

**WFET-LD, WSMV, WTNX-LD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 26, 2024**

**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
Multimedia Journalist	5, 10-11	10
Multimedia Journalist	5, 10-12	11
Sports MMJ	5, 10-11, 17	10
Sports MMJ	5, 10-11, 17	10
Senior Digital Content Producer	5, 10-12	10
Account Executive	5, 10-11	10
Broadcast Engineer	5, 10-12, 22	22
Digital Sales Coordinator	7, 10-12	12
Technical Media Producer	5, 10-11	10
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	11
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	7
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	10
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	10
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	10
MULTIMEDIA SALES CONSULTANT - WSMV	1-5, 7-8, 10-16, 18-26	19
DIGITAL SALES SPECIALIST - WSMV	1-5, 7-8, 10-16, 18, 20-26	7
GRAPHIC ARTIST - WSMV	1-5, 8-16, 18, 20-26	12
MEDIA SALES SPECIALIST (Spanish) - WSMV	1-5, 8, 10-16, 18, 20-26	12
DIGITAL SALES MANAGER - WSMV	1-5, 8, 10-16, 18, 20-26	11
NEWS PRODUCER (PRIMARY) - WSMV	1-5, 8, 10-16, 18, 20-26	12
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	7
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	11
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	11
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	12
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	6
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	10
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-8, 10-16, 18, 20-26	12
BROADCAST ENGINEER/ IT ENGINEER - WSMV	1-5, 8, 10-11, 13-16, 18, 20-26	11
TRAFFIC/COPY COORDINATOR - WSMV	1-5, 7-8, 10-11, 13-16, 18, 20-26	7
MULTIMEDIA JOURNALIST - WSMV	1-5, 8, 10-11, 13-16, 18, 20-27	10
NEWS PRODUCER (PRIMARY) - WSMV	1-5, 7-8, 10-11, 13-16, 18, 20-26	10

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MASTER CONTROL OPERATOR (ASSO) - WSMV	1-5, 7-8, 10-16, 18, 20-26	12
MASTER CONTROL OPERATOR (ASSO) - WSMV	1-5, 7-8, 10-16, 18, 20-26	7
NEWS PRODUCER (PRIMARY) - WSMV	1-5, 7-8, 10-11, 13-16, 18, 20-26	7
NEWS PHOTOGRAPHER - WSMV	1-4, 7-8, 10-11, 13-16, 18, 20-26	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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 : 615-460-6490 Mary Claire Dismukes 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	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	1
6	Current Employee	N	2
7	Employee Referral	N	12
8	Fisk University 1000 17th Avenue North Nashville, Tennessee 37208 Phone : 615 329-8504 Email : lwells@fisk.edu Latreace Sankey-Wells	N	0
9	Former Employee	N	1

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10	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	35
11	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	20
12	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	21
13	Lipscomb University One University Park Drive Nashville, Tennessee 37204 Phone : 615 996-6296 Email : <a href="mailto:monica.wentworth@lipscomb.edu">monica.wentworth@lipscomb.edu</a> Monica Wentworth	N	0
14	Middle Tennessee State University 1301 E Main Street Murfreesboro, Tennessee 37132 Phone : 615-494-8525 Email : <a href="mailto:greg.pitts@mtsu.edu">greg.pitts@mtsu.edu</a> Greg Pitts	N	0
15	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615 353-3232 Email : <a href="mailto:Nicole.Hubbs@nscc.edu">Nicole.Hubbs@nscc.edu</a> Nicole Hubbs	N	0
16	NATAS Nashville/Midsouth 161 Raines Avenue Nashville, Tennessee 37203 Email : <a href="mailto:emmynash@aol.com">emmynash@aol.com</a> Geneva Brignolo	N	0

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17	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	1
18	National Association of Black Journalists 901 Broadway Unit 24174 Nashville, Tennessee 37202 Phone : No Phone Email : nashvillenabj@gmail.com Kenisha Rhone	N	0
19	Non-Employee Referral	N	1
20	NOSSI 590 Cheron Road Madison, Tennessee 37115 Phone : 615 514-2787 Email : jobplacement@nossi.edu Libby Funke	N	0
21	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
22	Tennessee Association of Broadcasters Two International Plaza Suite #507 Nashville, Tennessee 37217 Phone : 615 365-1840 Email : brenda@tabtn.org Brenda Heidt	N	1
23	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

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24	University of Oklahoma 900 Asp Avenue OMU, Room 323 Normand, Oklahoma 37019 Phone : 405-325-1974 Kyle Pedersen Manual Posting	N	0
25	Urban League of Middle Tennessee 50 Vantage Way Suite 201 Nashville, Tennessee 37228 Phone : 615 254-0525 Patricia Malone Manual Posting	N	0
26	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	ZipRecruiter (scraped jobs from Gray TV Careers) 604 Arizona Ave Santa Monica, California Recruitment Source	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</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	4/12/2023	Participation in events or programs sponsored by educational institutions	Our station provided a station tour for a group of homeschool students. The students and parents had the chance to visit our studio and learn about various jobs involved in running a TV station.	1	Meteorologist
2	4/12/2023	Participation in events or programs sponsored by educational institutions	station tour for 15 home schooled kids Our station provided a station tour for a group of homeschool students. The students and parents had the chance to visit our studio and learn about various jobs involved in running a TV station.	1	Meteorologist
3	4/13/2023	Participation in events or programs sponsored by educational institutions	Hosted tour of WSMV4 15 more home school kids/parents	1	Meteorologist
4	4/13/2023	Participation in events or programs sponsored by educational institutions	station tour for 15 more home schooled kids Our station provided a station tour for a group of homeschool students. The students and parents had the chance to visit our studio and learn about various jobs involved in running a TV station.	1	Meteorologist
5	4/18/2023	Establishment of an intern program designed to assist members of the community	Our Station offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. During this reporting year, we had 10 students participate in our program. The students came from various schools including Belmont University, Middle Tennessee State University, University of Missouri, Arizona State University, Tennessee State University.	3	General Sales Manager News Director Creative Services Director
6	5/1/2023	Participation in events or programs sponsored by educational institutions	Elementary School reading program hosted an event, Lisa Spencer spoke about weather and the importance of being a meteorologist.	1	Chief Meteorologist

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7	5/3/2023	Participation in events or programs sponsored by educational institutions	Station tour for students at Overbrook Catholic School. Included in this tour was the following: We provided a station tour to a group of students from Overbrook Catholic School. The students had the opportunity to tour our studio and operations departments. They met with our Meteorologist to learn about her job and had a chance to try out our green screen.	2	Meteorologist Administrative Assistant
8	5/8/2023	Participation in events or programs sponsored by educational institutions	John Pittard Elementary School Career Day Speaker, Lisa Spencer spoke about the weather and the important job of the meteorologist.	1	Chief Meteorologist
9	6/26/2023	Establishment of an intern program designed to assist members of the community	College student to shadow an anchor for the day at WSMV. This student is interested in a career in journalism.	1	Anchor
10	7/22/2023	Participation in events or programs sponsored by educational institutions	SPEAKING TO CHILDREN FROM THE GENTRY'S EDUCATIONAL FOUNDATION ABOUT WHAT AN ANCHOR DOES AT WSMV 4.	1	Anchor, secondary
11	10/29/2023	Participation in events sponsored by organizations representing the community	Our station provided a station tour for a group of homeschool students. The students and parents had the chance to visit our studio and learn about various jobs involved in running a TV station.	1	Meteorologist
12	12/29/2023	Participation in events sponsored by organizations representing the community	We provided a station tour to a college student from who was interested in learning about jobs in TV journalism	1	Anchor