

**Nashville Public Radio**  
**EEO Public Inspection File Report**  
**April 1, 2025 – March 31, 2026**  
**WPLN-FM and WXP-FM**

Placed in the FCC Public file and WPLN.ORG on March 27, 2026

FCC rule 73.2080 requires this station 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 WXP-FM  
Filled Position Report  
April 1, 2025 to March 31, 2026**

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

<b>Position Title and "Recruitment Source"</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Number Interviewed</b>	<b>Number Hired</b>	<b>Recruitment Sources Used</b>
Digital Editor	4/30/2025	8/06/2025	3	1	1,2,3,4,5,6,7,8,9,10, 11,12,13,14,17
Executive Assistant	8/1/2025	9/16/2025	7	1	2,6,8,21,22,23,24,25 ,26,27,28 & Word of Mouth
Events Producer	12/08/2025	Did not fill			1,2,3,6,8,11,18,19 ,20
President & CEO	8/1/2025	9/16/2025	5	1	1,2,3,7,17 & Blinkhorn Job Search Firm
News Editor	12/01/25	Did not fill			
TIN HOST	4/10/2025	5/9/2025	4	1	1,2,3,4,6
VP of Development	10/15/2025	12/1/2025	4	1	1,2,3,6,8,13,18,19

**NASHVILLE PUBLIC RADIO**  
**Recruitment Source Key for Full-time Job Openings March 31, 2026**

#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
#19	TN Nonprofits.org
#20	Workforgood.org
#21	Careers.nbprs.org
#22	Association of Executive and Admin Professionals
#23	Hireherosusa.org
#24	women for hire.com
#25	national diversity network
#26	workplace diversity
#27	diversity career website
#28	military hire.com
#29	tealhq.com

## **Supplemental Outreach Initiatives used from April 1, 2024 to March 31, 2026**

### **Establishment of Internship Program:**

Two student interns 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.

## COMMUNITY OUTREACH EVENTS

Name	Title	Date	Description
LaTonya Turner	News Editor/Afternoon Host	2/12/2024	GOSPEL Panel & Watch Party / Natl. Museum of Af-Am Music
Meribah Knight			Vanderbilt
Meribah Knight			Cleveland, Ohio class
Meribah Knight			Florida class
Meribah Knight			Longform.org
Meribah Knight			MTSU
Paige Pflieger	Criminal Justice Reporter	2/26/2024	Vanderbilt University law class on juvenile justice
Jewly Hight		3/8/2024	Pop Conference
Jewly Hight		2/9/2024	Leadership Music
Jewly Hight			Lipscomb feature writing class
LaTonya Turner	News Editor/Afternoon Host	5/11/2024	<a href="#">TN State Museum/TN Writers   TN Stories: "The Tigerbelles: Olympic Legends from Tennessee State"</a>
LaTonya Turner	News Editor/Afternoon Host	5/22/2024	<a href="#">CARES Conference/TSU &amp; TN Dept. of Human Svcs</a>
Alexis Marshall	Education Reporter	6/13/2024	MTSU student Stephanie Hall shadowing
LaTonya Turner	Announcer	6/20/2024	This is Nashville LIVE @ Night at Vanderbilt Blair School of Music
Tony Gonzalez	News Director	6/24/2024	Curious Nashville at North American Tunneling Conference
Paige Pflieger	Criminal Justice Reporter	6/26/2024	JD ...
Jewly Hight		6/12/2024	book conversation at Parnassus
Paige Pflieger	Criminal Justice Reporter	6/13/2024	presentation about domestic violence for AWAKE TN
Miriam Kramer	News Editor		
LaTonya Turner	news editor/ host	9/19/2024	"Supermajority Live" event @ Belcourt
LaTonya Turner	news editor / host	9/17/2024	"Supermajority" dinner event with major donors
Miriam Kramer, Char Daston		9/20/2024	Coffee With Reporters

Catherine Sweeney, LaTonya Turner		9/20/2024	Coffee With Reporters
Tony Gonzalez, Paige Pflieger		9/20/2024	Coffee With Reporters
LaTonya Turner, Catherine Sweeney		9/20/2024	Coffee with Reporters
Jewly Hight	senior reporter	9/30/2024	speaking to Belmont students about Making Noise/Nashville R&B (part of the Curb School's diversity programming)
Meribah Knight	senior reporter	9/30/2024	
Meribah Knight	senior reporter	9/30/2024	
Catherine Sweeney	Health reporter	10/23/2024	Speaking to a PhD class on Biomedical Research and the Media
Char Daston	news producer/reporter	10/21/2024	networking event at MTSU; talk with students about my work
LaTonya Turner	news editor / host	10/21/2024	SAGE Awards luncheon (Mariott Cool Springs)
Paige Pflieger	criminal justice reporter	10/3/2024	Spoke to 3 journalism classes at Western Kentucky University
Paige Pflieger	criminal justice reporter	10/25/2024	Conversation with Western Kentucky University journalism student
Paige Pflieger	criminal justice reporter	11/8/2024	Conversation with Tennessee Tech college journalism student
Tony Gonzalez	News Director	11/12/2024	spoke to Hillsdale College radio journalism class
LaTonya Turner	news editor / host	11/13/2024	Community Conversation with Kai Ryssdal @ Alliance Bernstein
Rose Gilbert	reporter	11/26/2024	MTSU class talk
Paige Pflieger	reporter	12/9/2024	Campbell, student shadow
Cindy Abrams, Tony Gonzalez	Metro reporter; News Director	1/15/2025	Harpeth Hall Winterim class talk
Mack, Nina, Tony, etc.		1/24/2025	Producers Circle Breakfast
Meribah Knight	senior reporter	1/29/2025	Vanderbilt university law school class talk
Paige Pflieger, Tony Gonzalez	Criminal justice reporter	2/12/2025	Interviewed on CityCast Nashville
Jewly Hight	senior music writer	2/20/2025	Interviewed on CityCast Nashville

Paige Pflieger, Tony Gonzalez	Criminal justice reporter, news director	2/21/2025	Templeton Academy class station visit
Paige Pflieger	criminal justice reporter	2/7/2025	Vanderbilt university law school class talk
Paige Pflieger	criminal justice reporter	3/5/2025	Vanderbilt university sociology class talk
Jewly Hight	senior music writer	3/5/2025	Women Made Music event at Nashville Public Library
Catherine, Marianna, Miriam		3/7/2025	Behind the scenes WPLN webinar
Cindy Abrams	Metro reporter	3/24/2025	Interviewed on CityCast Nashville
Camellia Burris, Justin Barney, Tony Gonzalez		4/18/2025	Monthly webinar
Marianna Bacallao	Power & Equity Reporter	4/22/2025	MTSU class talk
Miriam, Char, Rachel, Justin, Tony		4/22/2025	Super Fan Lunch
Jewly Hight	senior music writer	5/30/2025	convo w/ Diane Pecknold @ Internat'l Country Music Conference
Paige Pflieger	criminal justice reporter	6/13/2025	conversation with Youth Law Center on juvenile justice records
Paige Pflieger	criminal justice reporter	6/19/2025	IRE presentation: Navigating record requests within the criminal legal system
Paige Pflieger	criminal justice reporter	6/20/2025	IRE presentation: Juggling print and audio investigations
Paige Pflieger, Meribah Knight	criminal justice reporter, senior special projects producer	6/21/2025	IRE presentation: Crafting driveway moments
Paige Pflieger	criminal justice reporter	6/21/2025	IRE presentation: carving out time for local audio investigations
LaTonya Turner	Editor & Afternoon Host	6/25/2025	Funder visit (West End Home Foundation) & viewing of TIN
Paige Pflieger	criminal justice reporter	7/25/2025	ProPublica local reporting network training: meet the alums
Blake Farmer, Cynthia Abrams, Paige Pflieger	TIN host, metro reporter, criminal justice reporter	8/4/2025	Tabled at Ear Hustle event at basement east

LaTonya Turner	Editor & Afternoon Host	8/20/2025	CAREGIVING community event and documentary screening
Josh Connor	Operations & Production Manager	9/16/2025	MNPS Transformational Tuesday
Jewly Hight	senior music writer	9/10/2025	speaking on Americana Fest panel about identity and inclusion
Jewly Hight	senior music writer	9/13/2025	public convo w/ Rissi Palmer on artistic agency and building up the movement to reclaim Black roots of country
Jewly Hight	senior music writer	9/30/2025	hub presentation on arts & culture features
Justin Barney	Music Reporter	10/3/2025	Appearance on Nashville Public Library's art and creativity podcast "The Spark"
Jewly Hight	senior music writer	11/7/2025	speaking on panel w/ alums of Carpenter Program in Religion, Gender and Sexuality about my work
Liv, Justin, Tony, Camellia		11/13/2025	Chestnut Hill Academy student visit
Tony Gonzalez	news director	11/14/2025	the National High School Journalism Convention
Rose Gilbert	General Assignment Reporter	11/17/2025	Speaking to an MTSU Middle Eastern Studies class at TashTea
Rose Gilbert	General Assignment Reporter	12/2/2025	Speaking to Princeton journalism class
Blake Farmer	TIN Host	10/6/2025	Mentor program for Belmont University podcasting course
Tasha Lemley	Managing Editor	10/10/2025	Hutchmoot literary converence
LaTonya Turner	Editor/Host	10/18/2025	NABJ Nashville at TSU Homecoming / Nissan
Marianna Bacallao	Power & Equity Reporter	11/6/2025	Leadership Nashville Government and Media Day
LaTonya Turner	Editor/Host	11/20/2025	West End Home Foundation appreciation
Cynthia Abrams	Metro reporter	11/24/2025	MTSU journalism class talk
Cynthia Abrams	Metro reporter	11/24/2025	Zoom call with Whitman College student
Paige Pflieger	criminal justice reporter	10/3/2025	Philadelphia Gun Violence Reporting conference panel
Paige Pflieger	criminal justice reporter	10/9/2025	online Investigative Reporters and Editors Conference - access fest
Paige Pflieger	criminal justice reporter	11/20/2025	Speak to Vandy Juvenile Law Class with Meribah

Paige Pflieger	criminal justice reporter	11/20/2025	Juvenile justice summit conference at Vanderbilt
Tony Gonzalez; Cynthia Abrams		1/7/2026	Harpeth Hall journalism class talk
Jewly Hight	senior music writer	2/6/2026	presenting original research at scholarly radio symposium Spinning Records @ CMHOF and NMAAM
Jewly Hight	senior music writer	2/17/2026	giving a talk on music criticism in Lipscomb U class
Jewly Hight	senior music writer	2/18/2026	moderating a panel on the future of the music industry for Leadership Middle TN
Paige Pflieger	senior criminal justice reporter	1/22/2026	spoke on a panel for propublica local reporting network for Institute For Nonprofit
Paige Pflieger	senior criminal justice reporter	2/3/2026	spoke to Vandy Sociology class
Paige Pflieger	senior criminal justice reporter	2/25/2026	spoke to MTSU journalism class
Camellia Burris	education reporter	3/3/2026	appeared on News Channel 5 OpenLine