



Nashville PBS

EEO Public File Report

Period Covered
April 1, 2025 – March 31, 2026



EEO Public File Report
April 1, 2025 - March 31, 2026
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EEO Public File Report

Section 1



**Nashville PBS
Vacancies Filled
April 1, 2025 to March 31, 2026**

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)
Chief Development Officer	12/30/24 04/03/25	50 (+)	12	1,57	57	1,47,57,61, 62
Senior Director of Finance	10/28/25 01/09/26	50 (+)	9	1,57	1	1,57, 62

Note:

EEO Public File Report
Section 2

Nashville PBS – EEO Job Sources April 2025 - March 2026

		Recruitment Source	Address	Contact / Phone	Email and/or Website
	1	www.wnpt.org (Station website)		(615) 259-9325	jdelmerico@wnpt.org
	2	Tomicka Delgado	161 Rains Avenue Nashville TN 37203 National Museum of African American Music, 510 Broadway, Nashville, TN 37203	(615) 301-8724	tdelgado@wnpt.org
	3	Nashville State Community College	120 White Bridge Road Nashville TN 37209	Janice Dennis HR- 615-353-3304 or 615-353-3333	human_resources@nsc.edu
	4	Tennessee State University	3500 John Merritt Blvd, Nashville TN 37209	Lisa Fletcher - 615-353-3230	careerservices@nsc.edu mgw.tnstate.edu
	5	Lipscomb University	3901 Granny White Pike. Nashville TN 37204	Monica Whitworth Career Center 615-966-1000	
	6	The University of Tennessee • Martin	250 University Center Martin TN 38238	Renard Miles 615-963-5285	
	7	Tennessee Technological University	1 William L. Jones Dr, Box 5021. Cookeville TN 38505	Lillian Moore Career Services 931-372-3101	Handshake.com
	8	The University of Tennessee • Knoxville	915 Volunteer Drive Knoxville TN 37996	Heather Career Planning 865-974-1000	Handshake.com
	9	Vanderbilt University	110 Alumni Hall Nashville TN 37240	VU Career Center, 615-875-8475	Handshake.com
	10	Middle Tennessee State University	1301 East Main Street Murfreesboro, TN 37132	MTSU Career Center, 615-898-2300	Handshake.com
	11	Trevecca Nazarene University	333 Murfreesboro Rd. Nashville TN 37210	Martha Turner, Placement Director 615-898-2300 & Jan Harvey Placement Services 615-248-1237	Handshake.com
	12	University of Memphis	417 University Center Memphis, TN 38152	Tammy Hale Career Center (901) 678-2000 and Employer Relations (901) 678-2239	Handshake.com
	13	Portat Austin Peay State University	601 College Street Clarksville TN 37044	Career Placement 931-221-7011	Handshake.com
	14	HS The University of Tennessee - Chattanooga			
	15	GCL Volunteer State Community College	615 McCallie Ave Chattanooga TN 37403 1480 Nashville Pike, Gallatin TN 37066	Heather Hale	Handshake.com heather.harter@volstate.edu
	16	HS Western Kentucky University	1906 College Heights Blvd, Bowling Green KY 42101	Jud Owens Career Placement 270-745-0111	Handshake.com
	17	HS East Tennessee State University	Box 70715 Johnson City TN 37614	Jeanette Hill Career Placement, 423-439-4441	Handshake.com
	18	HS Fisk University	1000 17th Ave North, Nashville TN 37208	Career Placement 615-329-8597	Handshake.com
	19	HS Belmont University	ECO Belmont Blvd Nashville. TN 37212	Charlsie Matthews Placement Svc 615-460-6000	
	20	GCL Tennessee Technology Center	200 White Bridge Rd Nashville TN 37209	Shedita Denton, Student Svc 615-425-5560	
	21	ws TN Career Center	665 Mainstream Drive. Nashville TN 37243	615-253-8920 Shavonne Meneese 615-770-1906	
	22	GCL NAACP	1308 Jefferson Street Nashville TN 37208	Keith Certain President 615-329-0999 office 615-419-4214	keithcertain@naacp.org
	23	GCL TN Association of Broadcasters	Two International Plaza Drive, Suite 507 Nashville TN 37217	615-365-1840	
	24	GCL American Advertising Federation	PO Box 293327 Nashville TN 37229		
	25	GCL National Organization of Women	PO Box 120523 Nashville TN 37212	Jo Abram 615-269-7141	TennesseeNOW@comcast.net
	26	GCL 100 Black Men of TN	PO Box 140789, Nashville, TN 37214	Mark Farrar Exec. Dir. 615-469-4040	markfarrar@the100middletn.org
	27	GCL Urban League of Middle TN	50 Vantage Way Suite 201 Nashville, TN 37228	Clifton Harris ,President & CEO 615-254-0525	
	28	SCLE TN Disability Coalition	955 Woodland St. Nashville TN 37206	Mrs. Lori Adukeh. Exec Director	
	29	Center for Nonprofit Management	1610 54 th Ave N, #225, Nashville TN 37209	Carol Westlake, Director 619 383-9442 Amber Dziesinski 615-259-0100	
	30	CCL Watkins College of Art	2298 Rosa L. Parks Blvd Nashville TN 3722'	Kellie Meeks	kellie.meeks@belmont.edu
	31	Email NATAS	161 Rains Avenue. Nashville. TN 37203	Nic Dugger	http://jobbank.emmyonline.org ; https://emmytennessee.org/job-bank/ ; email: emmytennessee@aol.com
	32	ws Nashville Chamber of Commerce	211 Commerce Street Suite 100 Nashville TN 37201	Alison Tenneman 615-743-302	nashvillechamber.com
	33	GCL TVjobs.com	TVjobs.com	Fax 760-754-2115	
	34	GCL CSB School of Broadcasting		Amanda Maher	
	35	ws School of Broadcast Engineering			sbe.com
	36	GCL Nashville Black Journalists Association	PO Box 24174 Nashville TN 37202		

	Fee 37 GCL 38	National Association of Hispanic Journalists Nashville Area Hispanic Chamber of Commerce	Washington, DC PO Box 40541 Nashville TN 37204	Van Roman National Executive Director 202-662-7145 615-216-5737	www.nahicareers.org jobs@nashvillehispanicchamber.com
	GCL 39 GCL 40	Asian American Journalists Association National Council of Indigenous People	aa.com 1261 Murfreesboro Rd Suite 360 Nashville 37217	Jacqueline Gulled, President Atlanta Chapter	Jacqueline.Gulled@aall.com
	Fee 41 Fee 42	NAMA • Nashville Chapter of American Marketing Asso Chronicle of Philanthropy	jobs.nashvilleama.com	Vivian Smith 615-360-9797 est 102	Vsmith@ama.com \$150 for non-memb \$50 for members
	Fee 43 Fee 44	Association of Fundraising Professionals TN News Career Builder	Nashville TN 1 IDO Broadway Nashville TN 37203	Jerin 202-466-1229 Jud Rodriguez, Recruitment Accounts 615-726-8966 Client Relations 615-259-8291	
	Fee 45 46	ProductionHUB.com PBS	1320 Braddock Place Alexandria,VA 22314	Eric 877-629-4122	productionhub.com
	Fee 47 48	Current Public Media Jobs National Press Photographers Association	1612 K Street NW Washington DC 20006	Dave Johnston Director 703-731-7000 Anne Ellis Account Manager	
	Fee 49 Email 50	Society of Professional Journalists Public Media Business Association			\$ 0 -fee
	NETA 51 NETA 52	NETA Consulting Greater Public Broadcasting Association			Netaonline.com
	NETA 53 NETA 54	National Association of Black Journalist5 • via NETA Public Media Women In Leadership -via NETA			
	NETA 55 Fee 56	TV Newscheck - Via NETA Society for HR Management			www.shrm.org
	Linkedin 57 58	Linkedln Job Board Workplace Diversity		www.linkedin.com workplacediversity.com	
	WS 59 Email 61	CPB Alabama Broadcasters Association THE Table		Cpb.com Al-ba.com thetableaction.com	heather@thetablemail.com
	62	Indeed.com			https://www.indeed.com/hire/cs

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 2025 – March 2026.

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 2025-January 5 2026).
Mandatory training for all staff.
2. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.
 - McKenly Blair (Sr. Director of Human Resources) attended meetings of The Table on April 23rd, 2025, June 25th, 2025, August 27th 2025 & October 22nd 2025. 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:
 - Chief Development Officer (12/30/2025)
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.

- **National Academy of Television Arts & Sciences (NATAS) & Nashville PBS Professional Development Day: Becky Magura (President & CEO), Samantha Andrews (Director of Education and Engagement), Nic Duggar (NATAS).** A full day of professional development events to enhance the instructional skills and industry knowledge of regional public high school educators who teach television and film production. The Tennessee Department of Education officially approved this event for state PD credit. This initiative demonstrates our commitment to providing equitable access to professional growth opportunities for educators across the region. **July 9, 2025**
- **Hawks Talk Experienced-Based Learning Activity/Slice of the Community: Hawks Talk: Becky Magura (President & CEO), Rosemary Brunton (Community Engagement Manager), Jerome Moore (Host, Public Affairs Producer).** Students at Metro Nashville Public Schools' Johnson Learning Center partnered with Nashville PBS (WNPT) in fall 2025 through the HAWKS TALK experiential learning program. Since September 2025, students and faculty have met regularly with WNPT staff, producers, and advisors to develop interviewing and media production skills that support the creation of youth-driven content. As part of this work, HAWKS TALK students participated in two live-to-tape *Slice of the Community* productions, engaging with historical film clips, learning from historians and local media professionals, and sharing their perspectives on what it means to be an American. Students then led the creation of the *Voices of Liberty HAWKS TALK* podcast, culminating in a spring 2026 live studio showcase where they reflected on their learning, shared personal insights, and discussed how interviewing local Americans enhanced their understanding of history, identity, and civic life. This initiative demonstrates a commitment to providing hands-on, inclusive educational experiences that foster student engagement, leadership, and civic awareness. **Full Schedule of activities: 9/30/25, 2/25/26, 3/25/26, 4/29/26, 5/20/26, 10/23/25 (Slice), 3/26/26 (Slice)**
- **MNPS Career Fair: Becky Magura (President and CEO), Samantha Andrews (Director of Education and Engagement), Rosemary Brunton (Community Engagement Manager), Taylor Pray (Video Editor), Suzy Hence (Senior Producer), Charlie Crump (Associate Producer).** Participation in the Annual Academies of Nashville Career Exploration Fair, representing the Arts, Media, and Communications career cluster. This event provided nearly 4,500 ninth-grade students with the opportunity to explore career pathways, engage in meaningful discussions, and gain inspiration for their future. Our staff facilitated student learning by answering career-related questions, and providing insight into careers in the arts, media, and communications. This initiative demonstrates our commitment to supporting equitable access to career exploration and educational enrichment for students across the Nashville area. **November 5, 2025**
- **JA Biztown: Becky Magura (President and CEO) & Samantha Andrews (Director of Education and Engagement).** Junior Achievement (JA) is a nonprofit organization dedicated to empowering students with the skills they need to achieve economic success as they grow. Through the JA BizTown program, volunteers support small groups of middle school students as they operate a simulated town that includes a

bank, city hall, restaurant, health clinic, and public television station. This hands-on program provides students with practical media-making experience and opportunities to develop related career-readiness skills. Students take full responsibility for their public television roles and volunteers guide and encourage them as they navigate challenges and problem-solve in real time. **February 26, 2026**