

**Nashville Public Radio
EEO Public Inspection File Report
April 1, 2019 – March 31, 2020
for stations
WPLN-FM - WPLN-AM – WFCL-FM**

Placed in the FCC Public file and on WPLN.ORG March 31, 2020

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 persons 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 five full-time position openings and five full-time positions were filled during the reporting period.

**Nashville Public Radio
WPLN-FM - WPLN-AM – WFCL-FM
Filled Position Report
April 1, 2019 to March 31, 2020**

Position Title	Date Open	Date Filled	Number Interviewed	Number Hired	Recruitment Sources Used
CEO Search	Nov 1, 2018	April 29, 2019	4	1	#8, #19, #31, #40, #41, #42, #50, #51
Morning Edition Host	April 22, 2019	June 10, 2019	4 interviewed – 2 from source #31 – 2 from source #37	1	#2, #3, #19, #31, #53, #37, #41
Report for America	January 17, 2019	April 5, 2019	6 interviewed – all came from Report for America recruitment which included Facebook, Twitter and wpln.org	1	#2, #35, #53

Administrative Assistant	July 11, 2019	Oct 23, 2019	3 interviewed 1 from source #35 – 2 from source #48	1	#2, #3, #13, #31, #35, #37, #48, #54, #55
Emerging Voices Fellowship	August 22, 2019	October 29, 2019	8 interviewed – 1 from source #3 - 4 from source #31 – 2 from source #35	1	#3, #19, #29, #41 #52, #56

Supplemental Outreach Initiatives used during this period

Establishment of Internship Program:

Two student interns worked in the WPLN News department during this year's internship program.

Training Programs for Station Personnel:

The station manager attended several public conferences which included training sessions. Three membership staff attended the annual Public Radio PRDMC conference which offers numerous training classes on membership topics. WPLN administration hired a membership consultant to advise and train all news, programming, and membership staff on the latest membership fundraising techniques. Provided voice coaching from a profession voice coach for all on-air and news staff. The News Director and Assistant News Director both attended a weeklong leader training class.

The Nashville Public Radio Emerging Voices Fellowship was funded for the third year:

Hired a minority reporter for the Emerging Voices Fellowship program in August 2019.

Direct Recruiting:

Nashville Public Radio has increased its use of direct recruitment to proactively attract diverse applicants to the station. This primarily includes the use of LinkedIn, Facebook, Twitter, and other Social Media outlets to identify potential candidates affiliated with diverse associations. Efforts are made to reach out to them directly and to encourage them to apply for openings.

Community Outreach:

Events or Programs with Educational Institutions relating to Broadcast Careers:

- 03-11-19 WPLN HealthCare Reporter hosts Lipscomb Academy WPLN visit
- 03-22-19 WPLN HealthCare Reporter hosts student for job shadow
- 03-25-19 WPLN Public Housing Reporter speaks at Lipscomb University class
- 04-01-19 WPLN Reporter speaks to UT policy class
- 05-08-19 WPLN Reporter helps Explore school students create a podcast
- 07-22-19 Highschool student shadows at WPLN for the day
- 09-06-19 WPLN Public Housing Reporter speaks to a Stratford High Podcasting class
- 09-25-19 WPLN Public Housing Reporter speaks via Skype to a Northwester Journalism class
- 10-09-19 WPLN ATC Host speaks to an MTSU Media class
- 10-25-19 WPLN Public Housing Reporter speaks at Belmont University event
- 11-13-19 WPLN News Editor Speaks to Vanderbilt University Media Class about public broadcasting
- 01-11-20 WPLN reporter speaks to a Stratford STEM about podcasting

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

05-16-19 WPLN Reporters speak to McMinnville Rotary

08-06-19 WPLN HealthCare Reporter speaks to the AG's office regarding his role in health care reporting

11-07-19 WPLN HealthCare Reporter moderates' panel at Interfaith Ministries

11-07-19 WPLN Reporter and News Director speaks at Leadership Nashville conference

02-19-20 WPLN HealthCare Reporter moderates' panel on gun violence at the Jewish Temple

**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.careerbuilder.com
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000 | 10 www.monster.com
Job ad link
5 Clock Tower Place
Maynard, MA 01754
978-461-8000 |
| 11 The Major Giving Alliance
Listserve
10W. Boscawen St., Suite 24
Winchester, VA 22601
888-625-4483 | 12 The Tennessee Tribune
Jason Hughes
1501 Jefferson St,
Nashville, TN 37208
615-321-3268 |
| 13 Center for Nonprofit Management
Ave Trotter
44 Vantage Way
Nashville, TN 37228
615-259-0100 | 14 Assoc. of Fundraising Professional
Amy Ware
PO Box 120604
Nashville, TN 37212
615-569-6002 |

- 15** Nashville Job Links
Laura Geisinger
211 Commerce Street, Ste. 100
Nashville, TN 37201
877-345-5025
- 16** Vanderbilt University
Student Services/Career Development
2201 West End Ave
Nashville, TN 37204
615-322-7311
- 17** Middle Tennessee State University
Student Services/Career Development
Box 13
Murfreesboro, TN 37132
615-898-2817
- 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.deiworksites.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
- 37** Nashville Public Radio Facebook page
Nashville Public Radio
630 Mainstream Dr
Nashville TN 37228
- 38** Tom Livingston and Associates
3000 Chestnut Ave, Suite 208
Baltimore, MD 21211
- 39** Development Resources Inc
1820 N. Fort Meyer Dr
- 40** Linked In Suite 702
Arlington, VA 22209
- 41** National Assoc of Hispanic Journalists
- 42** Idealist
- 43** CEO Update
- 44** Greater Public Jobline
- 45** Public Media Jobs
- 46** Broadcast Career Link
- 47** Kraft CPAs
- 48** Indeed.com
- 49** Entercom via Randy Friendly
- 50** DRi - Development Resources, inc.
1820 N. Fort Myer Dr
Suite 702
Arlington, VA 22209
- 51** National Association of Broadcasters
1771 N Street NW
Washington, D.C. 20036
- 52** Asian American Journalists Association
5 Third St. Suite 1108 San Francisco, CA 94103
- 53** Report for America Recruitment
- 54** Kraft CPA's Job list
- 55** Nashville Chamber of Commerce
- 56** Craig Newman Graduate School of Journalism
- 57** FB Public Media
- 58** FB Public MediA
- 59** www.hireadore.com

