



Nashville PBS

EEO Public File Report

Period Covered
April 1, 2024 – March 31, 2025



EEO Public File Report
April 1, 2024 - March 31, 2025
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EEO Public File Report

Section 1



Nashville PBS
Vacancies Filled
April 1, 2024 to March 31, 2025

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)
IT Technician	10/31/2024 12/20/2024	38	5	3	57	1, 57 & 61

Note:

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Section 2

Nashville PBS – EEO Job Sources April 2024 - March 2025

		Recruitment Source	Address	Contact / Phone	Email and/or Website
	1	Joe Delmerico	161 Rains Avenue Nashville TN 37203	(615) 259-9325	jdelmerico@wnpt.org
	2	Tomicka Delgado	161 Rains Avenue. Nashville TN 37203	(615) 259-9325	tdelgado@wnpt.org
	GCL 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
	HS 4	Tennessee State University	3500 John Merritt Blvd, Nashville TN 37209	Lisa Fletcher - 615-353-3230	equity@tnstate.edu
	HS 5 6	Lipscomb University The University of Tennessee • Martin	13901 Granny White Pike. Nashville TN 37204 250 University Center Martin TN 38238	Monica Whitworth Career Center 615-966-1000 Renard Miles 615-963-5285	eo@lipscomb.edu univrelmail@utm.edu
	HS 7 8	Tennessee Technical University The University of Tennessee • Knoxville	1 William L. Jones Dr, Cookeville, TN 38505 1015 Volunteer Boulevard, Knoxville, TN 37996	(931) 372-3101 865-974-2498	titleix@tntech.edu eo-opportunity@utk.edu
	9 10	Vanderbilt University Middle Tennessee State University	2100 West End Avenue, Suite 700 1301 East Main Street, Murfreesboro, TN 37132	(615) 343-9336 (615) 898-2185	EOA@vanderbilt.edu lec@mtsu.edu
	11 12	Trevecca Nazarene University University of Memphis	333 Murfreesboro Pike, Nashville, TN 37210 3706 Alumni Avenue, Memphis, TN 38152-3380	(615) 248-7796 901.678.2713	JLCathcart@trevecca.edu pie@memphis.edu
	13 Portat	Austin Peay State University	418 College Street, Office of Institutional Culture in Rm 140, Clarksville, TN 37044	931-221-7690	williamsr@apsu.edu
	HS GCL	14 The University of Tennessee - Chattanooga 15 Volunteer State CC	720 McCallie Avenue, Second Floor, Dept. 1480 Nashville Pike, Gallatin, TN 37066	(423) 425-5824 615-230-3592	eo@utc.edu eeo@volstate.edu
	HS	16 Western Kentucky University 17 East Tennessee State University	1906 College Heights Blvd. #11001, Bowling Green, KY 220 Athens Way, Suite 350, Nashville, TN 37228.	(270) 745-5121 (629) 236-2240	ena.demir@wku.edu burtong@etsu.edu
	HS	18 Fisk University 19 Belmont University	1000 17th Avenue North, Nashville, TN 37208 1900 Belmont Boulevard, Nashville, TN 37212	615-438-4942 (615) 460-6407	titleixcoordinator@fisk.edu accessibility.services@belmont.edu
	GCL ws	20 Tennessee College of Applied Technology 21 TN Career Centers	100 White Bridge Pike, Nashville, TN 37209 665 Mainstream Drive, Nashville, TN 37243	(615) 425-5500 1-800-669-4000	admissions@tcatnashville.edu CareerCoach.info@tn.gov
	GCL GCL	22 NAACP 23 TN Association of Broadcasters	1308 Jefferson St, Nashville, TN 37208 Two International Plaza Drive, Suite 902 Nashville, TN 37217	(410) 580-5777. 615.365.1840	members@naacpnet.org brenda@tabtn.org
	GCL GCL	24 American Advertising Federation 25 National Organization for Women 26 100 Black Men of TN	P. O. Box 293327, Nashville, Tennessee 37229 41 Peabody St, Nashville, TN 37210 105 Continental Pl suite 160, Brentwood, TN 37027	(202) 898-0089 (202) 628-8669 404.688.5100	dreeves@aaf.org member@now.org info@100bmoa.org
	GCL SCL	27 Urban League of Middle TN 28 TN disability Coalition	50 Vantage Way Suite 201, Nashville, TN 37228 955 Woodland Street, Nashville, TN 3720	(615) 254-0525 (615) 383-9442	ulmt@ulmt.org HR@tndisability.org
		29 Center for Nonprofit Management	1610 54th Ave N #225, Nashville, TN 37209	(615) 259-0100	meagan@cniemt.org
	CCL	30 Watkins College of Art	550 Great Circle Rd, Nashville, TN 37228	(615) 460-6407	accessibility.services@belmont.edu
	Email ws	31 NATAS 32 Nashville Chamber of Commerce	161 Rains Ave, Nashville, TN 37203 500 11th Ave N Suite 200, Nashville, TN 37203	(615) 259-0040 (615) 743-3100	nashvillemidsouth@emmyonline.tv info@nashvillechamber.com

	GCL GCL	33 TVJobs.com 34 CSB School of Broadcasting	TVJobs.com 2323 Old Hickory Boulevard, Nashville, TN 37215		tvjobs.com info@csbmediaarts.com
	WS GCL	35 Society of Broadcast Engineering 36 Nashville Association of Black Journalists	PO Box 24174 Nashville TN 37202		https://sbe.org https://nashvillenabj.com/
	Fee GCL	7 National Association of Hispanic Journalists 8 Nashville Area Hispanic Chamber of Commerce	Atlanta GA PO Box 40541 Nashville TN 37204	Van Roman National Executive Director 202-662-7145 Yuri	nail.com www.nahjcareers.org \$150 fee for 30 day ad
	GCL GCL	39 Asian American Journalists 40 National Council on In	aa .com 1261 Murfreesboro Rd SuHe 360 Nashville 37217	Jacqueline Lacunza President 615-216.5737	DBSNASHVILLEHISPANICCHAMBER.COM
	Fee Fee	41 NAMA • Nashville Chapter of American Marketing 42 Chronicle of Assoc Philanthropy	Jobs. nashvilleama.com	Vivian Smith 615-360-9797 n 102	smiLh.ncoatnk3 mail.com 150 for non-memb \$50 for members
	Fee Fee	43 Association of Fundraising Professionals 44 TN News Careerbuilder	Nashville TN 1 IDO Broadwa Nashville TN 37203	Jerin 202466-1229 Jud Roduea, Recruitment Accounts 615-726-896 Gerole Sark Client Relations 615-259-8291	hilanthro .Com \$175 to 5t info af ashville.o , \$50 char e earls@tennessean.com there is a fee
	Fee	45 ProductionHUB.com 46 PBS Express Online	1320 Braddock mace Alexandria.VA 22314	Edc 877-629-4122	nkt roductionhub.com
	Fee	47 Current Public Media Jobs 48 National Press Photographers Association	1612 K Street NW Washington DC 20006	Daue Johnsto Director 703-73%000 A Ellis Account Manager	
	Fee Email	49 Society of Professional Journalists 50 Public Media Business Association			S o
	NETA NETA	51 NETA Consulting 52 Greater Public -via NETA			nfo mbaonfine.or ki Onetaconsultin .0
	NETA NETA	53 National Association of Black Journalist5 • via NETA 54 Public Media Women In Leadership -via NETA			
	NETA Fee	55 TV Newscheck - via NETA 56 Society for HR Management			www.shrm.org
	Linkedin	57 LinkedIn Job Posting 58 Di-ves • obs.com		www.linkedin.com	IPT LinkedIn P divers bs.com \$295 stin fee
	WS Email	59 CPB 60 Alabama Broadcasters Association 61 THE Table		www.htt'S:' al-ba.com	ttDs*.: www.c b.or user LABAMA BROADCASTERS ASSOCIATION al-ba.com feather@thetable.com

LEGEND

• indicates source has requested notice of vacancies



Nashville PBS 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. WNPT has participated in the following initiatives from April 2024 – March 2025.

1. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:
 - Corporation for Public Broadcasting Annual Harassment and Bias Prevention: Preventing Harassment and Discrimination (April 2024-September 2024). Mandatory training for all staff.
2. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.
 - Becky Magura (President & CEO) & McKenly Blair (Sr. Director of Human Resources) attended meetings of The Table on October 23, 2024 and December 4, 2024. The Table gathers diverse leaders from across Nashville who work to make Nashville a model for equity and inclusiveness. Meeting topics included Mentor/Mentee Matching, Executive Shadowing Program, and Ways to Engage.
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.
 - McKenly Blair (Sr. Director of Human Resources) posted the following openings on The Table's email blast:
 - IT Manager (10/31/2024)
4. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

- JA BizTown Experiential Learning Day. Becky Magura (President & CEO), Samantha Andrews (Director of Education and Engagement), and Rosemary Brunton (Education & Engagement Manager) led a day-long public-media station employment simulation for 4th-6th grade students. March 25, 2024.
- Metro Nashville Public Schools Academies of Nashville Career Exploration Fair. Becky Magura (President & CEO), Samantha Andrews (Director of Education and Engagement), Rosemary Brunton (Education & Engagement Manager), and Jerome Moore (Producer) conducted 298 speed interviews with high school freshmen enrolled in the Academy of Arts, Communication, and Design. November 15, 2024.
- Jack and Jill of Nashville, Newsroom to Spotlight: Exploring Media and Journalism with Future Leaders. 30 youth and 15 adults explored media literacy, journalism, and careers in public media in a fun and dynamic studio event presented by Jerome Moore (Producer), Becky Magura (President & CEO), and Jelly Malenga (Community Educator). November 16, 2024.
- Middle Tennessee State University Sit-Down and Dialogue session: Dr. Sarah Childress (Director of Strategy & Operations) moderated a conversation between MTSU Media and Communications students and Christy Carpenter, Co-producer/Co-director of *Shaking It Up!: The Life and Times of Liz Carpenter* on public media filmmaking and distribution opportunities. March 19, 2025.