

WSMV
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Human Resources Director - WSMV	1-4, 7, 9-15, 17-33, 35	12
Director of Engineering	1-4, 7, 9-10, 14-15, 17-29, 31-35	34
General Sales Manager	1-4, 6-10, 14-15, 17-29, 31-33, 35	6
Digital Content Manager	1-4, 7, 9-10, 14-15, 17-29, 31-33, 35	35
Reporter	1-5, 7, 9-10, 14-29, 31-34	34
Reporter	3, 7, 9-10, 14, 16-19, 21, 24-26, 31-34	24
RF Systems/Facilities Mgr.	1-4, 6-7, 9-10, 14-15, 17-24, 26-29, 31-33, 35	6
Photographer	2-3, 6-7, 9-10, 14, 16-21, 25-26, 31-34	6
Network/Desktop Administrator	2-3, 7, 9-10, 14, 16-19, 21, 25-26, 31-34	10
Photographer	2-4, 7, 9-10, 14, 16-19, 21, 25-26, 31-34	34
Account Executive	2-3, 7, 9-10, 14, 16-19, 21, 24-26, 31-34	34
Account Executive	8, 34	34
Account Executive	8, 34	8
Promotions Producer	1-4, 7, 9-10, 14-15, 17-24, 26-29, 31-35	34

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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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Baylor University One Bear Place #97330 Waco, Texas 76798 Phone : 254 710-4693 Email : paul_carr@baylor.edu Paul Carr	N	0
3	Belmont University 1900 Belmont Boulevard Nashville, Tennessee 37212 Phone : 1111111111 Handshake Handshake Manual Posting	N	0
4	Broadcast Employment Services (tv jobs) PO Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Email : markch@tvjobs.com Mark Holloway	N	0
5	Broadcasting & Cable 28 E. 28th Street 12th Floor New York, New York 10016 Phone : 917 331-9498 Zahra Majma Manual Posting	N	0
6	Career Builder, LLC 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773 527-5922 Email : kaci.busch@carcerbuilder.com Kaci Busch	N	3
7	Columbia State Community College 1665 Hampshire Pike Columbia, Tennessee 38401 Phone : 931 540-2697 Email : careerservices@columbiastate.edu Tammy Borren	N	0
8	Consultant Referral	N	3

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9	East Central University Administration Bldg., Suite 102 1100 East 14th Street Ada, Oklahoma 74820 Phone : 580-559-5208 Email : gforbes@ecok.edu Jerry Forbes	N	0
10	Fisk University 1000 17th Avenue North Nashville, Tennessee 37208 Phone : 615 329-8504 Email : lwells@fisk.edu Latreace Sankey-Wells	N	1
11	GlassDoor.com - not directly contacted by SEU	N	1
12	Indeed.com - Not Directly Contacted by SEU	N	3
13	Linked In - not directly contacted by SEU	N	2
14	Lipscomb University One University Park Drive Nashville, Tennessee 37204 Phone : 615 996-6296 Email : monica.wentworth@lipscomb.edu Monica Wentworth	N	0
15	Medialine.com 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 800 237-8073 Email : medialine@medialine.com Rich Everitt	N	0
16	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 515 284-2812 Email : deborah.mills@wsmv.com Deborah Mills HR	N	0
17	Middle Tennessee State University 1301 E Main Street Murfreesboro, Tennessee 37132 Phone : 615-494-8525 Email : greg.pitts@mtsu.edu Greg Pitts	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615 353-3232 Email : Nicole.Hubbs@nsc.edu Nicole Hubbs	N	0
19	NATAS Nashville/Midsouth 161 Raines Avenue Nashville, Tennessee 37203 Email : emmynash@aol.com Geneva Brignolo	N	0
20	National Association of Black Journalists 901 Broadway Unit 24174 Nashville, Tennessee 37202 Phone : No Phone Email : nashvillenabj@gmail.com Kenisha Rhone	N	0
21	NOSSI 590 Cheron Road Madison, Tennessee 37115 Phone : 615 514-2787 Email : jobplacement@nossi.edu Libby Funke	N	0
22	Simply Hired, Inc. (CSBS Business Services) 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 408 400-4749 Email : arianna@simplyhired.com Arianna n/a	N	0
23	Spots-n-Dots - SND Publishing, LLC 1635 Old Highway 41 N.W. Kennesaw, Georgia 30152 Phone : 888 884-2630 Email : ads@spotsndots.com Genc McKay	N	0
24	Tennessee Association of Broadcasters Two International Plaza Suite #507 Nashville, Tennessee 37217 Phone : 615 365-1840 Email : brenda@tabtn.org Brenda Heidt	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee 37209 Phone : 615 963-7527 Email : breedhew@tnstate.edu Bertina Reed	N	0
26	Trevecca Nazarene University 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615 248-7725 Email : careerservices@trevecca.edu Coordinator Career Services	N	0
27	University of Alabama 700 University Blvd. 430B Phifer Hall Tuscaloosa, Alabama 35401 Phone : 205 348-2697 Email : chandra.clark@ua.edu Chandra Clark	N	0
28	University of Central Oklahoma NUC 338, Box 126 100 N. University Drive Edmond, Oklahoma 73034 Phone : 405-974-2389 Email : eenck@uco.edu Elizabeth Enck	N	0
29	University of Oklahoma 900 Asp Avenue OMU, Room 323 Normand, Oklahoma 37019 Phone : 405-325-1974 Email : jmorris@ou.edu Justin Morris	N	0
30	Unknown (source not adequately identified upon inquiry by SEU)	N	1
31	Urban League of Middle Tennessee 50 Vantage Way Suite 201 Nashville, Tennessee 37228 Phone : 615 254-0525 Email : tutley@urbanleagueofmidtn.org Tempest Utley	N	0

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32	Vanderbilt 310 25th Avenue South Nashville, Tennessee 37240 Phone : 615 875-8475 Email : penny.baga@vanderbilt.edu Penny Baga	N	0
33	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615 320-3307 Email : carol.bazenet@volstate.edu Carol Bazenet	N	0
34	WSMV website 5700 Knobb Road Nashville, Tennessee 37209 Phone : 615 353-2206 Email : deborah.mills@wsmv.com Deborah Mills	N	6
35	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/25/2019	Participation in Job Fairs	2019 Hire Tennessee Career Fair	2	News Director Director of Engineering HR Director
2	5/1/2019	Establishment of an intern program designed to assist members of the community	We created internship opportunities for college students in the Nashville community.	3	News Director Asst. News Director HR Director
3	6/18/2019	Provision of training to personnel of unaffiliated non-profit organizations	Station Tour for Disadvantaged Youth in Summer Work Program.	4	General Manager News Director Asst. News Director HR Director
4	9/11/2019	Participation in Job Fairs	Vanderbilt 2019 Fall Career Fair	4	News Director Director of Engineering Director of Sales Creative Services Director
5	1/15/2020	Establishment of training programs for station personnel	We hosted a CPR/AED class for employees.	8	HR Director Director of Engineering Creative Director Broadcast Engineer
6	1/28/2020	Establishment of training programs for station personnel	WSMV Sales Dept. hosted a Kantar Market Advisor Training Session.	12	Director of Sales Local Sales Manager Local Sales Manager Account Executive
7	2/19/2020	Participation in Job Fairs	We participated in the Nashville Area Career Fairs.	2	Asst. News Director HR Director
8	3/3/2020	Establishment of training programs for station personnel	WSMV Sales Dept. hosted a Site Impact Email Marketing training event for the entire team.	12	Director of Sales Local Sales Manager Local Sales Manager Marketing Sales Coordinator
9	3/25/2020	Establishment of training programs for station personnel	WSMV Sales Dept. hosted a TVB "Advising Advertisers During Recessionary/Extraordinary Times" training.	12	Account Executive Account Executive Account Executive Local Sales Manager
10	3/27/2020	Establishment of an intern program designed to assist members of the community	We created another internship opportunity for the Fall of 2019.	3	News Director Asst. News Director HR Director