

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2022 - March 31, 2023

Station Included in Report: WTVF-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			20
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		43
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				5
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		15
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C575	Columbia Career Center - - 119 Nashville Highway, Suite 106 (elaine.newcomb@sctworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C576	Cumberland University Lebanon, TN - - Labry Hall, Office 131 One Cumberland Square (rmcpeak@cumberland.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C577	Dickson County Career Center - Dickson, TN 37055 - 446 Highway 46 South, Suite D & E (pstinson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C578	Goodwill Industries of Middle Tennessee - Matt Gloster - 919 Eighth Avenue South (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C579	Goodwill Industries of Middle Tennessee - Matt Gloster - 1592 Fort Campbell Blvd. (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C580	Goodwill Industries of Middle Tennessee - Matt Gloster - 543 Highway 46 South (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C581	Goodwill Industries of Middle Tennessee - Matt Gloster - 595 Hillsboro Road, Suite #301 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C582	Goodwill Industries of Middle Tennessee - Matt Gloster - 670B Nashville Pike (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C583	Goodwill Industries of Middle Tennessee - Matt Gloster - 130 The Acres (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C584	Goodwill Industries of Middle Tennessee - Matt Gloster - 2101 Gallatin Pike North (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C585	Goodwill Industries of Middle Tennessee - Matt Gloster - 710 Memorial Blvd., Suite 180 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C586	Goodwill Industries of Middle Tennessee - Matt Gloster - 780 Berry Road (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C587	Goodwill Industries of Middle Tennessee - Matt Gloster - 108 Lane Parkway (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C588	Goodwill Industries of Middle Tennessee - Matt Gloster - 1008 NASDAQ Street (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C589	Goodwill Industries of Middle Tennessee - Matt Gloster - 3556 Tom Austin Highway , Suite 1 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C590	Goodwill Industries of Middle Tennessee - Matt Gloster - 937 Herman St. (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C591	Lipscomb University Nashville, TN - - One University Park Drive (careerdevelopment@lipscomb.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C592	Macon County Career Center - Lafayette, TN 37083 - 607 Highway 52 Bypass E. (diana.hernandez@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C593	Marshall County Career Center - Stephen Webb - 980 South Ellington Parkway (Stephen.webb@sctworkforce.or)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C594	Murfreesboro VA Medical Center - - 3400 Lebanon Road (jessie.purdom@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C595	Nashville Career Advancement Center - Trousdale County - - 716 McMurray Blvd. (kathy.parker@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C596	Nashville Career Advancement Center - Trousdale County - Hartsville, TN 37074 - 716 McMurray Blvd. (connie.humphreys@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C598	Robertson County Career Center - Springfield, TN 37172 - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C600	Tennessee Career Center - Carthage - - 120 Paulene Gore Way, Suite A (gary.hanna@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C602	Tennessee Career Center - Murfreesboro - - 1313 Old Fort Parkway (Howard.Kelley@TN.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C603	Tennessee Career Center at Ashland City - - 202 North Main Street (mrosson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C604	Tennessee Career Center at Clarksville-Montgomery County - Davina Seaborn (Veterans Outreach Specialist) - 523 Madison Street, Suite B (Davina.seaborn@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C605	Tennessee Career Center at Clarksville-Montgomery County - Karla Jean Fuss (Veterans Representative) - 523 Madison Street Suite B (Karla.fuss@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C606	Tennessee Career Center at Clarksville-Montgomery County - Michael Elliott (Veterans Representative) - 350 Pageant Lane, Suite 406 (michael.elliott@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C607	Tennessee Career Center at Clarksville-Montgomery County - Trista Pepper (Veterans Representative) - 523 Madison Street Suite B (Trista.pepper@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C608	Tennessee Career Center at Dickson - - 250 Beasley Drive (peter.toth@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C609	Tennessee Career Center at Gallatin - - 175 College Street (michael.Needel@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C610	Tennessee Career Center at Gallatin - Gallatin, TN 37066 - 175 College Street (Teresa.Malone@state.tn.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C611	Tennessee Career Center at Robertson County - - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C612	Tennessee Career Center at Robertson County - - 299 10th Ave East (rreed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C613	Tennessee Career Center at Springfield - Robert Reed - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C614	Tennessee Career Center at Wilson County in Lebanon - - 155 Legends Drive, Suite M (peter.pritchard@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C615	Tennessee Career Center at Wilson County in Lebanon - - 155 Legends Drive, Suite M (Ron.Kirby@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C616	Tennessee Career Center of Maury County - - 119 Nashville Highway, Suite 106 (joyce.dove@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C617	Tennessee Career Center of Maury County - - 119 Nashville Highway, Suite 106 (elaine.newcomb@sctworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C618	Tennessee Career Center of Wilson County in Lebanon - Lebanon, TN 37087 - 813 North Cumberland Street (connie.humphreys@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C619	Tennessee Career Center of Wilson County in Lebanon - Lebanon, TN 37087 - 155 Legend Drive, Suite M (heather.gleaves@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C620	Tennessee Career Center Shelbyville - - 301 Colloredo Boulevard (lynda.h.reed@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C621	Tennessee Career Center Shelbyville - Bedford County - - 301 North Main Street (james.cupp@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C622	Tennessee Career Center Shelbyville - Bedford County - - 301 North Main Street (lynda.h.reed@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C623	Tennessee Career Center Shelbyville - Bedford County - Shelbyville, TN - 301 N. Main St. (linda.h.reed@state.tn.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C624	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (David.Rigney@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C625	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (james.taylor@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C626	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (larry.franco@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C627	Tennessee Career Center/Nashville South Office - Nashville, TN 37211 - 3763 Nolensville Rd. (ron.kirby@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C629	Tennessee Career Center-Murfreesboro - Murfreesboro, TN 37129 - 1313 Old Fort Parkway (James.Cupp@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C630	TENNESSEE COMMISSION OF INDIAN AFFAIRS - Mark James - 401 Church Street (Mark.James@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C631	Tennessee State University (TigerTRACK) Nashville, TN - Lakecia Hudson - 3500 John A Merritt Blvd, (ltrotter01@tnstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C632	Williamson County Career Center - Franklin, TN 37064 - 225 Noah Drive, Suite 360 (pat.kuhlman@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C633	WorkForce Essentials - Cheatham County - - 202 North Main Street, Unit 4 (mrosson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C634	Workforce Essentials, Inc. - Sharyn Hancock - 350 Pageant Ln #406 (Shancock@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-839 5	
Local Sources					
L2	Austin Peay University Career Services	PO Box 4637 Clarksville, TN 37044	Eric Morgan morgane@apsu.edu www.apsu.edu/careers	931-221-616 3	
L3	Belmont University Career Placement	1900 Belmont Blvd Nashville, TN 37212	Nina Woodard nina.woodard@belmont.edu handshake	615-460-598 8	
L4	DeVry University*	3343 Perimeter Hill Drive, Ste 200 Nashville, TN 37211	Danielle Fortier dfortier@devry.edu	615-889-870 0 ext. 696	
L5	LDS Employment Resource Services	19 Industrial Park Drive Hendersonville, TN 37075	Sean Hall wel-ec-nashville@ldschurch.org	615-851-711 0	
L6	Lipscomb University Career Placement Center *	2901 Granny White Pike Nashville, TN 37204	Monica Wentworth careerdevelopment@lipscomb.edu handshake	615-966-179 2	

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L8	Middle TN State University Career Services*	PO Box 2 Murfreesboro, TN 37132	Amy Medland http://www.mtsu.edu/career/LCL.php	615-898-2500	
L9	Nashville State Community College	120 White Bridge Rd. Nashville, TN 37209	Lisa Fletcher cec@nscc.edu	615-353-3248	
L10	Nat'L Academy of Arts & Sciences	27 Music Square East Nashville, TN 37203	Geneva Brignolo emmynash@aol.com www.emmyonline.org	615-259-0040	
L12	Tennessee Association of Broadcasters	Two International Plaza Dr #507 Nashville, TN 37217	www.tabtn.org	615-365-1840	
L13	TN State University Career Center	3500 John Merritt Blvd Nashville, TN 37209	Antionette Duke handshake	615-963-5981	
L14	Tennessee Tech University Career Services	PO Box 5021 Cookeville, TN 38505	Russ Coughenour handshake	931-372-3163	
L16	University of Tennessee-Martin Dept of Communication	305 Gooch Hall Martin, TN 38238	Rodney Freed rfreed@utm.edu	731-881-7532	
L17	Western Kentucky University Career Services Cntr	#1 Big Red Way Bowling Green, KY 42101	www.handshake.com	270-745-3095	
L20	Vanderbilt University Career Center	310 25th Ave S, Ste 220 Nashville, TN 37240-7780	Penny Baga penny.baga@vanderbilt.edu www.vanderbilt.edu/career	(615) 322-2750	
L21	University of Louisville	2301 S 3rd St Louisville, KY 40292	www.handshake.com	502-852-5555	
L22	Trevecca Nazarene University	333 Murfreesboro Pike Nashville, TN 37210	www.handshake.com	615-248-1200	
L23	Eastern Kentucky University	521 Lancaster Ave Richmond, KY 40475	www.handshake.com	859-622-1000	
L24	The University of Tennessee at Chattanooga	615 McCallie Ave Chattanooga, TN 37403	www.handshake.com	423-425-4111	
L25	University of Kentucky	800 Rose St Lexington, KY 40508	www.handshake.com	859-257-9000	
L26	Alcorn State University	1000 Asu Dr Lorman, MS 39096	www.handshake.com	601-877-6100	
L27	East Tennessee State University	1276 Gilbreath Dr Johnson City, TN 37614	www.handshake.com	423-439-1000	
L28	Murray State University	200 Sparks Hall Murray, KY 42071	www.handshake.com	270-809-3011	
Total Number of Interviewees Referred:					108

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR029868]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L23, L24, L26, L27	Code Number: C1 Start Date: 2023-01-30
Analyst, Client Retention [JR028687]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L23, L24, L26, L27	Code Number: C97 Start Date: 2022-06-06
Assignment Editor [JR029578]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L23, L24, L26	Code Number: C5 Start Date: 2022-07-25
Assoc Account Exec, Local [JR028456]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L6, L8, L13, L14, L16, L17, L21, L22, L23, L24, L25, L26, L27	Code Number: C134 Start Date: 2022-04-25

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Producer [JR030496]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L17, L27, L28	Code Number: C134 Start Date: 2023-01-17
Evening Anchor, MMJ [JR029333]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6, L8, L13, L16, L24, L28	Code Number: C130 Start Date: 2023-01-03
Ignite Operator II [JR030189]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L27	Code Number: C97 Start Date: 2022-11-29
Local Sales Manager [JR030555]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L20, L22, L24	Code Number: C97 Start Date: 2023-02-13

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR028158]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L14, L16, L17, L21, L22, L23, L24, L25, L26, L27	Code Number: C97 Start Date: 2022-07-19
Photographer II [JR029796]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L23, L24, L26, L27	Code Number: C134 Start Date: 2022-08-29
Photographer II [JR030068]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L23, L26, L27	Code Number: C134 Start Date: 2022-12-27
Producer [JR029980]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L6, L8, L13, L14, L23, L24, L26, L27	Code Number: C3 Start Date: 2022-11-07

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR030195]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L24, L27	Code Number: C134 Start Date: 2022-10-31
Producer, Commercials [JR029879]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L6, L8, L12, L13, L14, L23, L24, L26, L27	Code Number: C1 Start Date: 2022-10-24
Reporter [JR029492]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L12, L13, L14, L23, L24, L26, L27	Code Number: C201 Start Date: 2022-09-12
Sr Producer, Content Marketing [JR030348]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L8, L13, L14, L24	Code Number: C5 Start Date: 2022-11-03

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	HR Director Dev Montgomery participated in a virtual career fair with Tennessee Association of Broadcasters the week of September 26 - September 30th, 2022.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	On April 8, 2022, General Manager and VP Lyn Plantinga and Evening Anchor/MMJ Carrie Sharp participated in a panel for Media Day for participants in The Leadership Music Class of 2022. The panel focus was When Music Makes News and topics discussed included: what types of music industry events makes the news and how local media stations cover those events, how local media determines what music events to cover and how media coverage of the music business has changed over the years. Lyn and Carrie also shared their career paths in media in Nashville.
	Investigative Reporter Ben Hall, presented to a team of college interns working at Calvert Street, a PR firm in Nashville on July 14, 2022. During the session, Ben spoke about his career in broadcasting, the industry in general and things to think about in launching a broadcasting career. He also held a question and answer period with the group.
	Sr. Meteorologist Lelan Statom, also a member of NABJ weather and climate task force, presented at the National Association of Black Journalist convention in Las Vegas, Nevada on August 5, 2022. He participated on a panel with the topic of Windshift and the focus of discussing how to shift to a career in weather.
	Investigative Reporter, Levi Ismail participated in Nissan Ready Hosts: 100 Black Men of America on February 22, 2023. The event hosted 70 black men from around the country to teach skills around career planning and advice on professionalism. Levi presented on his career as well as social media etiquette.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WTVF sponsored a virtual summer paid internship, organized through Scripps corporate with local direction under Real Time Desk Editor, Dalton Hammonds, from June through August 2022 for college journalism major. The intern worked in the news department rotating through functions to follow the process from story pitch meetings with managers through story development with reporters and photographers to airing the story on the evening newscasts and digital platform. Intern also had opportunity to work on writing skills and story development to create a demo
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WTVF and its employees participate in The E.W.Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WTVF employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning systems is also used for EEO training and other mandatory compliance trainings.
	The E.W. Scripps Company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$4000 per year.
	WTVF recruited and hired an Assistant Account Executive in April 2022 to train to move into an Account Executive role within 12 to 18 months. The Assistant Account Executive program is a development program through Scripps with local implementation once a candidate has been selected and hired.
Establishment of a mentoring program for station personnel.	WTVF General Manager Lyn Plantinga participates as a mentor in the Scripps' Accelerate Program designed to develop a career path into station operations management with candidates from News, Sales and Creative Services through year long coursework focused on policy, product, regulation and leadership.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

WTVF Editor, Taylor Pray was invited to his alma mater, Austin Peay State University on March 22, 2023 to talk to Seniors in the Communications Program about the job market, salary ranges and life after graduation. Taylor was one participant on the panel of alumni scheduled for the session which concluded with a networking reception.

Special Projects Producer Erin Zeigler and Traffic Anchor Rebecca Schleicher participated in a Career Day at Stewart County High School in Dover, TN on December 6, 2022. They answered students' questions about Broadcasting and offered insight on different roles at the station level.

Meteorologist Henry Rothenberg spoke to Dr. Alisa Hass' meteorology classes at Middle Tennessee State University in Murfreesboro, TN on November 15, 2022. Henry spoke about different types of meteorology, including broadcast meteorology and showed resources and tools used in forecasting.

On October 20, 2022, Meteorologist Henry Rothenberg spoke to students in the Meteorology program at the University of Oklahoma. He discussed how to start a career in weather, the importance of networking and changes in weather technology.

Creative Services Producer Alan Adkins hosted 2 students from the University of Tennessee on January 11 & 13, 2023 as part of the Big Orange Shadow program. Students toured the station and asked questions about broadcasting of current staff including creative services, reporters, producers and assistant news director as well as anchors. Additionally, there was an opportunity to shadow write news copy with Alan.

On March 20, 2023, Sr. News Director, Sandy Boonstra hosted students accompanied by their teacher from Nossi College of Art. The group toured the station and viewed the 6pm newscast. the visit wrapped up with questions and answers session with Ms. Boonstra, Michelle Bonnett, Assistant News Director; and Hunter Hoagland, Alert Desk Anchor.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On February 22, 2023, Levi Ismail, investigative reporter participated on the Entrepreneur Panel for Black History Month sponsored by the Union of Culture at Hillsboro High School. He answered questions about his career goals, training, challenges and trajectory in broadcasting.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Scripps provided virtual, classroom training for all station employees for unconscious bias, equity and inclusion training. Training was facilitated by Scripps employee Marcus Riley with content for Experiencing the news as a Hispanic person.
	All managers who are hired or promoted into a management position must participate in Equal Employment Opportunity training provided by Scripps to prevent discrimination and provide information.