

**EEO PUBLIC FILE REPORT**

**Reporting Period:** April 1, 2019 - March 31, 2020

**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
<b>Common Sources</b>					
C1	Employee Referral				22
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			37
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		48
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				4
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		37
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	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	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	JOFDVAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	6
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	4
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	

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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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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.purdum@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	
C597	Operation Stand Down - William Burleigh - 1125 12th Ave S (bill@osdnashville.org)	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	
C599	Tennessee Career Center - Carthage - - 120 Paulene Gore Way, Suite A (asanders@uchra.ocom)	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	
C601	Tennessee Career Center - Murfreesboro - - 1313 Old Fort Parkway (Cathy.X.Brotherton@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	

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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	
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	

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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	
C628	Tennessee Career Center-Carthage - - 120 Paulene Gore Way (asanders@uchra.com)	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	
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	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	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	

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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	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**Local Sources**



**EEO PUBLIC FILE REPORT**

L2	Austin Peay University Career Services	PO Box 4745 Clarksville, TN 37044	Mark Reed	931-221-7896	
L3	Belmont University Career Placement*	1900 Belmont Blvd Nashville, TN 37212	Christian Montgomery christian.montgomery@belmont.edu handshake	615-460-6490	
L4	DeVry University*	3343 Perimeter Hill Drive, Ste 200 Nashville, TN 37211	Danielle Fortier dfortier@devry.edu	615-889-8700 ext. 696	
L5	LDS Employment Resource Services	19 Industrial Park Drive Hendersonville, TN 37075	Sean Hall wel-ec-nashville@ldschurch.org	615-851-7110	
L6	Lipscomb University Career Placement Center *	2901 Granny White Pike Nashville, TN 37204	Monica Wentworth careerdevelopment@lipscomb.edu handshake	615-966-1792	
L8	Middle TN State University Career Services*	PO Box 2 Murfreesboro, TN 37132	Audrey Kee <a href="http://www.mtsu.edu/career/LCL.php">http://www.mtsu.edu/career/LCL.php</a>	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 emmyash@aol.com www.emmyonline.org	615-259-0040	
L11	South Central Career Center	119 Nashville Highway Ste #106 Columbia, TN 38401	Chassity Scott chassity.scott@tn.gov	931-490-3793	
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	Charles Jennings 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	
L19	National College of Business & Technology	1638 Bell Road Nashville, TN 37211	Lisa Stancil lmstancil@an.edu	540-769-8230	
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	Louisville, KY	www.handshake.com		
L22	Trevecca Nazarene University	Nashville, TN	www.handshake.com		
L23	Eastern Kentucky University	KY	www.handshake.com		
L24	The University of Tennessee at Chattanooga	Chattanooga, TN	www.handshake.com		
L25	University of Kentucky	Lexington, KY	through Handshake		

**Total Number of Interviewees Referred: 168**

**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, Integrated [14982]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C191, C192, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L5, L8, L9, L11, L13, L17, L20	Code Number: C235 Start Date: 2019-07-22
Account Exec, Integrated [JR022206]	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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L17, L20, L21, L22, L23, L24	Code Number: C134 Start Date: 2020-01-06
Account Exec, Integrated [JR022373]	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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L8, L13, L14, L16, L17, L21, L24	Code Number: C3 Start Date: 2020-01-06
Assoc Account Exec, TV [JR020273]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C192, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L5, L8, L9, L11, L13, L17, L20	Code Number: C3 Start Date: 2019-05-20

**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]
Digital Content Producer [JR020979]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L6, L8, L13, L14, L20	Code Number: C2 Start Date: 2019-07-15
Digital Strategist [JR021239]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L8, L13, L14, L16, L20	Code Number: C235 Start Date: 2019-07-15
Editor II [JR020696]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L2, L3, L4, L8, L13, L14, L16, L20	Code Number: C3 Start Date: 2019-04-01
Exec Admin Assistant II [JR020596]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L5, L8, L9, L13, L14, L16, L20	Code Number: C130 Start Date: 2019-05-30

**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]
Multimedia Journalist [JR020063]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L2, L3, L4, L5, L8, L9, L11, L13, L17, L20	Code Number: C3 Start Date: 2019-04-08
Multimedia Journalist [JR021104]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L10, L13, L14, L16, L17, L20, L21, L22, L23, L24	Code Number: C3 Start Date: 2019-09-16
Multimedia Journalist [JR022036]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L20	Code Number: C1 Start Date: 2020-02-03
Producer [JR021277]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L17, L20	Code Number: C1 Start Date: 2019-09-09

**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 [JR021785]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L17, L20, L21, L22, L23, L24	Code Number: C3 Start Date: 2019-10-28
Producer [JR022501]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L20, L23, L24	Code Number: C1 Start Date: 2020-02-10
Reporter [JR022888]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L20	Code Number: C97 Start Date: 2020-03-23
Sales Support Asst II [JR020667]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C192, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L20	Code Number: C3 Start Date: 2019-10-14

**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]
Social Media Manager [JR020377]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L5, L8, L9, L13, L14, L16, L20	Code Number: C2 Start Date: 2019-06-03
Traffic Copy Editor, Local [JR020764]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C597, C598, C599, C600, C601, 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, C628, C629, C630, C631, C632, C633, C634, L3, L4, L6, L8, L13, L14, L16, L17, L20	Code Number: C201 Start Date: 2019-07-15

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>On November 6, 2019, Scripps participated the International Collegiate Sales Competition in Orlando. At this competition there were graduating Sales and Marketing majors from over 80 universities. WTVF General Manager Lyn Plantinga participated as a judge at this competition, which generates leads for sales candidates prospects.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>On February 13, 2020, WTVF HR Director Dev Montgomery participated in the 2020 Spring Career Fair at the Student Life Center on Vanderbilt University. The event was open to all Vanderbilt students/majors.</p> <p>WTVF sponsored a one month internship, under the direction of Executive Producer Erin Zeigler, in July/August 2019 for a college undergraduate 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 reel.</p> <p>WTVF had job shadow with high school student on January 31, 2020 to learn more about broadcasting. Under the director of Executive Producer Rick Casebeer, student shadowed local show Talk of the Town to observe the host and producer preparation of stories and guests through to directing and in studio broadcasting of show.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WTVF News Director Sandy Boonstra applied to Investigative Reporters &amp; Editors (IRE) &amp; was awarded specialty training for staff on Data Mining with IRE Trainer Patti DiVincenzo. Training occurred at station location in Nashville, TN from January 31 through February 1. All news staff was invited to participate in this hands on training focused on finding story ideas, retrieving data and statistics as well as data validation.</p> <p>Through E. W. Scripps Career Management Program, WTVF employees participate in the company's Career Management Program. This program helps employees develop their career skills. In addition all NC5 employees enjoy the opportunity to pursue career advancement through online training in station-related subjects such as management and leadership, career growth planning, job interviewing and a variety of specific skill-sets.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Establishment of a mentoring program for station personnel.</p>	<p>News Manager Apprentice program established through Scripps corporate office, assigned apprentice to WTVF to work under the guidance of News Director Sandy Boonstra. Apprentice program focused on news operations with assignments in content strategy, education on making decisions, staff development, reporter development and appreciation for how departments work together to support the business. News Manager Apprentice was at WTVF from August 2019 until March of 2020 when she left to take full time job as Assistant News Director at Scripps station in Tallahassee, Florida.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>On November 6, 2019, Reporter Jason Lamb and photographer Catherine Steward spoke to students in grades 3-5 as part of Benny Bills Elementary School in Gallatin, TN's a part of the school's month-long focus on Speaking with Good Purpose. They explained how speaking with good purpose is an essential skill in their jobs They also talked about elements that make for a good story, and answered questions from the students about working in the television news industry.</p>
	<p>On May 3, 2019, Meteorologist Heather Mathis participated in career day at A.Z. Kelley Elementary School. She talked about her career in meteorology and toured the students through Storm Titan 5, WTVF's vehicle for live weather broadcasts in the community</p>
	<p>On May 10, 2019, Meteorologist Heather Mathis and HR Director Dev Montgomery participated in the ISOA Beem Career Fair at Park Avenue Enhanced Option Elementary School. Students learned about the meteorologist job while touring Titan, WTVF's weather broadcasting vehicle.</p>
	<p>On February 27, 2020, Anchor Carrie Sharp visited a Communications Class at Mt. Juliet Christian Academy in Mt. Juliet, TN to lead a discussion on a career in journalism and current state of media</p>
	<p>On May 8, 2019, Meteorologist Heather Mathis participated in career day at Antioch Middle School. She talked about her career in meteorology and toured the students through Storm Titan 5, WTVF's vehicle for live weather broadcasts in the community.</p>
	<p>On September 17, 2019, Anchor Jennifer Kraus was a guest speaker to a Mass Media class at Belmont University on the topic of changes in the local news industry.</p>
	<p>On April 10, 2019, Meteorologist Heather Mathis participated in Women in Broadcast Meteorology hosted at Western Kentucky University. She was part of a panel that presented to meteorology and science students about her career in broadcasting and addressed questions from attendees.</p>



**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>On May 10, 2019, Meteorologist Heather Mathis participated in career day at Grover Elementary School. She talked about her career in meteorology and toured the students through Storm Titan 5, WTVF's vehicle for live weather broadcasts in the community.</p>
	<p>On October 14, 2019, Executive Producer Erin Zeigler participated in Furman University Career Trek. The event focused on connecting current students interested in careers in media, sports, entertainment and journalism. She spoke to the group about WTVF, her role as an executive producer, and connecting with students interested in broadcast journalism careers.</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>To celebrate National News Literacy Week in January 2020, WTVF partnered with two students from Hillsboro High School. The student journalists worked with WTVF news staff to produce a story on a topic of their choice, after learning what it was like to pitch and attend mock editorial meetings. Both student-athletes, they decided to tackle disparities between girls and boys softball facilities. During the entire process, which began in November 2019, they uncovered the cost of upgrading athletic fields and learned about a new facility and their own high school by tracking down the right interviews. Their full report, which they voiced, aired on WTVF NewsChannel 5 at 6pm on January 27th. A behind the scenes version of the story, showing step-by-step what they learned from our veteran journalists, aired at 6:30, part of one of our franchise topics, school patrol.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Scripps provided on-site, classroom training at WTVF in Nashville for all station employees for unconscious bias, equity and inclusion training. Training was facilitated by BRBS World CEO, Janet Reid; Sara Fahim from Seek Research and Kevin Benz from Kneeland Institute. Training occurred over 6 days. Additional sessions were conducted by Kneeland Institute for management team.</p>
	<p>On October 1, 2019, Dev Montgomery, WTVF HR Director participated in The Power of We, 2019 Workforce Diversity Conference hosted by Blue Cross Blue Shield of Tennessee. Topics at the conference included: LGBTQ, gender equity, empathy and trust.</p>