

Nashville Public Radio
EEO Public Inspection File Report
April 1, 2023 – March 31, 2024
WPLN-FM and WXP-FM

Placed in the FCC Public file and WPLN.ORG on March 31, 2024

FCC rule 73.2080 requires this station to report the following information for all full-time employment vacancies.

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title. (See filled positions report)
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number. (See filled positions report)
3. The recruitment source that referred to the hire for each full-time vacancy during the preceding year. (See filled positions report)
4. Data reflecting the total number of people interviewed for full-time vacancies during the preceding year and the total number of interviewees referred to by each recruitment source utilized in connection with such vacancies. (See filled positions report)
5. A list and brief description of initiatives undertaken to satisfy the requirement to complete four "menu options" within a two-year period. (See Supplemental Outreach Initiatives)

**Nashville Public Radio
WPLN-FM and WNXP-FM
Filled Position Report
April 1, 2023 to March 31, 2024**

There were ten full-time position openings, and ten full-time positions were filled during the reporting period.

Position Title and "Recruitment Source"	Date Open	Date Filled	Number Interviewed	Number Hired	Recruitment Sources Used
Associate Director of Development	8.6.2023	8.16.2023	3	1	#2, #3, #5, #6, #8, #18
Digital Content Coordinator	7.01.2023	7.12.2023	4	1	#3, #4, #6, #8, #11, #12, #13, #16, #17
Director of Institutional Giving	7.27.2023	11.14.2023	4	1	#2, #3, #4, #6, #8, #14, #18
Director of Events	6.26.2023	8.10.2023	3	1	#2, #4, #8, #17, #18
Health Care Reporter	2.28.2023	5.01.2023	3	1	#2, #3, #7, #8, #9, #10, #11, #12, #15, #17
Multimedia Producer	9.12.2023	11.6.2023	2	1	#7, #8, #9, #10, #11, #12, #13, #14, #16, #17
News Editor	5.30.2023	10.24.2023	2	1	#7, #8, #9, #10, #11, #12, #14, #15, #17
Senior Producer	9.19.2023	10.18.2023	3	1	#2, #3, #4, #7, #8, #9, #10, #11, #12, #13, #14, #15, #17
Technical Director	6.23.2023	8.4.2023	3	1	#7, #8, #9, #10, #11, #12, #14, #15, #17
Chief Operating Officer		7.1.2023	1	1	Exigent Hire - see comment below

Nashville Public Radio lost three of the four Vice Presidents in a short period of time, which created a significant leadership vacuum in critical departments. Nashville Public Radio's staff doubled between 2021 and 2023. Because of this growth the organization was already considering the creation of a Chief Operating Officer position. At this same time, the VP/Programming resigned with no-notice, creating an emergency need for management level programming oversight. The organization was unsuccessful in recruiting a suitable VP/Programming replacement during an extensive recruiting process. Then the organization became aware of a uniquely qualified individual with extensive programming experience as well as the skills necessary for the contemplated COO role. An unbudgeted exigent hire was made because of these reasons. There have been no other exigent hires at Nashville Public Radio within this or the prior reporting periods.

NASHVILLE PUBLIC RADIO
Recruitment Source Key for Full-time Job Openings

#1	Nashville Public Radio website 630 Mainstream Drive, Nashville, TN 37228
#2	LinkedIn 1000W. Maude Ave Sunnyvale, CA
#3	Indeed 6433 Champion Grandview Way Building One Austin TX 78750
#4	Glassdoor 50 Deale Street San Francisco Ca
#5	LinkUp 430 1st Avenue North, Suite 790. Minneapolis, MN 55401
#6	ZipRecruiter 604 Arizona Ave. Santa Monica, CA 90401.
#7	Asian American Journalists Association 5 Third St, Suite 1108. City. San Francisco. State. CA. zip
#8	Center for Non-Profit Management 1610 54th Ave N #225, Nashville, TN 37209
#9	National Association of Black Journalists 1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742
#10	National Association of Hispanic Journalists 2115 Summit Avenue St. Paul, MN 55105
#11	Public Media Journalist Association P.O. Box 838 Sturgis, SD 5778
#12	Radio Television Digital News Foundation 529 14th Street, NW Suite 1240. Washington, DC 20045
#13	Public Media Jobs_ The Current 6930 Carroll Ave Suite 35 Takoma Park MD 20912
#14	Tennessee Association of Broadcasters Two International Plaza Drive, Suite 902. Nashville, TN 37217
#15	The Association of LGBTQ Journalists 2120 L Street, NW Suite 850 Washington, DC 20037
#16	Greater Public PO Box 303279. Austin, TX 78703-0055
#17	Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129
#18	Association of Fundraising Professionals 4200 Wilson Blvd #480, Arlington, VA 22203

Supplemental Outreach Initiatives used from April 1, 2023 to March 31, 2024

Establishment of Internship Program:

One student intern worked in the WPLN News department during this year's internship program.

Training Programs for Station Personnel:

Station leadership staff participated in sessions focused on team building, organizational and individual advancement. Sessions were focused on Diversity, Equity, and Inclusion training for senior staff.

Direct Recruiting:

Nashville Public Radio has increased the use of direct recruitment proactively attracting diverse individuals. LinkedIn, Facebook, Twitter, and other Social Media outlets are used to identify potential candidates. Efforts are made to reach out directly and encourage diverse applicants to apply for openings.

Community Outreach

Event participation involving Community Leaders where WPLN staff presents Public Radio's mission and the organization's work.

Date	Description	Kind of appearance
4/2/2023	Trevecca class presentation	Classroom visit
4/14/2023	Author event with Curtis Chin	moderated conversation
4/19/2023	Mary Louise Kelly breakfast - MC	MC
4/19/2023	Mary Louise Kelly book event	Moderator/Live Event
4/26/2023	presentation at Pop Conference @ NYU	Presentation
5/20/2023	Mayoral Forum - FiftyForward, AgeWell Md. TN	Moderator
6/20/2023	Speech to Rotary Club of McMinnville	Presentation WPLN Investigative Reporter
6/25/2023	Nashville Health Equity Coalition Meeting	Moderator WPLN News Reporter
9/18/2023	artists & activism panel @ CMHOF	moderated conversation WPLN Reporter
9/18/2023	Nickel Creek & Sarah Silverman convo @ RCA Studio A	moderated conversation WPLN Reporter
9/18/2023	convo w/ Mary Gauthier @ Americana Fest	moderated conversation WPLN Reporter
9/25/2023	Donor Days Lunch	Panel Talk by WPLN News Reporter
10/1/2023	College Student Kahwit Tela Shadowing for October	Shadowing with News staff
10/3/2023	Steven Inskeep Book Interview Donor Event	Live Event/Moderator WPLN News Reporter
10/18/2023	Templeton Academy student group tour and talk	Station Tour and news career discussion
11/1/2023	League of Women Voters lunchtime	Presentation by WPLN News Reporter
11/7/2023	Classroom talk with MTSU students	Classroom visit by WPLN news Reporter
11/17/2023	Classroom talk with MTSU students	Classroom visit by news WPLN Reporter
11/27/2023	Kids of Rutherford County live event	Live Event - Investigative Reporter
2/1/2024	Spoke to Belmont science students	Classroom visit by Environmental Reporter
Ongoing 2024	Gives weekly live hits on Nashville Noticias	Conversation with WPLN News Reporter
Ongoing 2024	WPLN News weekly round Nashville Noticias	Presentation by WPLN News Reporter
Ongoing 2024	Justice Reporter present prison writing class	Partnership with WPLN Reporter
3/1/2024	Talked about his beat to the Nashville Bar Association	Presentation by WPLN News Reporter