

**WSMV, WFET-LD, WTNX-LD
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
GRAPHIC ARTIST	1,2	1
PRODUCER – CR SVCS	1,2,7	1
IT SPECIALIST	1,2,6,	6
ENGINEER	1,2	2
OFFICE MANAGER	1,2	1
PRODUCER	1,2,3	3
METEOROLOGIST WEEKEND	1,2	1
PRODUCER	1,2	1
DIGITAL PRODUCER	1,2,5	5
PRODUCER	1,2	2
PRODUCER	1,2	1
DIGITAL PRODUCER	1,2	1
PRODUCER	1,2	1
DIGITAL PRODUCER	1,2	2
ANCHOR WEEKEND	1,2, 3	3
SPORTS REPORTER	1,2	2
TMP	1,2	1
TMP	1,2,3	3
ASSISTANT SALES	1,2,3	3
DIGITAL SALES ASSISTANT	1,2	1
ACCOUNT EXECUTIVE	1,2,3	3
ACCOUNT EXECUTIVE	1,2,3	3
VIDEOGRAPHER	1,2	1
ANCHOR WEEKDAY MORNING	1,2,3	3
ACCOUNT EXECUTIVE	1,2	1
VIDEOGRAPHER	1,2	1
INVESTIGATIVE REPORTER	1,2,3	3
LIFESTYLE PRODUCER	1,2,7	7
CREATIVE SERVICES SENIOR PRODUCER	1,2,7	2
ANCHOR WEEKEND MORNING	1,2	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Gray TV Careers - www.gray.tv/careers Gray Television Recruitment Website All job postings automatically posted to Indeed.com & careerbuilder.com	N	40
2	GRAY TV/ WSMV website www.wsmv.com 5700 Knob Road Nashville, Tennessee 37209 Phone: 615 353-2206	N	25
3	Station Employee Referral	N	6
4	Non-Station Employee Referral	N	0
5	National Association of Hispanic Journalist	N	1
6	TVJobs.com	N	1
7	LinkedIn	N	10
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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>On April 22, 2022, our General Sales Manager, spoke at a virtual Communications class for University of Tennessee Martin who are interested in a career in broadcasting. We discussed the various jobs at WSMV and what a career path would look like for them.</p> <p>On November 22, 2022, our Chief Engineer, and another Engineer, visited Carter-Lawrence Elementary & Engineering Magnet School, and gave several presentations throughout the day to students.</p> <p>On February 17, 2023, a MMJ gave a studio tour to some University of Alabama students. She asked many of her news colleagues to speak to them while they were here.</p> <p>On April 8, 2022, an Anchor, Attended Career Day at Davidson Academy High School – Friday.</p> <p>An Anchor, was the keynote speaker at Annual Awards Day of the Tennessee High School Press Association, hosted at Lipscomb University on March 8, 2023 to 250 journalism students from around the state attended, representing newspaper, yearbook, literary magazine and broadcast staffs.</p> <p>On March 8, 2023, a senior from Oakland High School in Murfreesboro shadowed our MMJ. The student is very interested in becoming a reporter and is minoring in journalism next year at the University of Utah. She attended the morning meeting and got to see the "day in the life" of a reporter.</p> <p>Our meteorologists presented to students at the following schools:</p>

		<p>April 13, 2022 - Prescott South Elementary in Cookeville, TN.</p> <p>April 27, 2022 Glendale Elementary School in Nashville, TN.</p> <p>April 28, 2022 - Chapel Hill Elementary School, Clarksville, TN.</p> <p>May 2, 2022 - Rossvie Elementary School in Clarksville, TN.</p> <p>September 2, 2022 - MAC Elementary Weather Program in Franklin, TN.</p> <p>November 18, 2022 - Rutland Elementary School, Mt. Juliet, TN.</p> <p>December 9, 2022 - Black Fox Elementary in Murfreesboro, TN.</p>
2	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Our Chief Engineer gave a studio tour for a local news organization on July 20, 2022. He gave them advice on how to build a newsroom in a news studio.
3	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Our General Manager is the keynote speaker at the Women's Leadership Conference at Tennessee Tech on March 24, 2023 to tell them about her career in journalism and TV.
4	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On March 1, 2023, our Investigative Reporter, gave a station tour to 12 Norway journalists. He showed them around the station and taught them about our news organization.