

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 of three (3) parts as follows:

1. A form for each job vacancy filled by the station from April 1, 2009 through March 31, 2010 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, 2009 through March 31, 2010.

3. A brief description of Recruitment Initiatives.

WSMV

Recruitment Sources Report

For the period of April 1, 2009 through March 31, 2010 WSMV filled the following vacancies as defined by the FCC rules

Recruitment Sources (Position Filled Date)	ENG Coordinator 04/13/09			Associate Producer 05/28/09			Broadcast Media Systems Engineer 06/08/09			Reporter/ Photographer 06/09/09			PT Photographer 08/06/09			Photographer 08/24/09			News Anchor 10/05/09			Account Executive 12/01/09			Meteorologist 12/21/09			Associate Producer 12/28/09								
	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						
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				
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	
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	
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	
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	
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	
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	
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	
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	
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	
Broadcast Cable																																				
Mediabizjobs.com		x			x			x			x			x			x			x			x			x			x			x			x	
Spots-n-Dots																																				
WSMV website		x			x	HS		x			x			x			x			x			x			x			x			x			x	HS
TVJobs.Com		x						x			x	HS		x			x			x			x			x			x			x			x	
Medialine.com	x	x		x	x		x	x	HS	x	x	HS	x	x		x	x		x	x		x	x		x	x	HS	x	x		x	x		x	x	
Monster.com																																				
Meredith.com		x			x			x			x			x			x			x			x			x			x			x			x	
Careerbuilder.com																																				
Indeed.com																																				
Industry/Employee Referral			ER												IR																					
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

Recruitment Sources Report

For the period of April 1, 2009 through March 31

(Position Filled Date)	Local														
	Programming Producer			Associate Producer			Investigative Reporter			Account Executive			Executive Producer		
	01/11/10			01/25/10			02/22/10			03/01/09			03/04/10		
Recruitment Sources	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	
Tennessee State University	x	x		x	x		x	x		x	x		x	x	
NOSSI College	x	x		x	x		x	x		x	x		x	x	
Nashville Technical	x	x		x	x		x	x		x	x		x	x	
ITT Technical	x	x		x	x		x	x		x	x		x	x	
Fisk University	x	x		x	x		x	x		x	x		x	x	
Vanderbilt University	x	x		x	x		x	x		x	x		x	x	
David Lipscomb University	x	x		x	x		x	x		x	x		x	x	
Nashville Urban League	x	x		x	x		x	x		x	x		x	x	
Tennessee Association of Broadcasters	x	x		x	x		x	x		x	x		x	x	
Broadcast Cable															
Mediabizjobs.com		x			x			x			x			x	
Spots-n-Dots								x							
WSMV website		x			x			x			x			x	
TVJobs.Com		x			x			x	HS		x			x	
Medialine.com		x	x		x	x		x	x		x	x		x	x
Monster.com															
Meredith.com		x			x			x			x			x	
Careerbuilder.com															
Indeed.com															
Industry/Employee Referral													IR		
Internal Promotion															IP

Key:
 RS/O= Requesting Sources/Organizations that requested
 X= Represents All Recruiting Sources that received the job
 HS= Source referring Hiree. Choose one of the following:
 HS = Recruitment Source that referred
 IR/ER= Hiree was referred by an Individual
 IP = Internal Promotion = this only

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, 2009 to March 31, 2010	<p>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, 22 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.</p>	<p>David Lipscomb University Vanderbilt University Austin Peay State University Middle Tennessee State University Belmont University Western Kentucky University Tennessee State University Tennessee Tech University University of Tennessee-Knoxville Virginia Tech Columbia State University University of Florida</p>
Job Fairs National Association of Black Journalists	August 5-9, 2009	<p>Several News Directors, Assistant News Directors, members of Management and WSMV HR Director Rosemary Dickerson represented Meredith Broadcasting at the NABJ convention in Tampa, Florida. 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.</p>	

<p>Job Fairs Tennessee Association of Broadcaster Career</p>	<p>January 20, 2010</p>	<p>WSMV Human Resources Director Rosemary Dickerson and Sales Manager Jon Reames participated in this career fair sponsored by the Tennessee Association of Broadcasters for purposes of outreach and recruitment. Approximately 300 students and recent graduates attended this event.</p>	<p>Tennessee Association of Broadcasters Murfreesboro, Tennessee</p>
<p>Participation in Community Events</p>	<p>April 27, 2009</p> <p>May 6, 2009</p> <p>August 6-7, 2009</p> <p>October 9, 2009</p>	<p>WSMV Meteorologist Nancy Van Camp hosted the 11th annual “Jammin’ to Beat the Blues”, an annual concert benefiting the Mental Health Association of Middle Tennessee to increase community awareness about the serious impact of mental health disorders on people’s lives and fostered dialog and widespread understanding of mental illness in our community.</p> <p>WSMV Morning Anchor Holly Thompson served as Mistress of Ceremonies at the American Heart Association’s annual Go Red for Women luncheon held at the Brentwood, TN Cool Springs Marriott. Several hundred attended this event which is a fundraiser as well as an opportunity for the American Heart Association to help educate women on the importance of taking care of their hearts.</p> <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> <p>WSMV Anchor Tom Randles Tom Randles served as emcee for the Alzheimer’s Foundation of America’s inaugural “For the Love of George” event at the Country Music Hall of</p>	

		<p>Fame in Nashville. Grammy-winning singer and musician Kathy Mattea and other country artists performed at this event to raise awareness of Alzheimer's disease.</p>	
	November 26, 2009	<p>WSMV Anchor Demetria Kalodimos and Meteorologists Lisa Spencer and Dan Thomas served approximately 500 Thanksgiving meals to the homeless at the Nashville Rescue Mission.</p>	
	December 4, 2009	<p>WSMV Morning Anchor Aaron Solomon served as grand marshal for hr 25th Annual Lynnville Christmas Parade organized by the Town of Lynnville and Lynnville Community Club.</p>	
	December 10, 2009	<p>WSMV Meteorologist Lisa Spencer served as featured speaker at the Nashville Chapter of the Association of Information Technology Professional to speak on how to stay safe in severe weather and a behind the scenes view of how weathercasts are made.</p>	
	January 26, 2010	<p>WSMV Meteorologist Nancy Van Camp spoke at the January 26 meeting of the Lawrenceburg Rotary Club about her career in broadcasting career.</p>	
	February 14, 2010	<p>WSMV Meteorologist Nancy Van Camp hosted "The Language of Love", a concert Benefiting 'Happy Tales Humane' at the Brentwood Country Club.</p>	

	February 15, 2010	WSMV Anchor Tom Randles emceed the All-Star Jazz Rally for WMOT, sponsored by a nonprofit coalition of jazz organization (the Nashville Jazz Orchestra, Nashville Jazz Workshop, & Tennessee Jazz & Blues Society) which mounted a campaign to save public radio station WMOT – 89.5 FM, the student- run radio station of Middle Tennessee State University which was slated to discontinue operations due to budget cuts.	
	March 14, 2010	WSMV Anchor Demetria Kalodimos hosted the Arts and Business Council of Greater Nashville at the second annual <i>ABC Music City Corporate Band Challenge</i> . Companies are invited to share their talents and “start a band” to compete against other Nashville businesses...all for fun, pride and bragging rights! The winner is invited to perform at the 2010 CMA Music Festival and the Jefferson Street R&B Festival in June 2010.	
Participation in Longer Term Recruitment Initiatives and Outreach	October 3, 2009	WSMV Morning Anchor Holly Thompson participated in the Middle Tennessee State University Honor college event as a board member and representing WSMV. Approximately 18 students were in attendance at this all day event.	
	January 20,	WSMV Human Resources Director Rosemary	

	2010	Dickerson attended the Tennessee Association of Broadcaster EEO Diversity and Unlawful Employment Discrimination Seminar designed to help radio and television broadcasters stay abreast of Diversity trends and identify potential Discrimination issues in their individual stations.	
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 28, 2009	WSMV Meteorologist Dan Thomas spoke to a group of elementary school students regarding important weather tips and information regarding careers in broadcasting. 200 students were in attendance.	Mt. Juliet Elementary Mt. Juliet, TN
	February 26, 2010	<p>WSMV Meteorologist Dan Thomas spoke to a group of elementary school students regarding important weather tips and careers in broadcasting. 100 students were in attendance.</p> <p>Throughout the school year, WSMV Morning Anchor Aaron Solomon visits schools in the Middle Tennessee and Western Kentucky area, speaks to the students about careers in broadcasting and then highlights on the unique features at each school in a weekly on-air segment during the morning news.</p>	East Side Elementary Shelbyville, TN

WSMV INTERVIEWEE RECORDS REPORT

Job Vacancies: April 1, 2009 through March 31, 2010.

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
.	Tennessee State University	Career Placement	Ph: 615-963-5981 / Fax: 615-963-7534	niordan@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@nssc.edu	120 White Bridge Road		Nashville	TN	37209
.	ITT Technical Institute	Career Placement	PH: 615-889-8700 / Fax 615-889-2836	swilcox@iit-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 Avenue S., 13th Fl		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
.	Spots-n-Dots	April Causey	Ph: 800-978-7635 / Fax: 607-729-7331	sales@spotsndots.com	600 West Peachtree Street NW		Atlanta	GA	30308
13	WSMV website	Rosemary Dickerson	Ph: 615-353-2206 / Fax: 615-353-2322	rosemary.dickerson@wsmv.com	5700 Knob Road		Nashville	TN	37209
3	Medialine.com	Mark Shilstone	Ph: 800-237-8073 / Fax: 831-648-5204	medialine@medialine.com	P.O. Box 51909		Pacific Grove	CA	93950
.	monster.com	Heather Osborne	Ph: 800-666-7837	heather.osborne@monster.com	5 Clock Tower Place, Ste 500		Maynard	MA	01754
8	Tvjobs.com	Mark C Holloway	Ph: 760-754-8177 Fax: 760-754-2115	admin@tvjobs.com	P.O. Box 4116		Oceanside	CA	92052
6	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	Ph: 615-884-0299/Fax: 615 884-0993	rlearmont@gocsb.com	25 Century Blvd., Suite 103		Nashville	TN	37214
2	Careerbuilder	TMP Pathways							
16	Industry/Employee Referral								
4	Internal Hire								

TOTAL 52

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