

WSMV EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WSMV submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WSMV website and in the WSMV Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from April 1, 2008 through March 31, 2009 entitled the "**Recruitment Sources Report**" which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between April 1, 2008 through March 31, 2009.

3. A brief description of Recruitment Initiatives.

WSMV
Recruitment Sources Report
 For the period of April 1, 2008 through March 31, 2009 WSMV filled the following vacancies as defined by the FCC rules

Recruitment Sources	Account Executive 04/07/08			Associate Producer 04/28/08			Broadcast Media IS Manager 05/12/08			Account Executive 05/19/08			Account Executive 06/10/08			Administrative Assistant 07/28/08			Account Executive 08/04/08			Technical Producer 08/11/08			Account Executive 08/20/08			Technical Producer 09/03/08			Account Executive 10/20/08			Reporter 01/22/09			Assistant Traffic Manager 01/26/09			Reporter 02/23/09			Associate Producer 02/25/09											
	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS									
Middle Tennessee State University	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x				
Tennessee State University	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
NOSSI College	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Nashville Technical	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
ITT Technical	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Fisk University	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Vanderbilt University	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
David Lipscomb University	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Nashville Urban League	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Tennessee Association of Broadcasters	x	x		x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Broadcast Cable																																																						
Mediabizjobs.com		x						x			x			x												x																												
Spots-n-Dots		x						x			x																																											
WSMV website		x	HS		x	HS		x			x	HS					x	HS					x				HS					x						x	HS															
TVJobs. Com		x						x			x																																											
Medialine.com	x	x		x			x	x		x	x		x						x						x			x	x		x			x			x			x			x			x			x					
Monster.com								x	HS																																													
Meredith .com		x			x			x			x																																											
Industry/Employee Referral																																																						
Internal Promotion																																																						

Key:
 RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
 X= Represents All Recruiting Sources that received the job vacancy notice.
 HS= Source referring Hiree. Choose one of the following:
 HS = Recruitment Source that referred the Hiree.
 IR/ER= Hiree was referred by an Industry Referral/Employee Referral.
 IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WSMV INTERVIEWEE RECORDS REPORT

Job Vacancies: April 1, 2008 through March 31, 2009.

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
.	Middle Tennessee State University	Career Placement	Ph: 615-898-2500 / Fax: 615-898-4698	kaustin@mtsu.edu	1301 E. Main Street		Murfreesboro	TN	37132
2	Tennessee State University	Career Placement	Ph: 615-963-5981 / Fax: 615-963-7534	njordan@tnstate.edu	3500 John A. Merritt Blvd		Nashville	TN	37209-1506
.	NOSSI College	Career Placement	PH: 615-851-1088 / Fax: 615-851-1087	jobplacement@nossi.com	907 Two Mile Parkway		Goodlettsville	TN	37072
.	Nashville Technical	Career Placement	Ph: 615-353-3248 / Fax: 615-353-3243	cec@nsc.edu	120 White Bridge Road		Nashville	TN	37209
.	ITT Technical Institute	Career Placement	PH: 615-889-8700 / Fax 615-889-2836	swilcox@itt-tech.edu	2845 Elm Hill Pike		Nashville	TN	37214
.	Fisk University	Career Placement	Ph: 615-329-8631 / Fax: 615-329-8797	eeady@fisk.edu	1000 17th Avenue North		Nashville	TN	37208
.	Vanderbilt University	Career Placement	Ph: 615-343-6869 / Fax: 615-343-4448	tiffany.franklin@vanderbilt.edu	110 Alumni Hall		Nashville	TN	37240
.	David Lipscomb University	Career Placement	Ph: 615-2691792 / Fax: 615-269-1815	careerdevelopment@lipscomb.edu	3901 Granny White Pike		Nashville	TN	37204
.	Nashville Urban League	Juliet Mason	Ph: 615-254-0525 x12 / Fax: 615-254-0636	jmason@urbanleagueofmidtn.org	1219 9th Avenue North		Nashville	TN	37208
.	Tennessee Association of Broadcasters	Jill Greene	Ph: 615-321-1626 / Fax: 615-361-3488	tabtn@bellsouth.net	50 Music Square West, #900		Nashville	TN	37217
.	Broadcast & Cable	Elana Denis	Ph: 646-746-6741 / Fax: 303-265-2275	elana.denis@reedbusiness.com	360 Park AvenueS., 13th Flr		New York	NY	10010
.	Mediabizjobs.com	John Stipe	Ph: 406-558-4696 / Fax: 866-457-5554	johns@mediabizjobs.com	PO Box 95915		Seattle	WA	98145
10	Spots-n-Dots	April Causey	Ph: 800-978-7635 / Fax: 607-729-7331	sales@spotsndots.com	600 West Peachtree Street NW,		Atlanta	GA	30308
47	WSMV website	Rosemary Dickerson	Ph:615-353-2206 / Fax: 615-353-2322	rosemary.dickerson@wsmv.com	5700 Knob Road		Nashville	TN	37209
1	Medialine.com	Mark Shilstone	Ph: 800-237-8073 / Fax: 831-648-5204	medialine@medialine.com	P.O. Box 51909		Pacific Grove	CA	93950
5	monster.com	Heather Osborne	Ph: 800-666-7837	heather.osborne@monster.com	5 Clock Tower Place, Ste 500		Maynard	MA	01754
	Tvjobs.com	Mark C Holloway	PH: 760-754-8177 Fax: 760-754-2115	admin@tvjobs.com	P.O. Box 4116		Oceanside	CA	92052
	Meredith Corporation	Linda John	PH: 515- 284-2812 / Fax: 515- 284-3058	linda.john@meredith.com	1716 Locust Street		Des Moines	IA	50309
	CSB School of Broadcasting	Rob Learmont	615-884-0299/615 884-0993	rlearmont@gocsb.com	25 Century Blvd., Suite 103		Nashville	TN	37214
18	Industry/Employee Referral								
5	Internal Hire								

TOTAL **88**

*If contacts change during the reporting period, note date and name changes below.

*Rob Learmont requested that CSB School of Broadcasting be added to to receive WSMV's job postings on 1/20/2009.

WSMV Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	April 1, 2008 to March 31, 2009	WSMV has an extensive internship program allowing students to experience hands on training in the television industry while receiving academic credit hours. During this reporting period, 28 students participated in the WSMV Internship Program. Interns worked in the Sales, Production, News and Graphic Arts departments and performed duties such as operating studio camera/prompter, system editing/writing news stories. Editing video for on-air purposes, assisting photographers with equipment and lighting, assisting newsroom personnel with viewer information, making beat calls, assist reporters with research ideas for development of story topics, preparing graphics for on-air usage and preparing sales promotional items for sales promotions.	David Lipscomb University Vanderbilt University Georgia Southern University Austin Peay State University Middle Tennessee State University Belmont University Fisk University Auburn University Western Kentucky University Tennessee State University Tennessee Tech University Elon University
Job Fairs UNITY: Journalists of Color	July 23-26, 2008	Several News Directors, Assistant News Directors, Executive Producers and members of Management and HR (including WSMV HR Director Rosemary Dickerson) represented Meredith Broadcasting at the UNITY convention in Chicago. UNITY is a once every 4-year gathering of the four main minority journalism organizations. Part of the convention is a Media Showcase and Career Expo during which Meredith Broadcasting was an exhibitor. During the career fair, volunteers at our booth met with close to 300 attendees and provided information about Meredith Corporation, job	

		opportunities at our Broadcasting stations, and critiqued demo reels.	
Job Fairs University of Tennessee Spring Job Fair	March 26, 2009	Human Resources Director Rosemary Dickerson participated in a Career Fair sponsored by the University of Tennessee for purposes of outreach and recruitment. Approximately 600 students are expected to participate in this event.	University of Tennessee Knoxville, Tennessee
Participation in Community Events	April 11, 2008	WSMV Morning Anchor Holly Thompson represented WSMV and hosted a booth for Better Nashville at the Southern Women's Show held at the Nashville convention Center. Several hundred attended this year.	
	April 14, 2008	WSMV Meteorologist, Lisa Spencer, was moderator of a public policy forum on natural disaster readiness.	
	May 7, 2008	WSMV Meteorologist, Lisa Spencer was keynote speaker at a Book Publishing Celebration at Crockett Elementary School in Brentwood, Tennessee.	
	June 5, 2008	WSMV Meteorologist Lisa Spencer served as emcee for the Leukemia and Lymphoma Society fundraising gala. Several hundred were in attendance at this event.	
	May 17, 2008	WSMV Morning Anchor Aaron Solomon served as emcee for the Miss Good Ole Days Beauty Pageant in Cannon County Tennessee. Approximately 1000 attendees participated in this event.	
	June 5, 2008	WSMV Morning Anchor Holly Thompson	

		<p>served as emcee for the American Diabetes Association's "Father of the Year" awards banquet held at the Loewe's Vanderbilt Plaza in downtown Nashville, Tennessee.</p>	
	June 18, 2008	<p>WSMV Morning Anchor Aaron Solomon served as featured speaker and Honorary Chair of the CEO/Business Leaders Breakfast of the station-sponsored "Light the Night" walk benefiting the Leukemia and Lymphoma Society. Approximately 100 attendees participated in this event.</p>	
	August 7-8, 2008	<p>WSMV Morning Anchor Holly Thompson served as Spokesperson for the Hermitage Golf Classic benefiting the Tennessee Breast Cancer Coalition and emcee at the Patron's Party.</p>	
	September 20, 2008	<p>WSMV Meteorologist Lisa Spencer represented WSMV at the Dickson County Emergency Preparedness Fair in Dickson County Tennessee. Approximately 100 participants came by the station booth in this "meet & greet" on-air talent.</p>	
	November 7, 2008	<p>WSMV Meteorologist Lisa Spencer was the keynote speaker at the Lifeway Retirees Fellowship luncheon in Nashville, Tennessee. Approximately 200 attendees participated in this event.</p>	
	November 26, 2008	<p>WSMV Meteorologist Dan Thomas served approximately 500 Thanksgiving meals to the</p>	

	February 6, 2009	homeless at the Nashville Rescue Mission. WSMV Meteorologist Lisa Spencer served as featured speaker at the Tennessee Emergency Management Association First Responders Meeting in Nashville, Tennessee.	
Participation in Longer Term Recruitment Initiatives and Outreach	October 3, 2008	WSMV Morning Anchor Holly Thompson participated in the Middle Tennessee State University Honor college event as a board member and representing WSMV. Approximately 20 students were in attendance at this all day event.	
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 1, 2008	WSMV Main Anchor Demetria Kalodimos participated as a presenter at the 6 th Annual Regional Student Television Awards for Excellence honoring outstanding high school TV production. Approximately 150 students, teachers and television professionals attended this event. Ms. Kalodimos also presented a seminar entitled <i>Video Triage: Finding Your Focus</i> during this event.	Vanderbilt University Nashville, TN The National Academy of Television Arts & Sciences (NATAS) Nashville/Midsouth Chapter
	April 17, 2008	WSMV Morning Anchor Holly Thompson spoke to students at the International Academy of Design and Technology regarding television, broadcasting and image approximately 100 students were in attendance.	International Academy of Design of Technology Nashville, TN
	April 24, 2008	WSMV Morning Anchor Holly Thompson spoke to students about careers in broadcasting at Career Day.	Rosebank Elementary Nashville, TN

	<p>January 5 - 23, 2009</p>	<p>WSMV participated in the Harpeth Hall Winterim program. Harpeth Hall is an all-girls school with grades 5-12. The Winterim program is essentially an internship/job shadow program which allows juniors and seniors to explore various careers prior to attending college. WSMV was the sole broadcasting organization participating this year and hosted 1 intern for this program. The intern job shadowed various functions within the newsroom, promotions and operations.</p>	<p>Harpeth Hall School Nashville, TN</p>
	<p>April 8, 2008</p>	<p>WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding important weather tips and information.</p>	<p>Capshaw Elementary Cookeville, TN</p>
	<p>May 13, 2008</p>	<p>WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding important weather tips and information. 200 students were in attendance.</p>	<p>West Creek Middle School Clarksville, TN</p>
	<p>September 3, 2008</p>	<p>WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding important weather tips and information. 80 students were in attendance.</p>	<p>West Cheatham Elementary Cheatham County, Chapmansboro, TN</p>
	<p>October 8, 2008</p>	<p>WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding important weather tips and information. 200 students were in attendance.</p>	<p>Public Montessori School Davidson County, Nashville, TN</p>
	<p>November 12, 2008</p>	<p>WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding</p>	<p>Poplar Grove Elementary Williamson County,</p>

		important weather tips and information. 100 students were in attendance.	Franklin, TN
	November 18, 2008	WSMV Meteorologist, Lisa Spencer, spoke to a group of elementary school students regarding important weather tips and information. 75 students were in attendance.	Etheridge Elementary Lawrence County Etheridge, TN
	January 23, 2009	WSMV Meteorologist Lisa Spencer spoke to a group of elementary school students regarding important weather tips and information. 110 students were in attendance.	Cockrill Elementary Davidson County Nashville, TN
	February 27, 2009	WSMV Meteorologist Dan Thomas spoke to a group of elementary school students regarding important weather tips and information. 200 students were in attendance.	Heritage Elementary School Davidson County Nashville, TN
	March 24, 2008	WSMV Morning Anchor Holly Thompson spoke to approximately 35 students and professors about careers in journalism and television.	Scales Elementary Williamson county Brentwood, TN
	March 19, 2009	WSMV Meteorologist Dan Thomas spoke to a group of elementary school students regarding important weather tips and information. 110 students were in attendance	Edmonson Elementary Williamson County Brentwood, TN
	May 2, 2008	WSMV Meteorologist Lisa Spencer participated in a Career Day to share information about	Lawrenceburg Public School Lawrenceburg, TN

		careers in broadcasting.	
		<p>\WSMV-TV conducts tours of the station with interested parties. The tours provide opportunities for participants to gain valuable knowledge of the broadcasting industry. Staff members will talk with and answer questions of tour participants regarding News, Production, Weather and Sports departments. Tour conducted during the reporting period include the following:</p>	
	May 27, 2008	WSMV Meteorologist Lisa Spencer conducted tour	Girl Scout Troop #0085 Chapel Hill, TN
	March 20, 2009	WSMV Morning Anchor Holly Thompson conducted tour	T.W. Hunter Middle School Hendersonville, TN
	October 6, 2008	WSMV Meteorologist Lisa Spencer conducted tour	Liberty Christian Home School Program
	November 4, 2008	WSMV Meteorologist Lisa Spencer conducted tour	Girl Scout Troup from Williamson County and Home School Group from Mt. Juliet, TN