

WSMV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 18, 2021

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 |
|---------------------------------|--|-----------------------|
| Account Executive | 1, 11, 17, 20, 40 | 17 |
| Content Producer | 1, 17, 20, 40 | 17 |
| Marketing Sales Coordinator | 1, 14, 17, 20, 25, 40 | 14 |
| Digital Content Manager | 1, 13, 20, 40 | 13 |
| Account Executive | 1, 4-7, 10, 12, 15, 17-18, 20-22, 26-27, 30-31, 35, 37, 40 | 17 |
| Human Resources Director - WSMV | 1-5, 7, 10, 12, 14-15, 17-24, 26-29, 31- 32, 34-38, 40-41 | 17 |
| Account Executive | 1, 3-5, 7, 10-12, 17-29, 31-32, 34, 36- 38, 40-41 | 17 |
| Systems Engineer | 1-5, 7, 10, 12, 14-15, 17-24, 26-29, 31- 32, 34, 36-41 | 17 |
| On-air Promotions Manager | 1, 3-5, 7, 10, 12, 15, 17-29, 31-34, 36- 38, 40-41 | 15 |
| Marketing Sales Coordinator | 1, 3-5, 7, 10-12, 17-24, 26-29, 31-32, 34-41 | 17 |
| Producer | 1, 3-5, 7, 9, 11-13, 18-24, 26-27, 29, 31 -32, 34, 36-38, 40-41 | 13 |
| Anchor/Reporter | 1, 3-5, 7-8, 12, 18-24, 26-29, 31-32, 34, 36-39, 41 | 20 |
| Multimedia Journalist | 1, 3-5, 7, 11-12, 18-29, 31-32, 34-38, 41 | 20 |
| Multimedia Journalist | 1, 3-5, 7, 11-12, 18-29, 31-32, 34-38, 41 | 25 |
| Multimedia Journalist | 1, 3-5, 7, 11-12, 18-29, 31-32, 34-38, 41 | 5 |
| Content Producer | 1-5, 7, 9, 12, 15-19, 21-24, 26-27, 29, 31-32, 34-38, 41 | 17 |
| Executive Producer | 1, 3-5, 7, 9, 12, 18-24, 26-27, 29, 31- 32, 34, 36-37, 40-41 | 9 |

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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 | Application already on file | N | 5 |
| 3 | Baylor University One Bear Place #97330 Waco, Texas 76798 Phone : 254 710-4693 Email : paul_carr@baylor.edu Paul Carr | N | 0 |
| 4 | Belmont University 1900 Belmont Boulevard Nashville, Tennessee 37212 Phone : 615-460-6490 Mary Claire Dismukes Manual Posting | N | 0 |
| 5 | Broadcast Employment Services (tv jobs) PO Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Email : markch@tvjobs.com Mark Holloway | N | 3 |
| 6 | Broadcasting & Cable 28 E. 28th Street 12th Floor New York, New York 10016 Phone : 917 331-9498 Zahra Majma Manual Posting | N | 0 |
| 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 | 2 |
| 9 | Current Employee | N | 3 |

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|-----------|---|---|--|
| 10 | 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 |
| 11 | Employee Referral | N | 6 |
| 12 | Fisk University 1000 17th Avenue North Nashville, Tennessee 37208 Phone : 615 329-8504 Email : lwells@fisk.edu Latreace Sankey-Wells | N | 0 |
| 13 | Former Employee | N | 2 |
| 14 | GlassDoor.com - not directly contacted by SEU | N | 3 |
| 15 | Indeed.com - Not Directly Contacted by SEU | N | 11 |
| 16 | Internet Ad-not directly contacted by SEU | N | 1 |
| 17 | Linked In - not directly contacted by SEU | N | 37 |
| 18 | Lipscomb University One University Park Drive Nashville, Tennessee 37204 Phone : 615 996-6296 Email : monica.wentworth@lipscomb.edu Monica Wentworth | N | 0 |
| 19 | Medialine.com 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 800 237-8073 Email : medialine@medialine.com Rich Everitt | N | 0 |
| 20 | Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 515 284-2812 Email : deborah.mills@wsmv.com Deborah Mills HR | N | 5 |

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|-----------|--|---|--|
| 21 | Middle Tennessee State University 1301 E Main Street Murfreesboro, Tennessee 37132 Phone : 615-494-8525 Email : greg.pitts@mtsu.edu Greg Pitts | N | 0 |
| 22 | Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615 353-3232 Email : Nicole.Hubbs@nscc.edu Nicole Hubbs | N | 0 |
| 23 | NATAS Nashville/Midsouth 161 Raines Avenue Nashville, Tennessee 37203 Email : emmynash@aol.com Geneva Brignolo | N | 0 |
| 24 | National Association of Black Journalists 901 Broadway Unit 24174 Nashville, Tennessee 37202 Phone : No Phone Email : nashvillenabj@gmail.com Kenisha Rhone | N | 0 |
| 25 | Non-Employee Referral | N | 6 |
| 26 | NOSSI 590 Cheron Road Madison, Tennessee 37115 Phone : 615 514-2787 Email : jobplacement@nossi.edu Libby Funke | N | 0 |
| 27 | 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 |
| 28 | Spots-n-Dots - SND Publishing, LLC 1635 Old Highway 41 N.W. Kennesaw, Georgia 30152 Phone : 888 884-2630 Email : ads@spotsndots.com Gene McKay | N | 0 |

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|-----------|---|---|--|
| 29 | Tennessee Association of Broadcasters Two International Plaza Suite #507 Nashville, Tennessee 37217 Phone : 615 365-1840 Email : brenda@tabtn.org Brenda Heidt | N | 0 |
| 30 | Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee 37209 Phone : 615 963-7527 Email : breedhew@tnstate.edu Bertina Reed | N | 0 |
| 31 | Trevecca Nazarene University 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615 248-7725 Email : careerservices@trevecca.edu Coordinator Career Services | N | 0 |
| 32 | 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 |
| 33 | 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 |
| 34 | University of Oklahoma 900 Asp Avenue OMU, Room 323 Normand, Oklahoma 37019 Phone : 405-325-1974 Email : jmorris@ou.edu Justin Morris | N | 0 |
| 35 | Unknown (source not adequately identified upon inquiry by SEU) | N | 6 |

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|--|---|--|---|
| 36 | 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 |
| 37 | Vanderbilt 310 25th Avenue South Nashville, Tennessee 37240 Phone : 615 875-8475 Email : penny.baga@vanderbilt.edu Penny Baga | N | 0 |
| 38 | Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615 320-3307 Email : carol.bazenet@volstate.edu Carol Bazenet | N | 0 |
| 39 | Word of Mouth Referral | N | 3 |
| 40 | WSMV website 5700 Knobb Road Nashville, Tennessee 37209 Phone : 615 353-2206 Email : deborah.mills@wsmv.com Deborah Mills | N | 0 |
| 41 | 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 | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 93 |

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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 | 12/7/2020 | Participation in Job Fairs | I participated in a the TAB Virtual Job Fair that took place from December 7, 2020 to December 11, 2020. | 1 | Human Resources Director |
| 2 | 1/28/2021 | Provision of training to management | People Managers completed Inclusive Leadership Training. | 15 | Human Resources Director |
| 3 | 2/25/2021 | Participation in Job Fairs | I participated in a Virtual Job Fair with Vanderbilt University on February 25, 2021. | 1 | Human Resources Director |
| 4 | 3/18/2021 | Establishment of training programs for station personnel | All new hires complete Code of Business Conduct and Ethics at time of hire. | 43 | Human Resources Director |
| 5 | 3/18/2021 | Hosting of Job Fair | WSMV hosted the "Get the Gig Virtual Job Fair" for the community in April 2020. | 2 | Creative Group Director News Director |