



Nashville Public Television

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## EEO Public File Report

Period Covered

(April 1, 2019 – March 31, 2020)



Nashville Public Television

**EEO Public File Report**  
**April 1, 2019 – March 31, 2020**

CONTENTS

Vacancies Filled	Section 1
Recruitment Sources	Section 2
Outreach Activities	Section 3

EEO Public File Report

Section 1



Nashville Public Television

**Nashville Public Television**  
**Vacancies Filled**  
**April 1, 2019 to March 31, 2020**

<b>Job Title</b>	<b>Date Posted/ Date Filled</b>	<b>No. of Applicants</b>	<b>No. of Interviews</b>	<b>Recruitment Sources for Interviewees</b>	<b>Recruitment Source for Hired Applicant</b>	<b>Recruitment Sources (See enclosed list for corresponding sources/numbers)</b>
<b>Visual Designer</b>	12/14/2018, 5/1/2019	20	5	1, 2, 29, 30	1	1-34, 36-40, 48-54
<b>Development/Marketing Associate</b>	6/4/2019, 8/19/2019	48	6	1, 2, 29	1	1-34, 36-40, 48-54
<b>Community Engagement Manager</b>	10/18/2019, 1/21/2020	30	5	1, 2, 32	2	1-34, 36-40, 48-54
<b>Video Editor</b>	10/15/2019, 2/1/2020	50	3	1, 2	2	1-34, 36-40, 48-52, 54

EEO Public File Report

Section 2

## NASHVILLE PUBLIC TELEVISION Recruitment Sources

Recruitment Source	Address	Contact/Phone	Email/Website
1. NPT Website	161 Rains Avenue Nashville, TN 37203	Charles Degenhart, Accounting Manager 615-259-9325 Ext 2030	<a href="http://www.wnpt.org">www.wnpt.org</a>
2. Station Employee/Freelancer/NPT Bulletin Board	161 Rains Avenue Nashville, TN 37203	Charles Degenhart, Accounting Manager 615-259-9325 Ext 2030	<a href="http://www.wnpt.org">www.wnpt.org</a>
3. Nashville State Community College	120 White Bridge Road Nashville, TN 37209	Janice Dennis, Human Resources 615-353-3304 or 615-353-3333	<a href="http://www.nscce.edu">www.nscce.edu</a>
4. Tennessee State University	3500 John Merritt Blvd. Nashville, TN 37209	Rita Williams-Seay, Employment Manager, 615-963-5285	<a href="http://www.tnstate.edu">www.tnstate.edu</a> <a href="http://joinhandshake.com">Joinhandshake.com</a>
5. Lipscomb University	3901 Granny White Pike Nashville, TN 37204	Monica Whitworth, Career Center 615-966-1000	<a href="http://joinhandshake.com">Joinhandshake.com</a>
6. UT Martin	250 University Center Martin, TN 38238	Renard Miles, Coordinator, Office of Career Planning and Development 901-587-7740	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
7. Tennessee Tech University	Campus Box 5021 Cookeville, TN 38501	Lillian Moore, Career Services 931-372-3101	<a href="http://joinhandshake.com">Joinhandshake.com</a>
8. University of TN at Knoxville	915 Volunteer Blvd. Knoxville, TN 37996	Heather Harrison, Career Placement 865-974-5435	<a href="http://joinhandshake.com">Joinhandshake.com</a>
9. Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Penny Baga, Employer Relations Specialist Vanderbilt University Career Center 615-875-8475	<a href="http://www.vanderbilt.edu/career/explore-doreways/">www.vanderbilt.edu/career/explore-doreways/</a>
10. Middle TN State University	1301 East Main Street Murfreesboro, TN 37132	Martha Turner, Placement Director (Retired) 615-898-2300	<a href="http://www.mtsu.edu/career/">http://www.mtsu.edu/career/</a>
11. Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	Jan Harvey, Placement Services 615-248-1237	<a href="http://joinhandshake.com">Joinhandshake.com</a>
12. University of Memphis	417 University Center Memphis, TN 38152	Tammy Haley, Employer Relations Specialist 901-678-2239	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
13. Austin Peay University	601 College Street Clarksville, TN 37044	Billy Boyd, Career Placement 931-221-7011	<a href="https://apsu-csm.symplicity.com/employers">https://apsu-csm.symplicity.com/employers</a>
14. UT Chattanooga	615 McCallie Ave Chattanooga, TN 37403		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
15. Volunteer State Community College	1480 Nashville Pike Gallatin, TN 37066	Allegra Montgomery, Career Services 615-452-8600	<a href="http://www.volstate.edu/areajobs">www.volstate.edu/areajobs</a>

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact/Phone</b>	<b>Email/Website</b>
16. Western Kentucky University	1 Big Red Way Bowling Green, TN 42101	Judy Owens, Career Placement 270-745-0111	Joinhandshake.com
17. East TN State University	Box 70718 Johnson City, TN 37614	Jeanette Hill, Career Placement 423-439-4441	Tnstate.joinhandshake.com
18. Fisk University	1000 17 <sup>th</sup> Avenue North Nashville, TN 37208	Ingrid Collier, Career Placement 615-329-8597	Purplebriefcase.com
19. Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews, Placement 615-460-6000	Joinhandshake.com
20. Tennessee Technology Center of Nashville	100 White Bridge Road Nashville, TN 37209	Sherita Denton, Student Services Coordinator 615-425-5560, sherita.denton@tcnashville.edu	<a href="http://www.tcnashville.edu/sherita.denton@tcnashville.edu">http://www.tcnashville.edu/sherita.denton@tcnashville.edu</a>
21. TN Career Centers	665 Mainstream Drive Nashville, TN 37243	615-253-8920 Shavonne Meneese (615-770-1906)	JOBS4TN.gov
22. NAACP	1308 Jefferson Street Nashville, TN 37208	Keith Certain, President 615-329-0999 (office), 615-419-4214 (Keith Certain, cell)	keithcertain@gmail.com
23. TN Association of Broadcasters	Two International Plaza Drive Suite 507 Nashville, TN 37217	615-365-1840	brenda@tabm.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@aafnashville.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
27. Urban League of Middle Tennessee	50 Vantage Way, Suite 201 Nashville, TN 37228	Patricia Stokes, President and CEO 615-254-0525	Former email address no longer valid. Left voicemail for "Workforce Manager" on 10/15/2019.
28. TN Disability Coalition	955 Woodland Street Nashville, TN 37206	Carol Westlake, Director 615-383-9442	JOBS4TN.gov Also send to intake@tndisability.org



Recruitment Source	Address	Contact/Phone	Email/Website
29. Center for Nonprofit Management	44 Vantage Way, Suite 230 Nashville, TN 37228	Amberly Dzieszinski 615-259-0100	cmm.org
30. Watkins Film School	2298 Rosa L. Parks Blvd. Nashville, TN 37228	Valorie Stover Quarles 615-383-4848	<a href="https://www.watkins.edu/campus-life/career-services/for-employers/">https://www.watkins.edu/campus-life/career-services/for-employers/</a> <a href="mailto:info@watkins.edu">info@watkins.edu</a>
31. NATAS	161 Rains Avenue Nashville, TN 37203	Geneva Brignolo	<a href="http://jobbank.emmyonline.org">http://jobbank.emmyonline.org</a> or send e-mail to <a href="mailto:Emmydash@aol.com">Emmydash@aol.com</a>
32. Nashville Chamber of Commerce	211 Commerce Street, Suite 100 Nashville, TN 37201	Debby Dale Mason 615-743-3082	<a href="http://www.nashvillechamber.com">http://www.nashvillechamber.com</a>
33. TVJobs.com	TVJobs.com	Fax: 760-754-2115	<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>
34. CSB School of Broadcasting		Amanda Maher	<a href="mailto:amaher@gocsb.com">amaher@gocsb.com</a>
35. Society of Broadcast Engineering		Send e-mail to <a href="mailto:sbe.org">sbe.org</a> (engineering positions only)	<a href="http://sbe.org">sbe.org</a>
36. Nashville Black Journalists Association	P.O. Box 24174 Nashville, TN 37202		<a href="mailto:nashvillenabj@gmail.com">nashvillenabj@gmail.com</a>
37. National Association of Hispanic Journalists	Atlanta, GA	Ivan Roman, National Executive Director 202-662-7145	<a href="mailto:nahj@nahj.org">nahj@nahj.org</a>
38. Nashville Area Hispanic Chamber of Commerce	P.O. Box 40541 Nashville, TN 37204	Yuri Cunza, President 615-216-5737	Email – <a href="mailto:JOBS@NASHVILLEHISPANICCHAMBER.COM">JOBS@NASHVILLEHISPANICCHAMBER.COM</a>
39. Asian American Journalists Association	<a href="http://aaja.com">aaja.com</a>	Jacqueline Gullede, President, Atlanta Chapter <a href="http://aaja.com">aaja.com</a>	<a href="mailto:Jacqueline.Gullede@gmail.com">Jacqueline.Gullede@gmail.com</a>
40. National Council on Aging	1161 Murfreesboro Rd, Suite 360 Nashville, TN 37217	Vivian Smith 615-360-9797 (ext 102)	<a href="mailto:Vsmith.ncoam@gmail.com">Vsmith.ncoam@gmail.com</a>
41. NAMMA – Nashville Chapter of American Marketing Assoc.	<a href="http://Jobs.nashvilleama.org/employer">Jobs.nashvilleama.org/employer</a>		\$150 for non-members; \$50 for members to post a job
42. Chronicle of Philanthropy	<a href="http://Philanthropy.org">Philanthropy.org</a>	Jerin 202-466-1229	<a href="http://Philanthropy.com">Philanthropy.com</a> (web only) - \$175
43. Association of Fundraising Professionals	Nashville, TN		<a href="mailto:info@afpnashville.org">info@afpnashville.org</a> \$50 Charge





EEO Public File Report

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 2019 – March 2020.

**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:**

NATAS Nashville/Midsouth Chapter Student Awards

Thursday, April 18, 2019

John Seighthaler Center, Vanderbilt University, Nashville, Tennessee

Npt Senior Director of Broadcast Content Bridget Kling served as a presenter at this awards ceremony recognizing outstanding student achievement and spoke with high school students about her career in television production.

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

Tennessee State University 2020 Spring Career Fair

Tuesday, February 18, 2020

Tennessee State University, Nashville, Tennessee

Npt Accounting Manager Charlie Degenhart attended this event and accepted student resumes and applications for Npt's internship program.

MTSU, College of Media and Entertainment – Student-Alumni Mixer

Thursday, April 11, 2019

Middle Tennessee State University, Murfreesboro, Tennessee

Npt Producer Shawn Anfinson attended this event that gave students the opportunity to build soft skills through interaction with established industry professionals.

MTSU, News 1 Radio News Feature

Wednesday, September 18, 2018

Middle Tennessee State University, Murfreesboro, Tennessee

Npt Producer Shawn Anfinson was interviewed for a MTSU student-produced radio news feature that featured his work as a producer at Npt.

Harpeth Hall, Middle School Career Day

Wednesday, February 12, 2020

Harpeth Hall School, Nashville, Tennessee

Npt Program Manager Jessica Turk attended this event to share her public media work experience with the students.

**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, 2019 through March 31, 2020:

**College Students:**

Summer 2019

1 Student – Furman University

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

NPT Walking Tour for Local Homeschooled Students

Wednesday, January 15, 2020

Npt Studios, Nashville, Tennessee

Npt Director of Development Sheila Fischer and Development/Marketing Associate Miguel Otero gave a guided tour of Npt's facilities to approximately 20 homeschooled students (ages 8-12 years old) from Portland, Tennessee.

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.