

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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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18	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615 353-3232 Email : Nicole.Hubbs@nscc.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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 Phiher 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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