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

<table>
<thead>
<tr>
<th>Position Title and Recruitment Source</th>
<th>Date Open</th>
<th>Date Filled</th>
<th>Number Interviewed</th>
<th>Number Hired</th>
<th>Recruitment Sources Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Program Director “Word of Mouth”</td>
<td>Sept 16, 2020</td>
<td>October 6, 2021</td>
<td>4</td>
<td>1</td>
<td>1,2,3,4,8,13,19,23,25,40,41,64,67,68</td>
</tr>
<tr>
<td>Music Director/On-Air Host “Word of Mouth”</td>
<td>Sept 16, 2020</td>
<td>October 6, 2021</td>
<td>4</td>
<td>1</td>
<td>1,2,3,4,8,13,19,23,25,40,41,64,67,68</td>
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<tr>
<td>Production Coord./On-Air Host “Linked IN”</td>
<td>Sept 16, 2020</td>
<td>October 6, 2021</td>
<td>6</td>
<td>1</td>
<td>1,2,3,4,8,13,19,23,25,40,41,64,67,68</td>
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<tr>
<td>Engagement Coordinator “Work of Mouth”</td>
<td>Sept 16, 2020</td>
<td>October 9, 2021</td>
<td>6</td>
<td>1</td>
<td>1,2,3,4,8,13,19,23,25,40,41,64,67,68</td>
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<tr>
<td>Digital Editor “Word of Mouth”</td>
<td>October 13, 2020</td>
<td>February 25, 2021</td>
<td>5</td>
<td>1</td>
<td>2,3,19,31,35,38,40,52</td>
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<tr>
<td>Morning Producer “Word of Mouth”</td>
<td>September 17, 2020</td>
<td>October 30, 2020</td>
<td>5</td>
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<tr>
<td>Metro Reporter “FaceBook/Twitter”</td>
<td>February 2, 2020</td>
<td>May 12, 2020</td>
<td>7</td>
<td>1</td>
<td>2,3,19,31,35,38,40,52</td>
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<tr>
<td>Arts and Culture Reporter “Word of Mouth”</td>
<td>September 24, 2020</td>
<td>December 7, 2020</td>
<td>5</td>
<td>1</td>
<td>2,3,19,31,35,38,40,52</td>
</tr>
</tbody>
</table>
**Supplemental Outreach Initiatives used during this period from April 1, 2020 to March 31, 2021**

**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 a two day session on team building focusing on organizational and individual advancement. Two organization executives received executive coaching during the time-period of this report. Diversity, Equity, and Inclusion training was provided for all supervisors.

**The Nashville Public Radio Emerging Voices Fellowship was funded for a 4th year:**
A diverse reporter was hired for the Nashville Public Radio Emerging Voices Fellowship position in August 2020.

**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:**
**Events or Programs with Educational Institutions relating to Broadcast Careers:**

- 4-15-20 Music Host speaks to Riversity City College music students
- 4-29-20 Criminal Justice reporter moderates panel on Nashville Community Bail Fund
- 6-21-20 Classical Music Host presents at the New Music Gathering Conference
- 6-23-20 Government reporter and News Director presented to EdTrust Student group
- 11-6-20 Senior Reporter/Special Projects Producer speaks to Vanderbilt about the Promise

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

- 5-27-20 Healthcare reporter speaks on Newsy
- 6-30-20 Reporter/Host speaks on VPM Podcast
- 8-24-20 Healthcare reporter presents to the West End Civic Club
- 10-26-20 Senior Reporter speaks to Nashville Rotary
- 11-12-20 WPLN News Director speaks to the UIUC SPJ group
NASHVILLE PUBLIC RADIO
Recruitment Source Key for Full-time Job Openings

1. The Tennessean Newspaper
   Classfieds
   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
    Listserv
    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

18. PoynterOnline
    www.careers.poynter.org
    The Poynter Institute
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](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](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](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 Hal  
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

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
<table>
<thead>
<tr>
<th>No.</th>
<th>Organization/Website</th>
<th>Address/Location</th>
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</thead>
<tbody>
<tr>
<td>41</td>
<td>National Assoc of Hispanci Journalists</td>
<td>Suite 702, Arlington, VA 22209</td>
</tr>
<tr>
<td>42</td>
<td>Idealist</td>
<td></td>
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<td>43</td>
<td>CEO Update</td>
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<td>Greater Public Jobline</td>
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<td>Public Media Jobs</td>
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<td>Broadcast Career Link</td>
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<td>Kraft CPAs</td>
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<td>48</td>
<td>Indeed.com</td>
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<td>49</td>
<td>Entercom via Randy Friendly</td>
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<tr>
<td>50</td>
<td>DRi - Development Resources, inc. 1820 N. Fort Myer Dr Suite 702 Arlington, VA 22209</td>
<td></td>
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<tr>
<td>51</td>
<td>National Association of Broadcasters 1771 N Street NW Washington, D.C. 20036</td>
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<tr>
<td>52</td>
<td>Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, CA 94103</td>
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<td>53</td>
<td>Report for America Recruitment</td>
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<td>Kraft CPA's Job list</td>
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<td>55</td>
<td>Nashville Chamber of Commerce</td>
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<td>56</td>
<td>Craig Newman Graduate School of Journalism</td>
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<td>57</td>
<td>FB Public Media</td>
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<td>59</td>
<td><a href="http://www.hireadore.com">www.hireadore.com</a></td>
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<td>60</td>
<td>Creative Financial Services 720 Cool Springs Blvd Franklin TN 37067</td>
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<tr>
<td>61</td>
<td>PBMA 1300 Piccard Dr Suite LL 14 Rockville, MD 20850</td>
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<td>62</td>
<td>PRPD <a href="http://www.prpd.org/jobs">www.prpd.org/jobs</a></td>
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<td>64</td>
<td>Public Media Journalists Assoc. <a href="http://www.pmja.org">www.pmja.org</a></td>
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<td>Music Row <a href="http://www.row.com">www.row.com</a></td>
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<td>Top 22 <a href="http://www.top22.com">www.top22.com</a></td>
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<td>All Access <a href="http://www.allaccess.com">www.allaccess.com</a></td>
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<td>RAMP ramp247.com</td>
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<td>FMOB <a href="http://www.fmqb.com">www.fmqb.com</a></td>
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