



Nashville Public Television

Nashville Public Television

EEO Public File Report

Period Covered

(April 1, 2021 – March 31, 2022)



Nashville Public Television

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Section 1



Nashville Public Television

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Vacancies Filled
April 1, 2021 to March 31, 2022

Job Title	Date Posted/ Date Filled	No. of Applicants	No. of Interviews	Recruitment Sources for Interviewees	Recruitment Source for Hired Applicant	Recruitment Sources (See enclosed list for corresponding sources/numbers)
President & CEO	11/19/2020, 9/8/2021	50	7	2, 47, 51	51	1, 2, 29, 47, 50-55, 60
Producer	7/21/2021, 2/22/2022	36	3	1, 2	1	1-34, 36, 38-40, 48, 50
Executive Producer	8/5/2021, 11/29/2021	11	8	1,2	2	1-34, 36, 38-40, 48, 50
Senior Producer	12/6/2021, 3/14/2022	12	4	2, 59	2	1-34, 36, 38-40, 48, 50, 58, 59
Videographer/Editor	1/13/2022, 3/7/2022	75	3	2, 57, 60	2	1-34, 36, 38-40, 48, 50, 57-58, 60

Note:

One applicant for the Producer position discovered the job posting on a private Facebook site for "The Nashville Filmmakers Guild".

NPT did not initiate the posting. For reporting purposes, it is presumed that the private group was given the posting by an NPT staff member.

One interviewee for the Senior Producer position discovered the job posting on LinkedIn. NPT did not initiate this posting.

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Section 2

Nashville Public Television - EEO Job Sources April 2021 - March 2022

	Recruitment Source	Address	Contact/Phone	Email and/or Website
1	NPT Website	161 Rains Avenue, Nashville, TN 37203	Joe Delmerico - jdelmerico@wnpt.org	www.wnpt.org
2	NPT Station (Employee/Freelancer references, Bulletin Board)	161 Rains Avenue, Nashville, TN 37203	Charles Degenhart - 615-259-9325 (2030)	cdegenhart@wnpt.org
3	Nashville State Community College	120 White Bridge Road, Nashville, TN 37209	Janice Dennis, HR - 615-353-3304, 615-353-3333	human_resources@nsc.edu, careerservices@nsc.edu, www.nsc.edu
4	Tennessee State University	3500 John Merritt Blvd., Nashville, TN 37209	Rita Williams-Seay, Employment Mgr, 615-963-5285	www.tnstate.edu, Handshake.Com
5	Lipscomb University	3901 Granny White Pike, Nashville, TN 37204	Monica Whitworth, Career Center, 615-966-1000	Handshake.com
6	UT Martin	250 University Center, Martin, TN 38238	Renard Miles, Career Planning/Dev., 901-587-7740	Handshake.com
7	Tennessee Tech University	Campus Box 5021, Cookeville, TN 37996	Lillian Moore, Career Svc, 931-372-3101	Handshake.com
8	UT Knoxville	915 Volunteer Blvd, Knoxville, TN 37996	Heather Harrison, Career Placement, 865-974-5435	Handshake.com
9	Vanderbilt University	110 Alumni Hall, Nashville, TN 37240	Penny Baga, Employer Relations, VU Career Ctr, 615-875-8475	https://www.vanderbilt.edu/career/doreways/
10	MTSU	1301 East Main Street, Murfreesboro, TN 37132	Martha Turner, Placement Director (Retired) 615-898-2300	Handshake.com
11	Trevecca University	333 Murfreesboro Rd., Nashville, TN 37210	Jan Harvey, Placement Svc, 615-248-1237	Handshake.com
12	University of Memphis	417 University Center, Memphis, TN 38152	Tammy Haley, Employer Relations, 901-678-2239	Handshake.com
13	Austin Peay University	601 College Street, Clarksville, TN 37044	Billy Boyd, Career Placement, 931-221-7011	csm.symplcity.com/employers/?signin tab=0
14	UT Chattanooga	615 McCallie Ave, Chattanooga, TN 37403		Handshake.com
15	Volunteer State CC	1480 Nashville Pike, Gallatin, TN 37066	Heather Harper, Career Svc, 615-452-8600	heather.harper@volstate.edu
16	Western Kentucky U.	1 Big Red Way, Bowling Green, KY, 42101	Judy Owens, Career Placement, 270-745-0111	Handshake.com
17	East TN State University	Box 70718, Johnson City, TN 37614	Jeanette Hill, Career Placement, 423-439-4441	Handshake.com
18	Fisk University	1000 17th Ave, North, Nashville, TN 37208	8597_igriffin@fisk.edu (purple briefcase contact)	https://app.purplebriefcase.com/pb/account/login?sf=Fisk
19	Belmont University	1900 Belmont Blvd, Nashville, TN 37212	Charlsie Matthews, Placement Svc, 615-460-6000	Handshake.com
20	Tennessee Technology Center	100 White Bridge Rd, Nashville, TN 37209	Sherita Denton, Student Svc, 615-425-5560	sherita.denton@tcnashville.edu
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 (cell)	keithcertain@gmail.com

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23	TN Association of Broadcasters	Two International Plaza Drive, Suite 507, Nashville, TN 37217	615-365-1840	brenda@tabtn.org
24	American Advertising Federation	PO Box 293327, Nashville, TN 37229	Mark Farrar, Exec. Dir., 615-469-4040	mark@aafnashville.com
25	National Organization for Women	PO Box 120523, Nashville, TN 37212	Toby Abrams, 615-269-7141	TennesseeeNOW@comcast.net
26	100 Black Men of TN	PO Box 140789, Nashville, TN 37214	615-248-2721, Mrs. Lori Adukeh, Exec Dir	info@the100.org
27	Urban League of Middle TN	50 Vantage Way, Suite 201, Nashville, TN 37228	Clifton Harris, President & CEO, 615-254-0525	patricia@ulmt.org
28	TN Disability Coalition	955 Woodland St., Nashville, TN 37206	Carol Westlake, Director, 615-383-9442	intake@tndisability.org
29	Center for Nonprofit Mgmt	44 Vantage Way, Suite 230, Nashville, TN 37228	Amberly Dziesinski, 615-259-0100	cnm.org
30	Watkins College of Art	2298 Rosa L. Parks Blvd, Nashville, TN 37228	Will Akers, Rick Bengston, Valerie Quarles	will.akers@belmont.edu, rick.bengston@belmont.edu, valorie.quarles@belmont.edu
31	NATAS	161 Rains Avenue, Nashville, TN 37203	Geneva Brignolo, emmyonash@aol.com	http://jobbank.emmyonline.org
32	Nashville Chamber of Commerce	211 Commerce Street, Suite 100, Nashville, TN 37201	Debbly Dale Mason, 615-743-3082, posting for members only	http://www.nashvillechamber.com
33	TVJobs.com	TVJobs.Com	Fax 760-754-2115	jobs@tvjobs.com
34	CSB School of Broadcasting		Amanda Maher	amaher@gocsb.com
35	Society of Broadcast Engineering		she.org - ENGINEERING POSITIONS ONLY	sbe.org
36	Nashville Black Journalists Association	PO Box 24174, Nashville, TN 37202		nashvillenabi@gmail.com
37	National Association of Hispanic Journalists	Atlanta, GA	Ivan Roman, National Executive Director, 202-662-7145	nahj@nahj.org, www.nahjcareers.org, \$150 fee for 30 day ad
38	Nashville Area Hispanic Chamber of Commerce	PO Box 40541, Nashville, TN 37204	Yuri Cunha, President, 615-216-5737	JOBS@NASHVILLEHISPANICCHAMBER.CO M
39	Asian American Journalists Assoc.	aaja.com	Jacqueline Gulledege, President, Atlanta Chapter	Jacqueline.Gulledege@gmail.com
40	National Council on Aging NAMA - Nashville chapter of American Marketing Assoc.	1161 Murfreesboro Rd, Suite 360, Nashville, TN 37217	Vivian Smith, 615-360-9797 (ext 102)	Vsmith.ncoactn@gmail.com
41	Chronicle of Philanthropy Assoc.	jobs.nashvilleama.org/employer	Jerin, 202-466-1229	\$150 for non-members, \$50 for members Philanthropy.Com, \$175 to post
42	Association of Fundraising Professionals	Nashville, TN		info@aftpashville.org, \$50 charge
43	TN Newspaper/Careerbuilder	1100 Broadway, Nashville, TN 37203	Judy Rodriguez, Recruitment Accounts, 615-726-8961, Carole Earls, Client Relations, 615-259-8291	cearls@tennessean.com, there is a fee there is a fee: classifieds@productionhub.com, post at mkt@productionhub.com
44	ProductionHUB.com		Eric, 877-629-4122	

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46	PBS Express Online	1320 Braddock Place, Alexandria, VA 22314	Dave Johnston, Director, 703-739-5000	
47	Current (PublicMediaJobs.Org)	1612 K Street, NW, Washington, DC 20006	Alyne Ellis, Account Manager, 202-320-3275, radioalyne@gmail.com can post, but requires membership to view posts	there is a fee
48	National Press Photographers Association			Nppa.org
49	Society of Professional Journalists			Spj.org - fee
50	Public Media Business Association		Alisa Jackson	info@pmbaonline.org
51	NETA Consulting		paid service	Skid@netaconsultrng.org
52	Greater Public - via NETA			
53	National Association of Black Journalists - via NETA			
54	Public Media Women in Leadership - via NETA			
55	TV Newscheck - via NETA			
56	Society for HR Management		paid service	www.shrm.org
57	LinkedIn Job Board		www.linkedin.com	
58	Sewanee: The University of the South	735 University Ave		Handshake.com
59	DiversityJobs.com		diversityjobs.com , \$295 posting fee	
60	CPB (added 1/20/2021)			https://www.cpb.org/user

LEGEND

* *indicates source has requested notice of vacancies*

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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 2021 – March 2022.

1. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

Furman University/The Riley Institute – Public Media Diversity Leaders Initiative (PMDLI)
September 9, 2021

President & CEO Becky Magura attended this class provided for leaders in diverse public media markets to explore diversity, equity and inclusion frameworks to guide the development of actionable plans.

PBS Major Market Group Webinar “Operationalizing Diversity, Equity and Inclusion (DEI): A Foundational Roadmap”
January 4th, 2021

President & CEO Becky Magura attended this training seminar led by WGBH Inclusion and Equity Officer Yemisi Oloruntola-Coates. The course shared methods and related challenges for the organizational implementation of effective, measurable DEI programs.

2. 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.

TPAC InsideOut – Fisk Jubilee Singers Walk Together Children Virtual Performance & Panel Discussion
Monday, October 4, 2021

Director of Programming Jessica Turk served as a panelist for this event which featured excerpts from the film “Walk Together Children” followed by a discussion about the rich history of the Fisk Jubilee Singers.

Jackson National Life Insurance/Conexion Hispanic Heritage Month Panel Discussion
October 13th 2021

Content and Engagement Producer Shawn Anfinson moderated this zoom panel discussion about the NPT production “Hablamos Espanol”. Participants watched this documentary that originally aired on NPT in 2009 and then discussed what aspects of life have and have not changed since then for Nashville’s Hispanic community.

- 3. Listing upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.**

Job Posting for NPT Senior Producer Opening
December 6, 2021

Accounting Manager Charlie Degenhart posted an opening for the position of Senior Producer on the website DiversityJobs.Com.

- 4. Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Stewards Creek High School Research Project on Production Companies in Middle Tennessee
October 22, 2021

Director of Development Sheila Fischer assisted a local high school student’s research project by providing information about NPT’s history, mission statement and some of its many productions and projects.

- 5. Establishment of an internship program designed to assist members of the community acquire skills needed for broadcast employment.**

Director of Programming, Jessica Turk recruited a Lipscomb University Cinematic Arts student as an intern to assist with work on NPT’s upcoming documentary on Minnie Pearl. This intern began work in September 2019 and continues to assist with the production as needed in March 2022.