

**Nashville Public Radio  
EEO Public Inspection File Report  
April 1, 2018 – March 31, 2019  
for stations  
WPLN-FM - WPLN-AM – WFCL-FM**

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.**

**Nashville Public Radio  
WPLN-FM - WPLN-AM – WFCL-FM  
Filled Position Report  
April 1, 2018 to March 31, 2019**

<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Number Interviewed</b>	<b>Number Hired</b>	<b>Recruitment Sources Used</b>
Marketing Manager	7/2/2018	8/16/2018	5	1	#13
Political Reporter	5/30/2018	8/14/2018	4	1	#2, #31, and #40
Emerging Voices Fellow	7/2/2108	8/15/2018	8	1	#2, #3, and #31
Total			17	3	#2, #3, #13, #31, and #40

## **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**

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| <p><b>1</b> The Tennessean Newspaper Classifieds<br/>Crystal Brenneis<br/>1100 Broadway<br/>Nashville, TN 37203<br/>615-259-8000</p>   | <p><b>10</b> <a href="http://www.monster.com">www.monster.com</a><br/>Job ad link<br/>5 Clock Tower Place<br/>Maynard, MA 01754<br/>978-461-8000</p> |
| <p><b>2</b> Nashville Public Radio/Website<br/>Facebook/Twitter<br/><a href="http://www.wpln.org">http://www.wpln.org</a><br/>630 Mainstream Dr<br/>Nashville, TN 37228<br/>615/760-2903</p> | <p><b>11</b> The Major Giving Alliance<br/>Listserve<br/>10W. Boscawen St., Suite 24<br/>Winchester, VA 22601<br/>888-625-4483</p>                   |
| <p><b>3</b> Corporation for Public Broadcasting<br/>Jobs listing director<br/>401 Ninth Street, NW<br/>Washington, DC, 20004<br/>202-879-9600</p>  | <p><b>12</b> The Tennessee Tribune<br/>Jason Hughes<br/>1501 Jefferson St,<br/>Nashville, TN 37208<br/>615-321-3268</p>                              |
| <p><b>4</b> Nashville Public Radio<br/>Internal Job Postings<br/>630 Mainstream Dr<br/>Nashville, TN 37228<br/>615/760-2903</p>  | <p><b>13</b> Center for Nonprofit Management<br/>Ave Trotter<br/>44 Vantage Way<br/>Nashville, TN 37228<br/>615-259-0100</p>                         |
| <p><b>5</b> Tennessee Association of Broadcasters<br/>Jill Green<br/>50 Music Square West, Suite 900<br/>Nashville Tennessee, 37203<br/>615-824-0554</p>                                     | <p><b>14</b> Assoc. of Fundraising Professional<br/>Amy Ware<br/>PO Box 120604<br/>Nashville, TN 37212<br/>615-569-6002</p>                          |
| <p><b>6</b> Tennessee State University<br/>Student Services/Career Development<br/>3500 John A. Merritt Blvd<br/>Nashville, TN 37209<br/>615-963-5987</p>                                    | <p><b>15</b> Nashville Job Links<br/>Laura Geisinger<br/>211 Commerce Street, Ste. 100<br/>Nashville, TN 37201<br/>877-345-5025</p>                  |
| <p><b>7</b> Fisk University<br/>Student Services/Career Development<br/>1000 17th Ave North<br/>Nashville, TN 37205<br/>615-329-8500</p>   | <p><b>16</b> Vanderbilt University<br/>Student Services/Career Development<br/>2201 West End Ave<br/>Nashville, TN 37204<br/>615-322-7311</p>        |
| <p><b>8</b> Current<br/>Job Placement editor<br/>6930 Carroll Ave Suite 35<br/>Takoma Park, MD 20912<br/>301-270-7240</p>  | <p><b>17</b> Middle Tennessee State University<br/>Student Services/Career Development<br/>Box 13<br/>Murfreesboro, TN 37132<br/>615-898-2817</p>    |

- 9 [www.careerbuilder.com](http://www.careerbuilder.com)  
Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000
- 18 PoynterOnline  
[www.careers.poynter.org](http://www.careers.poynter.org)  
The Poynter Institute  
801 Third St. South  
St. Petersburg, Florida 33701  
727-821-9494
- 20 Journalismjobs.com  
[info@journalismjobs.com](mailto:info@journalismjobs.com)  
510-753-1521
- 22 Public Radio Newslink Digest  
Euran Kerr  
[Ekerr@mpr.org](mailto:Ekerr@mpr.org)  
615-290-1491
- 24 Belmont University  
Office of Career Placement  
1900 Belmont Blvd  
Nashville, TN 37212  
615-460-6490
- 26 Public Radio Association of  
Development Officers (PRADO)  
[prado@listserv.syr.edu](mailto:prado@listserv.syr.edu)
- 28 Nashville CABLE  
(professional women's networking organization)  
2817 West End Ave, Suite 202  
Nashville, TN 37203  
(615) 321-2260
- 30 National Public Radio  
<https://twitter.com/NPRjobs>
- 32 Society of Broadcast Engineers  
Local Chapter  
Nashville, TN
- 34 UC Berkeley Graduate School of Journalism  
Attn Nancy DeVille  
121 North Gate Hal  
Berkeley, CA 94720
- 19 Associaton of Black Journalists  
[www.nabj.org](http://www.nabj.org)  
1100 Knight Hall, 3100  
College Park, MD 20742  
301- 405-0248
- 21 Society of Professional Journalists  
Jobs Bank  
[www.spj.org/jobs](http://www.spj.org/jobs)  
3909 N. Meridian St.  
Indianapolis, IN 46208  
317-927-8000
- 23 NPR Southern Bureau  
Russell Lewis  
[rdlewis@npr.org](mailto:rdlewis@npr.org)  
651-811-4624
- 25 Greater Public  
The Development Exchange, Inc. (DEI)  
<http://www.deiworksite.org/job-line>
- 27 Public Media Business Association  
Industry Job Listings  
<http://pbma.org>
- 29 Public Radio News Director Inc  
[www.prindi.org](http://www.prindi.org)  
Twitter
- 31 Word of Mouth
- 33 Public Radio Engineering ListServe  
PubTech
- 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