

**WZTV / WUXP**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**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
Creative Services Producer/Editor	2-6, 8, 11-13, 15-22, 24-25, 27-37, 39-41, 43-46, 48-49, 52-71	32
Marketing Consultant	2-6, 11-13, 15-22, 24-25, 28-37, 39-41, 43-46, 48-50, 52-71	32
Broadcast Engineer	2-6, 10-22, 24-37, 39-41, 43-46, 48-49, 52-71	26
Broadcast Engineer	2-6, 10-22, 24-37, 39-41, 43-46, 48-49, 52-71	32
Broadcast Engineer	2-6, 10-22, 24-37, 39-41, 43-46, 48-49, 52-71	10
Newscast Producer	2-7, 11-25, 28-41, 43-49, 51-71	49
Newscast Producer	2-7, 11-25, 28-41, 43-49, 51-71	14
Digital Content Producer	2-6, 9, 11-13, 15-22, 24-26, 28-37, 39-40, 43-49, 52-71	9
Executive Producer	2-6, 11-13, 15-22, 24-25, 28-37, 39-41, 43-49, 52-71	32
Master Control Operator	2-6, 11-13, 15-22, 24-26, 28-37, 39-49, 52-71	26
Master Control Operator	2-6, 11-13, 15-22, 24-26, 28-37, 39-49, 52-71	26
Regional Sales Assistant	2-6, 11-13, 15-22, 24-26, 28-37, 39-49, 52-71	32
Human Resources Coordinator	1-6, 11-13, 15-22, 24-26, 28-37, 39-49, 52-71	1
News Photographer	2-7, 10-13, 15-25, 28-49, 51-71	32
News Photographer	2-7, 10-13, 15-25, 28-49, 51-71	10
Marketing Associate	2-6, 11-13, 15-22, 24-25, 28-37, 39-50, 52-71	32
News Producer	2-7, 10-13, 15-25, 28-49, 51-71	32
News Producer	2-7, 10-13, 15-25, 28-49, 51-71	10
Morning News Reporter	2-7, 11-13, 15-25, 28-49, 51-71	49
Master Control Operator	2-6, 11-13, 15-22, 24-25, 28-37, 39-49, 52-71	32

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell@asu.edu">kbordell@asu.edu</a> Karen Bordeleau	Y	0
4	Austin Peay State University P.O. Box 4545 Clarksville, Tennessee 37044 Phone : 931-221-7011 ext 7963 Email : <a href="mailto:careerservices@apsu.edu">careerservices@apsu.edu</a> Jennifer Ellis	Y	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Aaron Brumfield	N	0
6	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
7	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : <a href="mailto:gb2219@columbia.edu">gb2219@columbia.edu</a> Gina Boubion	N	0
8	Current Employee	N	3
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	3

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11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
12	East Tennessee State PO Box 70718 Johnson City, Tennessee 37614 Phone : 423-439-4450 Email : careers@etsu.edu Ashly Garris	Y	0
13	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
14	Employee Referral	N	2
15	Fisk University 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8894 Email : humanresources@fisk.edu Latreace Wells	Y	0
16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0

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18	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : <a href="http://www.harding.edu">http://www.harding.edu</a> Email : <a href="mailto:mprior@harding.edu">mprior@harding.edu</a> Mark Prior	Y	0
19	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> William Moss	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0
21	Hispanic Community Ctr 2608-C Nolenville Road Nashville, Tennessee 37211 Phone : 615-831-9030 Email : <a href="mailto:msal101204@aol.com">msal101204@aol.com</a> Martha Salazar	Y	0
22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Carol Dudley	Y	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0

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24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
25	Illinois Institute of Technology Office of African American Students 35 West 33rd St Galvin Library, Upper Level CMC Chicago, Illinois 60616 Phone : 312-567-6482 Url : <a href="http://www.cmc.iit.edu">http://www.cmc.iit.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	8
27	Internet Ad-not directly contacted by SEU	N	2
28	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
30	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
31	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-426-7500 Email : <a href="mailto:rdcspirit@aol.com">rdcspirit@aol.com</a> Robbie Coleman	Y	0

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32	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	17
33	Lipscomb University 3901 Granny White Pike Nashville, Tennessee 37204 Phone : 615-269-1792 Lisa Shacklett Manual Posting	Y	0
34	Martha O'Bryan Center 711 South Seventh Street Nashville, Tennessee 37206 Phone : 615-254-1791 Email : <a href="mailto:omccraymob@yahoo.com">omccraymob@yahoo.com</a> Daniel Smith	Y	0
35	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
37	N.A.A.C.P. Tennessee State 1308 Jefferson Street Nashville, Tennessee 37208 Phone : 731-660-5580 Email : <a href="mailto:info@tnnaacp.org">info@tnnaacp.org</a> Fax : 1-731-660-5002 Gloria Sweet-Love	Y	0

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38	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California Phone : 310-385-8222 Email : nmg@tvtalet.com Career Services	N	0
39	Nashville State Community College 120 White Bridge Road Nashville, TN 37209, Tennessee 37209 Phone : 615-353-3248 Email : Nicole.hubbs@nsc.edu Nicole Hubbs	Y	0
40	Nashville Urban League 1219 19th Ave North Nashville, Tennessee 37208 Phone : (615) 254-0525 Email : Jmccree@ulmt.org Jade McCree	N	0
41	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : nab@nab.org Career Services	N	0
42	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgvtv.com n/a n/a	N	0
43	National College of Business/Technology 3748 Nolensville Pike Nashville, Tennessee 37211 Phone : 615-333-3344 Email : CareerServices@an.edu Terry McCall	N	0
44	Norfolk State University 700 Park Ave Dept of Mass Communications & Journalism Norfolk, Virginia 23504 Phone : 757-823-2384 Paula Briggs Ph.D Manual Posting	Y	0

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45	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
46	Nossi College of Art 907-36 Rivergate Pkwy Goodlettsville, Tennessee 37072 Phone : 615-851-1088 Email : <a href="mailto:jobplacement@nossi.edu">jobplacement@nossi.edu</a> Dax Gomez	Y	0
47	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : <a href="mailto:pbufford@beonair.com">pbufford@beonair.com</a> Phillip Bufford	Y	0
48	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, Tennessee 37932 Phone : 865-694-6400 Email : <a href="mailto:ccarson@pstcc.edu">ccarson@pstcc.edu</a> Carolyn Carson	Y	0
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Career Page	N	5
50	Station Website	N	2
51	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0



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52	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-5981 Email : rhill19@tnstate.edu Regina Hill	Y	0
53	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Email : sbgresumes@sbgstv.com Career Center	N	0
54	Tennessee Technical University PO Box 5021 Cookeville, Tennessee 38505 Phone : 800-416-1051 Email : lmoore@tntech.edu Career Services	Y	0
55	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
56	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle  Prong 2 Ended Date: 12/31/2023	N	0
57	TN Assoc of Broadcasters PO Box 101015 Nashville, Tennessee 37224 Phone : 615-321-1626 Url : http://www.tabtn.org Email : brenda@tabtn.org Brenda Heidt	Y	0

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58	Trevecca Nazarene 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-248-1463 Email : mgaertner@trevecca.edu Michelle Gartner	Y	0
59	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : info@tvjobs.com Mark Holloway	N	0
60	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
61	University of Memphis Scates Hall #315 Memphis, Tennessee 38152 Phone : 901-678-2000 Allisha Rose Manual Posting	Y	0
62	University of Missouri-Columbia 181 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : <a href="http://www.myinterfase.com/trulaske-missouri/emplo">http://www.myinterfase.com/trulaske-missouri/emplo</a> Email : career@missouri.edu Amanda Nell	N	0
63	University of North Carolina Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Email : tlholt@email.unc.edu Teresa Holt	Y	0

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64	University of Tennessee at Knoxville 333 Communication Bldg Knoxville, Tennessee Phone : 865-974-1000 Url : <a href="https://utk-csm.symplicity.com/employers/">https://utk-csm.symplicity.com/employers/</a> Email : <a href="mailto:babdul@utk.edu">babdul@utk.edu</a> Bukky Abdul	Y	0
65	University of TN-Martin Dept of Communications Martin, Tennessee 38238 Phone : 800-829-8861 Email : <a href="mailto:rfreed@utm.edu">rfreed@utm.edu</a> Rodney Freed	Y	0
66	West Tennessee Career Center 1124 Whitehall St Jackson, Tennessee 38301 Phone : 731-668-2040 Fax : 1-731-660-8085 Career Counselor	Y	0
67	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
68	Western Kentucky #1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-6141 Url : <a href="http://www.wku.edu/careerserv">http://www.wku.edu/careerserv</a> Anna Meany Manual Posting	N	0
69	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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70	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
71	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>44</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/2/2023	Participation in events or programs sponsored by educational institutions	Eric Dahl, Director of Creative Services, spoke to the students of the Mass Communications and Advertising class at Southeast Missouri State University regarding careers at TV stations including the specific types of jobs at WUXP/WZTV station. The class ran from 12:30 p.m. to 1:30 p.m. There were about 20 students in the class and they showed interest and asked questions.	1	Director Creative Services
2	8/18/2023	Establishment of an intern program designed to assist members of the community	WUXP/WZTV has an established internship program that is designed to broaden educational development of those studying for careers in broadcasting as well as assisting members of community to acquire skills needed for broadcast employment. Each intern applicant must be enrolled in an accredited college or university. The applicant must be majoring in communications or journalism. During these internships, the students have the opportunity to observe and be a part of a working television newsroom. We had a total of four interns that started on 5/22/23 and ended their internship on 8/18/23.	2	Assignment Manager HR Coordinator