 32, 34, 54, 61	11	1	Indeed.com
Yes	506 - News Producer	January 7, 2022	March 17, 2022	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	1	1	In House
Yes	507 - Building Maintenance Engineer	February 1, 2022	April 20, 2022	All Except: 7, 11, 18,19, 27, 32, 51, 52, 54, 61	2	1	WWAYTV3.com
Yes	508 - Production Assistant (3 Positions Available That Took Multiple Months to Fill)	February 1, 2022	March 14, 2022, April 4, 2022, & May 2, 2022	All Except: 7, 11, 18,19, 27, 32, 51, 52, 54, 61	7	3	Indeed.com/WWAY Careers
Yes	509 - Evening Anchor	February 16, 2022	April 4, 2022	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	5	1	In House
Yes	510 - Sales Assistant	February 16, 2022	April 11, 2022	All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	10	1	Indeed
Yes	511 - Master Control Operator	February 17, 2022	March 16, 2022	All Except: 7, 11, 18. 19, 27, 32, 34, 51, 52, 54,	1	1	Indeed.com
Yes	512 - Receptionist - Administrative Assistant	February 24, 2022	March 14, 2022	All Except: 7, 11, 18. 19, 27, 32, 34, 51, 52, 53, 54, 61	6	1	Indeed.com
Yes	513 - Multimedia Account Executive	March 18, 2022		All Except: 7, 11, 18, 27, 32, 51, 52, 54, 61	12	1	Indeed.com
Yes	514 - Digital Sales Manager	April 27, 2022	May 23, 2022	2, 4, 5, 6, 8, 12, 13, 19, 20, 21, 24, 26, 28, 29, 42, 48, 49, 53	3	1	In House
Yes	515 - Sales Assistant	May 25, 2022		All Except: 7, 11, 22, 34, 51, 52, 54, 61	14	1	Indeed.com
Yes	516 - Multimedia Journalist	June 9, 2022	Still Open As of July 26, 2022	All Except: 11, 13, 22, 24, 51, 52, 61	0	0	N/A
Yes	517 - Multimedia Account Executive	June 21, 2022	Still Open As of July 26, 2022	All Except: 7, 11, 14, 22, 24, 34, 51, 52, 54, 61	0	0	N/A
Yes	518 - Producer / Editor	June 22, 2022		All Except: 7, 11, 22, 24, 51, 52, 54, 61	1	1	Indeed.com

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

Number		Recruitment Source		Contact	Total Interviewed	Entitled to Notification?
1	Arizona State University	1151 S Forest Ave. #329, Temple, AZ 85287	www.joinhandshake.com	Career Services 480-965-2350	0	N
2	Bladen Community College	PO Box 266, Dublin, NC 28332	chovan@bladencc.edu	Carlton Bryan 910-863-6002	0	N
					-	
3	Boston University	595 Commonwealth Avenue, Boston, MA 02215	www.joinhandshake.com	Career Development 617-353-3590	0	N
4	Brunswick Community College	PO Box 30 Supply, NC 28462	gardnero@brunswickcc.edu	Onya Gardner 800-754-1050	0	N
6	Cape Fear Community College	411 N. Front Street Wilmington NC 28401	www.collegecentral.com/cfcc/	David Wilson 910-362-7846	0	N
-		11054 Kelley Dr Sanford, NC 27330		Mary Parker 919-775-5401		N
6	Central Carolina Community College	11054 Kelley Dr Sanford, NC 27330	mparker@cccc.edu	Mary Parker 919-775-5401	0	N
7	Client Referral	N/A			2	N
8	Coastal Carolina Community College	444 Western Blvd. Room 108, Jacksonville, NC 28546	careerservices@coastalcarolina.edu	Department of Continuing Ed 910-938-6761	0	N
	Coastal Carolina University	PO Box 261954, Conway, SC 29528	www.joinhandshake.com	Career Development 843-347-3161		N
9			www.jornnandsriake.com			
10	Coker College	300 East College Ave Hartsville SC 29550	www.joinhandshake.com	Heather Norment 843-383-8185	0	N
11	Drop In	N/A			0	N
12	Elon University	100 Campus Drive, Elon, NC 27244	www.elen.com.cumclicity.com	Career Services 336-278-5724	0	N
					-	
13	Employee Referral	N/A			2	N
14	East Carolina University	701 East 5th Street, Greenville, NC 27858	www.joinhandshake.com	Career Services 252-3286050	0	N
15	Eastern Kentucky University	216 Park Dr., CPO 62 Whitlock Building, Room 468, Richmond, KY 40475	www.joinhandshake.com	Career Center 859-622-1296	0	N
16	Florida State University	32306 100 S Woodward Ave, Tallahassee, FL 32304	www.ioinhandshake.com	Career Center 850-644-6431	0	N
17	Francis Marion University	PO Box 100547, Florence SC 29501-0547	www.joinhandshake.com	Ronald Miller 800-368-7551	0	N
18	Full Sail University	3300 University Boulevard, Winter Park, FL 32792		Career Department 800-226-7625	0	N
	High Point University	833 Montlieu Ave., High Point, NC 27262	and the Object of	Doug Hall 336-841-9338		N
19		8.5.5 Montileu Ave., High Point, NC 27262	careerservices@highpoint.edu	Doug Haii 336-841-9338	0	
20	Indeed Website	N/A	www.indeed.com		88	N
21	In House	N/A	 	<u> </u>	10	N
	Intern	N/A			0	N
22			<u> </u>	<u> </u>	U	
23	Louisiana State University	158 LSU Student Union Building, Baton Rouge, LA 70803	www.ioinhandshake.com	Career Center 225-578-2162	0	N
24	Media Line	1209 Wood Valley Road, Augusta, GA 30909	medialine@medialine.com	Don Matthews 706-364-7564	0	N
Add.	Midlands Technical	PO Box 2408 Columbia SC 29202	international district and	Janet Walker 803-822-3538		N
25			Joppost e malandstech.edu		0	
26	Miller Motte Business College	5000 Market Street Wilmington NC 28405	rachel.merritt@miller-motte.edu	Rachel Merritt 910-392-4660	0	N
27	Morris College	100 W. College Street, Sumter, SC 29150	gwright@morris.edu_	Dr. Gloria Seabrook-Wright 803-773-3687	0	N
28	NC Dept of Commerce, DIV Workforce (ESC)	5300-7 Main Street, Shallotte, NC 27470	marcell batter @ nccommerce com	Marcell Hatten 910-754-6120	1	N
20			marce.com			
						N
29	NC State	2831 Thurman Drive, Raleigh, NC 27695	Careerservices@ncsu.edu	Bridget Hartsfield 919-515-3249	0	
29	NC State Northwestern University	2831 Thurman Drive, Raleigh, NC 27695 620 Lincoin St, Evanston, IL 60201	www.joinhandshake.com	Bridget Hartsheld 919-515-3249 Career Advancement Center 847-491-3700	0	N
30	Northwestern University	620 Lincoln St, Evanston, IL 60201	Careerserv.ces@ncsu.edu www.joinhandshake.com www.joinhandshake.com	Career Advancement Center 847-491-3700	0	N
30 31	Northwestern University Ohio State University	620 Lincoln St, Evanston, IL 60201 1640 Neil Ave, Columburs, OH 43210	Cancersenvos @ncsu.edu www.joinhandshake.com www.joinhandshake.com		0	N N
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62	JazzHR	N/A	info.jazzhr.com	6	N
63	Youtube	N/A	www.youtube.com/jobs	3	N
64	LinkedIN	N/A	www.linkedin.com	4	N
	WTVQ	6940 Man O War Blvd, Lexington, KY 40509	www.wtvq.com	1	N

Name of Initiative: 1. Speakers Bureau

7/27/21-7/26/22

Date of Initiative:

Description of Initiative.

WWW spiles speakes for events sponsored by risk and community organizations and schools. Each time a staff member is sent out into the community, the awareness level of broadcasting as a career option is raised, even when that is not the primary themse of the event.

Scope of employment unit's participation:

During the reporting period, WWAY personnel spoke at the following events/organizations:

Coming or implaining glowing females spoke at the footness general feeds for Spokel Meast Scholiday Market
Thalian Association Community Theater
American Legan Part of T
Lefter of Humanis Ego
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Knights of Columbus
Cohampions of Columbus
Cohampions of Columbus
Cohampions of Compassion
Upscale Reside Design Challenge for Cape Fear Habitat for Humanis
Glob Leadering Feeds of Compassion
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The Salvation Army of the Cape Fear Red Cross Blood Drive NC Rose Feature of Wilesington Chaldren's Management Professional Chaldren's Management Professional Chaldren's Management Professional Chaldren's Chal

100 Black Men of Casstal North Carolina Golf Event
Knights of Columbus Council 1074 Golf Tournament Promo
NC Public Relations Society of America PR Lunch & Learn Event
Make A Wish Eastern NC - Wish Upon A Chef Event
Special Needs Holiday Market with Freedom Baptat Church in Wilmington
Communities in Schools of the Casp Fear at Burgaw Middle

Name of Initiative: 2. Date of Initiative:

WWAY Station Tours 7/27/21-7/26/22

Description of Initiative:

Monthly station tours given to civil groups and school groups.

Temporarily Suspended due to Covid

8.25.2021 Camera Training
Promotions Creative Services Manager
Promotions Producer
Reporter
Reporter
Reporter
Reporter
Reporter 12.1.2021 System 21 - CNA Training 12.1.2021 System 21 - CNA
Account Executive
Digital Account Executive
Digital Sales Specialist
General Sales Manager
National/Local Sales Manager

8.26.2021 Digital Tulip - AE Training
Account Executive
Account Executive
Account Executive
Account Executive Account Executive Account Executive

12.9.2021 - 12.16.2021 Master Controls Training Master Control Operator Production Assistant Account Executive 12.21.2021 Teleprompter Training

Digital Sales Manager
Digital Sales Specialist
General Sales Manager
National/Local Sales Manager 9.14.2021 Teleprompter Training Production Assistant Production Assistant 12.23.2021 - 12.24.2021 Part 1 - Studio Camera Training

9.15.2021 - 9.17.2022 Studio Camera Training Production Assistant Production Assistant 12.27.2021 - 12.31.2021 Part 2 - Studio Camera Training Production Assistant Production Assistant

9.16.2021 AdMall: Digital Sales Discovery 1.13.2022 - 1.14.2022 LPTV Transmitter Training 9.16.2021 AdMail: Digital Sale
Account Executive
Account Executive WXXV Chief Engineer WWAY Operations Manager 1.15.2022 General Safety Training 1.15.2022 General Safety Frami Creative Services Manager Graphic Artist Marketing & Brand Manager Commercial Promotions Produces

2.4.2022 Satellite Dish Tuning Training 10.15.2021 How to Direct Morning News Director AM Production Supervisor

2.10.2022 COVID Precautions at Work Training Reporter Sports Anchor Anchor Reporter Producer 10.22.2021 How to Direct Evening, Late Night, and Weekends Training Managing Editor Producer 11.1.2021 ENPS Elections Training 11.1.2021 ENPS Elections Chief Engineer AM Production Supervisor Operations Manager Director Production Assistant Producer Web Content Producer Producer
Anchor
Anchor
Meteorologist

2.16.2022 Sandler: Why do Sales People Fall? National/Local Sales Manager 2.16.2022 - 2.23.2022 Master Control Training

11.15.2021 All Things Chief Engineer Training (Transmitter, Dish Tuning, Budgets, & Equipment)

Chief Engineer Assistant Chief Engineer 2.17.2022 - 2.18.2022 Remote Camera Setup and Tear Down Training Chief Engineer Operations Manager

11.30.2021 SMM: The 7 Typ.
Account Executive
Acc 11.30.2021 SMM: The 7 Types of Pre-Call Intelligence Every B2B Seller Must Have 3.15.2022 Second Round of Satelite Dish Tuning Training Chief Engineer Operations Manager 3.16.2022 Teleprompter Training Production Assistant Production Assistant Production Assistant AM Production Supervisor

Name of Initiative: 3. Date of Initiative:

3.16.2022 - 3.18.2022 & 3.21.2022 - 3.25.2022 Master Control Training

Master Control Operator Master Control Operator

4.4.2022 Late Night Teleprompter Training

4.4.2022 - 4.8.2022 How to Direct the Morning Show Training

Production Assistant

4.5.2022 - 4.8.2022 Late Night Studio Camera Training

Production Assistant Production Assistant

4.6.2022 - 4.8.2022 Azalea Festival Coverage, Logistics, Setup, & Tear Down Training Cited Engineer Operations Manager

4.11.2022 - 4.15.2022 How to Direct The Morning Show Training AM Production Supervisor

Production Assistant 5.2.2022 Late Night Teleprompter Training

Production Assistant Production Assistant

5.3.2022 - 5.6.2022 Late Night Studio Camera Training

Production Assistant Production Assistant

6.8.2022 Network/Server Configuration Training

IT Manager Chief Engineer Operations Manager

6.13.2022 - 6.14.2022 Satellite Signal Strength Training WXXV Chief Engineer WWAY Chief Engineer

6.14.2022 LBS: 3 Easy Ways to More Engaging Copy

Account Executive
Account Executive Account Executive
Account Executive
Account Executive
Account Executive
Account Executive
Digital Sales Marager
Digital Sales Specialist
Digital Operations Specialist
Sales Assistant
Sales Assistant
General Sales Manager
National/Local Sales Manager

6.15.2022 VizRT Training Chief Engineer Operations Manager IT Manager

6 29 2022 | IDIA and Bandnet Training

6.29.2022 LIDIA and I Operations Manager Production Assistant Production Assistant Production Assistant Production Assistant

6.30.2022 Remote Coverage Setup, Tear Down, & Logistics

Chief Engineer
Operations Manager
Production Assistant

Training Program

July 27, 2021 - July 26, 2022

7.1.2022 LIDIA and Bandnet Training 7.1.2022 Libra and Bandin Operations Manager AM Production Supervisor Production Assistant Production Assistant Production Assistant

7.8.2022 Refresher Course on ELO View Touch Screens Chief Engineer Operations Manager Master Control Operator

7.13.2022 AdMall: Sales Process and Young Buyers Account Executive
Account Executive
Account Executive

Account Executive Account Executive Account Executive Account Executive

7.13.2022 Proper Equipment Usage Training Creative Services Manager Graphic Arist Marketing & Brand Manager Commercial Promotions Producer

7.14.2022 OSI Training on Daily Logs Creative Services Manager Marketing & Brand Manager

7.14.2022 Safety Training for News Crew

Producer Managing Editor Producer Producer Web Content Producer Anchor Anchor

Chief Engineer Operations Manager

Description of Initiative: WWAY Virtual Job fair
Creative Services-Promotions Manager

Description of Initiative: WXXV Virtual Job fair

Scope of employment unit's participation:

Description of initiative: CFCC Career Development Career Fair

Scope of employment unit's participation:
Local Community College 3cb Fair

Titles of station personnel involved in initiative: News Director Chief Engineering General Sales Manager Creative Services/Promotions Manager Name of Initiative: 4. Job Fairs

Date of Initiative: Ongoing

Link: https://www.wwaytv3.com/jobfair

Date of Initiative: Ongoing

Link: https://www.wxxv25.com/jobfair

Date of Initiative: 4/8/22

Name of Initiative: 5. Internship Program Date of Initiative: 7/27/21-7/26/22

Description of Initiative:

Training in Videography applications.

Intern performs a variety of functions including designs for on-air use, write daily topical copy, edit topical/image/public services announcements, and basic web updates.

Gains specific knowledge of how the news desk operates as well as the overall television news operations, including learning broadcast news writing with scripts written for actual airing by the anchors; accompany news crews in the field and provide necessary assistance; monitor the network news. News Internship-

Production Internship-Receives training on how to operate television broadcast equipment including teleprompter and studio cameras; attends post-newscast meetings; observes every aspect of the production department

Gains knowledge of how a sportscast is produced and broadcast. Student is trained to edit, conduct interviews in the field, write scripts and learn to do stand-ups Sports Internship-

Meteorologist Internship-

Intern learns the various task involved in hybrical Broadcast Meteorologist's job. Interns observe how analyze weather data through various websites and use meteorological theory to formulate a forecast, learn how to create and produce weather graphics through our graphics systems, observe weather presentations and produce weather graphics through our graphics systems, observe weather presentations and produce weather graphics through our graphics systems, observe weather presentations and produce weather graphics through our graphics systems, observe weather presentations and produce their own delivery on the key wall to strengthen their own communications skills in delivering a weather presentation to the public.

Provided knowledge of how the sales department operates including but not limited to: how to gain new clients and grow current clients, creating new schedules, budget assignments, and basic sales product knowledge. Sales Internship-

Scope of employment unit's participation: Limited due to Covid

WWAY has had a long and active internship program, providing hands-on television broadcast experience for college students. Interns during the reporting period included:

Interns during the reporting period include:

News: UNC Charlotte

Meteorology: UNC Wilmington