Placed in the Public file and on WPLN.ORG March 31, 2019

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 source(s) 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 the hire for each full-time vacancy during the preceding year. (See filled positions report)

4. Data reflecting the total number of person interviewed for full-time vacancies during the preceding year and the total number of interviewees referred 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)

There were three full-time position openings and three full-time positions were filled during the reporting period.
Supplemental Outreach Initiatives during this period were the following:

Establishment of Internship Program:
Three student interns worked in the News department during the summer one intern from the Chips Quinn Scholars Program for Diversity.

Training Programs for Station Personnel:
Marketing and development training for the general manager and development director at the PMDMC conference. Membership training for three membership staff at PRDMC conference The music director and station manager attended a music conference on best practices in music presentation and programming for classical music stations. The content director and a news reporter attended a training meeting in on podcasting and best practices.

The Nashville Public Radio Diversity Fellowship Program was funded for the second year and was re-named the Emerging Voices Fellowship:
Hired the second Fellow for the Emerging Voices Fellowship program in August 2018.

Direct Recruiting:
Nashville Public Radio has increased its use of direct recruitment as a way to proactively attract diversity to the station. This primarily includes the use of LinkedIn to identify potential candidates affiliated with diverse associations and reaching out to them directly and encouraging them to apply for openings.

Community Outreach:
Events or Programs with Educational Institutions relating to Broadcast Careers:

2-22-2019 HealthCare reports speaks to Lipscomb University graduate class
3-27-2018 News Directors skypes with MTSU reporting class
4-04-2018 News Editor meets with YMCA Youth in government
4-19-2018 Versify producer speaks to Vanderbilt students about podcasting
6-07-2018 News Editor speaks to Father Ryan HS group
7-11-18 Podcast producers speak to students from Martha O’Bryan children’s summer program
8-16-2018 HealthCare reporter speaks to and give tour to Vanderbilt Media Students
10-10-2018 HealthCare reporter shadows Brentwood HS student
10-28-18 News director speaks to Vanderbilt Students Communications students about internships
11-08-2018 News Host speaks to TSU radio class
11-14-2018 News Director speaks to UT communications admins
2-01-2019 News Director speaks at TN State University Research Development Conference
2-12-2019 HealthCare reporter speaks a KIPP Academy career Day
2-14-2019 HealthCare reporter teaches podcasting class at Renaissance HS

2-15-2019 HealthCare reporter shadows TSU student

12-07-2018 News Director speaks to MTSU reporting class

**Event participation involving Community Leaders where WPLN staff presents Public Radio’s mission and the organization’s work:**

2-04-2019 Emerging Voices reporter interviewed on TVA utilities Podcast

2-06-2019 HealthCare Report speaks to Dyer County Leadership

4-16-2018 HealthCare reporter moderates anesthesiologist panel

4-16-2018 HealthCare reporter moderates Vanderbilt Medical School panel

4-21-2018 News reporter speaks at Craft Content Nashville conference

5-08-2018 News reporter gives keynote address at Neighborhood Resource Council

6-06-2018 HealthCare reporter speaks to Acklen Church

7-31-2018 News reporter speaks to Nashville Econ club

11-02-2018 News reporter moderates Leadership panel

11-06-2018 News reporter moderates Distributed Health conference panel

11-08-2019 News reporter moderates Artia Solutions conference panel
NASHVILLE PUBLIC RADIO
Recruitment Source Key for Full-time Job Openings

1. The Tennessean Newspaper Classifieds
   Crystal Brenneis
   1100 Broadway
   Nashville, TN 37203
   615-259-8000

2. Nashville Public Radio/Website
   Facebook/Twitter
   http://www.wpln.org
   630 Mainstream Dr
   Nashville, TN 37228
   615/760-2903

3. Corporation for Public Broadcasting
   Jobs listing director
   401 Ninth Street, NW
   Washington, DC, 20004
   202-879-9600

4. Nashville Public Radio
   Internal Job Postings
   630 Mainstream Dr
   Nashville, TN 37228
   615/760-2903

5. Tennessee Association of Broadcasters
   Jill Green
   50 Music Square West, Suite 900
   Nashville Tennessee, 37203
   615-824-0554

6. Tennessee State University
   Student Services/Career Development
   3500 John A. Merritt Blvd
   Nashville, TN 37209
   615-963-5987

7. Fisk University
   Student Services/Career Development
   1000 17th Ave North
   Nashville, TN 37205
   615-329-8500

8. Current
   Job Placement editor
   6930 Carroll Ave Suite 35
   Takoma Park, MD 20912
   301-270-7240

9. www.monster.com
   Job ad link
   5 Clock Tower Place
   Maynard, MA 01754
   978-461-8000

10. The Major Giving Alliance
    Listserv
    10W. Boscawen St., Suite 24
    Winchester, VA 22601
    888-625-4483

11. The Tennessee Tribune
    Jason Hughes
    1501 Jefferson St,
    Nashville, TN 37208
    615/760-2903

12. Center for Nonprofit Management
    Ave Trotter
    44 Vantage Way
    Nashville, TN 37228
    615-259-0100

13. Assoc. of Fundraising Professional
    Amy Ware
    PO Box 120604
    Nashville, TN 37212
    615-569-6002

14. Nashville Job Links
    Laura Geisinger
    211 Commerce Street, Ste. 100
    Nashville, TN 37201
    877-345-5025

15. Vanderbilt University
    Student Services/Career Development
    2201 West End Ave
    Nashville, TN 37204
    615-322-7311

16. Middle Tennessee State University
    Student Services/Career Development
    Box 13
    Murfreesboro, TN 37132
    615-898-2817
9 www.careerbuilder.com
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000

18 PoynterOnline
www.careers.poynter.org
The Poynter Institute
801 Third St. South
St. Petersburg, Florida 33701
727-821-9494

19 Association of Black Journalists
www.nabj.org
1100 Knight Hall, 3100
College Park, MD 20742
301-405-0248

20 Journalismjobs.com
info@journalismjobs.com
510-753-1521

21 Society of Professional Journalists
Jobs Bank
www.spj.org/jobs
3909 N. Meridian St.
Indianapolis, IN 46208
317-927-8000

22 Public Radio Newslink Digest
Euran Kerr
Ekerr@mpr.org
615-290-1491

23 NPR Southern Bureau
Russell Lewis
rdlewis@npr.org
651-811-4624

24 Belmont University
Office of Career Placement
1900 Belmont Blvd
Nashville, TN 37212
615-460-6490

25 Greater Public
The Development Exchange, Inc. (DEI)
http://www.deiworksite.org/job-line

26 Public Radio Association of Development Officers (PRADO)
prado@listserv.syr.edu

27 Public Media Business Association
Industry Job Listings
http://pbma.org

28 Nashville CABLE
(professional women's networking organization)
2817 West End Ave, Suite 202
Nashville, TN 37203
(615) 321-2260

29 Public Radio News Director Inc
www.prindi.org
Twitter

30 National Public Radio
https://twitter.com/NPRjobs

31 Word of Mouth

32 Society of Broadcast Engineers
Local Chapter
Nashville, TN

33 Public Radio Engineering ListServe
PubTech

34 UC Berkeley Graduate School of Journalism
Attn Nancy DeVille
121 North Gate Hall
Berkeley, CA 94720

35 WPLN Website
Nashville Public Radio
630 Mainstream Dr
Nashville TN 37228
36  Journalism Next  
8800 Lakewood Dr #117  
Windsor, CA 95492  
703-629-0178

38  Tom Livingston and Associates  
3000 Chestnut Ave, Suite 208  
Baltimore, MD 21211

37  Nashville Public Radio Facebook page  
Nashville Public Radio  
630 Mainstream Dr  
Nashville TN 37228

39  Development Resources Inc  
1820 N. Fort Meyer Dr  
Suite 702  
Arlington, VA 22209