



Nashville Public Television

Nashville Public Television

EEO Public File Report

Period Covered

(April 1, 2018 – March 31, 2019)

EEO Public File Report
April 1, 2018 – March 31, 2019

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Section 1

**Nashville Public Television
Vacancies Filled
April 1, 2018 to March 31, 2019**

Job Title	Date Posted/ Date Filled	No. of Applicants	No. of Interviews	Recruitment Sources for Interviewees (if provided – see enclosed list for corresponding sources/numbers)	Recruitment Source for Hired Applicant (if provided)	Recruitment Sources (See enclosed list for corresponding sources/numbers)
Senior Director of Broadcast Content	4/2/2018, 8/6/2018	46	10	1, 55 (via Indeed, Hire w/Google, LinkedIn, Current Magazine & Livingston Associates personnel)	1	1, 2, 55

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Section 2

NASHVILLE PUBLIC TELEVISION

Recruitment Sources

Recruitment Source	Address	Contact/Phone	Email and/or Website
1.NPT Website – all open positions are posted on the website. The website also contains contact information where qualified groups may request notifications regarding job openings.	161 Rains Avenue Nashville, TN 37203	Charles Degenhart, Accounting Manager 615-259-9325 Ext 2030	cdegenhart@wnpt.org www.wnpt.org
2. Station Employee/Freelancer/NPT Bulletin Board	161 Rains Avenue Nashville, TN 37203	Charles Degenhart, Accounting Manager 615-259-9325 Ext 2030	cdegenhart@wnpt.org www.wnpt.org
3. Nashville State Community College	120 White Bridge Road Nashville, TN 37209	Janice Dennis, Human Resources 615-353-3304 or 615-353-3333	human.resources@nscscc.edu www.nscscc.edu https://www.collegecentral.com/nashvillestate User ID – WatchNPT, pw - WatchNPT
4. Tennessee State University	3500 John Merritt Blvd. Nashville, TN 37209	Rita Williams-Seay, Employment Manager, 615-963-5285	www.tnstate.edu https://tnstate.joinhandshake.com/login , User ID – cdegenhart@wnpt.org, pw – WatchNPT2408
5. Lipscomb University	3901 Granny White Pike Nashville, TN 37204	Monica Whitworth, Career Center 615-966-1000	www.myinterfase.com/lipscomb/employer User ID – cdegenhart@wnpt.org, pw - WatchNPT
6. UT Martin	250 University Center Martin, TN 38238	Renard Miles, Coordinator, Office of Career Planning and Development 901-587-7740	https://app.joinhandshake.com/login Pw – WatchNPT
7. Tennessee Tech University	Campus Box 5021 Cookeville, TN 38501	Lillian Moore, Career Services 931-372-3101	https://www.myinterfase.com/tntech/employer/ User ID – cdegenhart@wnpt.org, pw - WatchNPT
8. University of TN at Knoxville	915 Volunteer Blvd. Knoxville, TN 37996	Heather Harrison, Career Placement 865-974-5435	https://career.utk.edu/hire-a-vol/ User ID - cdegenhart@wnpt.org, pw - WatchNPT
9. Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Center for Professional Development 615-322-2750	http://vanderbilt-csm.symplicity.com/employers/ User ID - employment@wnpt.org, pw - WatchNPT
10. Middle TN State University	1301 East Main Street Murfreesboro, TN 37132	Martha Turner, Placement Director (Retired) 615-898-2300	http://www.mtsu.edu/career/ cdegenhart@wnpt.org, WatchNPT
11. Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Jan Harvey, Placement Services 615-248-1237	www.myinterfase.com/Trevecca/Employer User ID – cdegenhart@wnpt.org, pw – WatchNPT
12. University of Memphis	417 University Center Memphis, TN 38152	Tammy Haley, Employer Relations Specialist 901-678-2239	https://memphis-csm.symplicity.com/employers User ID - employment@wnpt.org, pw - WatchNPT
13. Austin Peay University	601 College Street Clarksville, TN 37044	Billy Boyd, Career Placement 931-221-7011	https://www.myinterfase.com/apsu/employer/ User ID – cdegenhart@wnpt.org, pw - WatchNPT

Recruitment Source	Address	Contact/Phone	Email and or Website
14. Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	Allegra Montgomery, Career Services 615-452-8600	www.volstate.edu/areajobs
15. Western Kentucky University	1 Big Red Way Bowling Green, TN 42101	Judy Owens, Career Placement 270-745-0111	https://wku-csm.symplicity.com/employers/ User ID – employment@wnpt.org , pw - WatchNPT
16. East TN State University	Box 70718 Johnson City, TN 37614	Jeanette Hill, Career Placement 423-439-4441	https://www.collegecentral.com/ETSU/Employer.cfm User ID – wnpt, pw - WatchNPT
17. Fisk University	1000 17 th Avenue North Nashville, TN 37208	Ingrid Collier, Career Placement 615-329-8597	https://www.myinterface.com/fisk/employer/ User ID - cdegenhart@wnpt.org , pw - WatchNPT
18. Belmont University (Send Via E-mail Only)	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Mathews, Placement 615-460-6000	Send via e-mail only to careerdevelopment@belmont.edu
19. Tennessee Technology Center of Nashville	100 White Bridge Road Nashville, TN 37209	Sherlita Denton, Student Services Coordinator 615-425-5560, sherlita.denton@tcatnashville.edu 615-889-8700 or 800-331-8386	http://www.tcatnashville.edu/
20. ITT Technical Institute (closed in Fall 2016)	2845 Elm Hill Pike Nashville, TN 37214		http://careerservices.itt-tech.edu/employer/ ITT-Tech.edu
21. TN Career Centers	665 Mainstream Drive Nashville, TN 37243	615-253-8920 Shavonne Meneese (615-770-1906)	JOBS4TN.gov, User ID – NPT.ADMIN pw - WatchNPT2408!
22. NAACP	1308 Jefferson Street Nashville, TN 37208	Ludye Wallace, President 615-329-0999	ludyeonduty@gmail.com
23. TN Association of Broadcasters	Two International Plaza Drive Suite 507 Nashville, TN 37217	615-365-1840	info@tabtn.org
24. American Advertising Federation (Send Via E-Mail Only)	P.O. Box 293327 Nashville, TN 37229	Mark Farrar, Executive Director 615-469-4040	mark@aaafnashville.com
25. National Organization for Women	P.O. Box 120523 Nashville, TN 37212	Toby Abrams 615-269-7141	TennesseeNOW@comcast.net
26. 100 Black Men of TN	P.O. Box 140789 Nashville, TN 37214	615-248-2721 Mrs. Lori Adukeh, Executive Director	info@the100.org

Recruitment Source	Address	Contact/Phone	Email/Website
27. Urban League of Middle Tennessee	50 Vantage Way, Suite 201 Nashville, TN 37228	Patricia Stokes, President and CEO 615-254-0525	ssanders@urbanleagueofmidtn.org
28. TN Disability Coalition	955 Woodland Street Nashville, TN 37206	Carol Westlake, Director 615-383-9442	JOBS4TN.gov, User ID – cdegenhart@wnpt.org pw - WatchNPT2408! Also send to intake@tndisability.org
29. Center for Nonprofit Management	44 Vantage Way, Suite 230 Nashville, TN 37228	Amberly Dzieszinski 615-259-0100	cnm.org; click "Account Access", Log In – E-mail – cdegenhart@wnpt.org; password – WatchNPT; click "Manage Job Postings", then "Add a new Job; input title, click green check mark; input job posting, then proceed to check out
30. Watkins Film School	2298 Rosa L. Parks Blvd. Nashville, TN 37228	Valorie Stover Quarles 615-383-4848	http://www.watkins.edu/for-employers/
31. NATAS	161 Rains Avenue Nashville, TN 37203	Geneva Brignolo	http://jobbank.emmyonline.org Use: cdegenhart@wnpt.org, WatchNPT or send e-mail to Emmynash@aol.com
32. Nashville Chamber of Commerce	211 Commerce Street, Suite 100 Nashville, TN 37201	Debby Dale Mason 615-743-3082	http://www.nashvillechamber.com
33. TVJobs.com	TVJobs.com	Fax: 760-754-2115	jobs@tvjobs.com
34. CSB School of Broadcasting		Amanda Maher	amahir@gocsb.com
35. Society of Broadcast Engineering		Send e-mail to sbe.org (engineering positions only)	sbe.org
36. Nashville Black Journalists Association	P.O. Box 24174 Nashville, TN 37202		nashvillenabj@gmail.com
37. National Association of Hispanic Journalists	Atlanta, GA	Ivan Roman, National Executive Director 202-662-7145	nahj@nahj.org
38. Nashville Area Hispanic Chamber of Commerce	P.O. Box 40541 Nashville, TN 37204	Yuri Cunza, President 615-216-5737	Email – JOBS@NASHVILLEHISPANICCHAMBER.COM

39. Asian American Journalists Association	aaaja.com	Jacqueline Gullede, President, Atlanta Chapter aaaja.com	Jacqueline.Gullede@gmail.com
40. National Council on Aging	1161 Murfreesboro Rd, Suite 360 Nashville, TN 37217	Helen Price, NCO Manager 615-360-9797	
41. NAMA – Nashville Chapter of American Marketing Assoc.	Jobs.nashvilleama.org/employer		\$150 for non-members; \$50 for members to post a job
42. Chronicle of Philanthropy	Philanthropy.org	Jerin 202-466-1229	Philanthropy.com (web only) - \$175
43. Association of Fundraising Professionals	Nashville, TN		info@afpnashville.org \$50 Charge
44. TN Newspaper/Careerbuilder	1100 Broadway Nashville, TN 37203	Judy Rodriguez, Recruitment Accounts 615-726-8961 Carole Earls, Client Relations Specialist 615-259-8291	ccarls@tennessean.com tennessean.gannettonline.com/careerbuilder There is a charge
45. ProductionHUB.com		Eric 877-629-4122	classifieds@productionhub.com There is a charge to post a job – can post at mkt@productionhub.com
46. PBS Express Online	1320 Braddock Place Alexandria, VA 22314	Dave Johnston, Director 703-739-5000	
47. Current Newsletter	1612 K Street, NW Washington, DC 20006	Alyne Ellis, Account Manager 202-320-3275, radioalyne@gmail.com	There is a charge
48. Mark Johnson (requested notifications)	www.markjohnson.net	m.e.johnson.media@gmail.com 765-343-2557	
49. Joshua Maxwell (requested notifications)	Creative Services Producer WSMV-TV Nashville	westkyvideo@gmail.com 615-353-2237 (office) 270-498-3897 (Cell)	
50. Chris Ward (requested notifications - 6/12/2017)		cward42@hotmail.com	
51. Daphne Bugelli (requested job notifications on 11/19/2017)		248-770-9512	bugellid@msu.edu
52. Pastor Carolyn Smith Goings, PhD (requested notifications - 10/23/2017)			csgoings@gmail.com
53. Darin Arrowood (requested notifications, IT Openings only)			darnarrowood@comcast.net
54. Matthew Perkins (cold call request, added 6/27/2018)		603-252-2076	matthewcperkins@gmail.com

<p>55. Livingston Associates – Public Media Search Firm.</p> <p>The following outlets were utilized in the firm’s search effort:</p> <p>Current Newspaper, Twitter, Facebook, LinkedIn, Hire w/Google, Poynter Institute, National Association of Black Journalists, National Association of Hispanic Journalists, CPB, NETA, Greater Public, PMBA, DIGIDAY, The Alliance, TV Jobs, TV and Radio Jobs)</p>	<p>3000 Chestnut Ave, Suite 208 Baltimore, MD 21211</p>	<p>410-243-1974 main office</p>	<p>info@livingstonassociates.net Adam Livingston – adam@livingstonassociates.net</p>

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Section 3

Nashville Public Television Outreach Activities

The FCC's EEO Program requires that broadcast stations engage in at least four requisite outreach initiatives in a two-year period coinciding with the license renewal filing date. NPT has participated in the following initiatives from April 2018 – March 2019.

- 1. Participation in at least four events sponsored by groups organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities:**

2018 My Future. My Way Career Exploration Fair

Friday, October 26, 2018

Music City Center, Nashville, Tennessee

This event provided an opportunity for high school students to interact with local professionals in exploring various career path opportunities with the primary goal of generating excitement and an awareness of the relevance of their studies. Npt President & CEO Kevin Crane attended the event.

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

Moves and Grooves Middle School Career Networking Event

Thursday, September 27, 2018

Apollo Middle School, Antioch, Tennessee

At this event, local middle school students were given the opportunity to interview area professionals about various aspects of their chosen career paths with the goal of teaching interviewing skills and providing exposure to a variety of careers. Npt President & CEO Kevin Crane attended this event as a panelist to share with students his career experience in public media.

Speaking Engagement at Volunteer State Community College

Tuesday, November 13, 2018

Volunteer State Community College, Nashville, Tennessee

Npt Communications Manager MiChelle Jones spoke to the Media Writing class at Vol State Community College about considerations for those pursuing a career in media in today's fast-changing environment.

3. Internship program for community members to acquire job skills:

NPT's Internship Program allows individuals to gain hands-on-broadcasting experience. NPT internships are unpaid, but students are encouraged to obtain college credits through their colleges and universities. From April 1, 2018 through March 31, 2019:

College Students:

Summer 2018

1 Student – Tulane University

Fall 2018

1 Student – Belmont University

Spring 2019

1 Student – Austin Peay University

1 Student – Middle Tennessee State University

High School Students:

Winter 2019

1 Student – Harpeth Hall School

4. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.

In addition to all job openings being sent to various community organizations, they are also posted on the NPT website, internal bulletin board, at on-line recruitment sources and online trade sites related to the job posting.