Placed in the FCC Public file and on WPLN.ORG March 31, 2022

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

**Nashville Public Radio**
**WPLN-FM - WPLN-AM – WNPX-FM**
**Filled Position Report**
April 1, 2021 to March 31, 2022

<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>Recruit Sources Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Reporter “Report for America”</td>
<td>March 10, 2021</td>
<td>April 15, 2021</td>
<td>3</td>
<td>1</td>
<td>#2, #8, #19, #53</td>
</tr>
<tr>
<td>Education Reporter Juliana Kim “Twitter”</td>
<td>December 21, 2021</td>
<td>April 2, 2021</td>
<td>3</td>
<td>1</td>
<td>#2, #3, #19, #41, #52, #64</td>
</tr>
<tr>
<td>ATC Host “Twitter”</td>
<td>March 10, 2021</td>
<td>May 24, 2021</td>
<td>4</td>
<td>1</td>
<td>#2, #3, #41, #52, #64</td>
</tr>
<tr>
<td>Membership Coordinator “Linkedin”</td>
<td>June 15, 2021</td>
<td>August 1, 2021</td>
<td>3</td>
<td>1</td>
<td>#2, #13, #40</td>
</tr>
<tr>
<td>Political Reporter “Word of Mouth”</td>
<td>March 10, 2021</td>
<td>July 20, 2021</td>
<td>4</td>
<td>1</td>
<td>#2,#3,#31,#41,#64</td>
</tr>
<tr>
<td>Executive Producer “Word of Mouth”</td>
<td>April 26, 2021</td>
<td>July 16, 2021</td>
<td>5</td>
<td>1</td>
<td>#2,#3, #19,#20,#30,#52,#2, #64</td>
</tr>
<tr>
<td>Assistant Program Director “Word of Mouth”</td>
<td>July 1, 2021</td>
<td>August 30, 2021</td>
<td>3</td>
<td>1</td>
<td>#2, #4, #13</td>
</tr>
<tr>
<td>Host – This is Nashville “Word of Mouth”</td>
<td>June 2, 2021</td>
<td>August 16, 2021</td>
<td>4</td>
<td>1</td>
<td>#2, #3, #8, #31, #41,</td>
</tr>
<tr>
<td>Digital Lead “Social Media”</td>
<td>July 9, 2021</td>
<td>October 11, 2021</td>
<td>4</td>
<td>1</td>
<td>#2, #3, #31, #41, #52, #64,</td>
</tr>
<tr>
<td>Multimedia Producer #WPLN Website” and “Word of Mouth”</td>
<td>July 23, 2021</td>
<td>October 14, 2021</td>
<td>9</td>
<td>2</td>
<td>#2, #3, #31, #41, #52, #64,</td>
</tr>
</tbody>
</table>
Supplemental Outreach Initiatives used during this period from April 1, 2021 to March 31, 2022

Establishment of Internship Program:
One student intern worked in the WPLN News department, and an intern worked in the Marketing Department during this year’s internship program.

Training Programs for Station Personnel:
Station leadership staff participated in two-sessions focused on team building, organizational and individual advancement. Four sessions spaced throughout the year were focused on Diversity, Equity, and Inclusion training for all 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:
Events or Programs with Educational Institutions relating to Broadcast Careers:

<table>
<thead>
<tr>
<th>Year-Month</th>
<th>Role(s)</th>
<th>Activity</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-10-26</td>
<td>Special Projects Producer</td>
<td>Speaking to panel Student Voice Journalism Fellowship</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2021-11-09</td>
<td>Arts Reporter</td>
<td>Speaking to a class at University of Michigan</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2021-11-18</td>
<td>Editor</td>
<td>Speaking to Wright Graduate University class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-01-31</td>
<td>Editor</td>
<td>Created winterim curriculum for two Harpeth Hall students</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-01</td>
<td>News Director, Editor, Arts Reporter</td>
<td>Speaking to TSU Meter class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-01</td>
<td>Producer</td>
<td>Spoke and presented clips to Demetria's audio storytelling class at Lipscomb</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-09</td>
<td>News Director, Producer</td>
<td>Speaking to Overton HS ESL class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-10</td>
<td>Education Reporter</td>
<td>Speaking to MTSU reporting class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-11</td>
<td>Metro Reporter</td>
<td>Speaking to Hillsboro HS journalism class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-17</td>
<td>Health Care Reporter</td>
<td>Speaking to Vanderbilt PhD students about science journalism</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-21</td>
<td>Special Projects Producer</td>
<td>Speaking to Belmont University Class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-22</td>
<td>Special Projects Producer</td>
<td>Speaking to Vanderbilt Peabody class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-02-25</td>
<td>Criminal Justice Reporter</td>
<td>Speaking to Vanderbilt Policing in America class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-03-01</td>
<td>Criminal Justice Reporter</td>
<td>Speaking to MTSU reporting class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-03-02</td>
<td>Health Care Reporter</td>
<td>Speaking to University of Georgia class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>Date</td>
<td>Role</td>
<td>Activity</td>
<td>Outreach Type</td>
</tr>
<tr>
<td>--------------</td>
<td>-----------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>2022-03-03</td>
<td>Health Care Reporter,</td>
<td>Speaking to Hillsboro HS journalism class</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td></td>
<td>Enterprise Reporter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2022-03-03</td>
<td>Editor</td>
<td>Speaking on Women Empowerment Panel at Austin Peay State University</td>
<td>Classroom Outreach</td>
</tr>
<tr>
<td>2022-03-15</td>
<td>Political Reporter</td>
<td>Speaking to MTSU reporting class</td>
<td>Classroom Outreach</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Role</th>
<th>Activity</th>
<th>Outreach Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-04-01</td>
<td>Criminal Justice Reporter</td>
<td>Weekly interview on Nashville Noticias</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-04-13</td>
<td>Enterprise Reporter</td>
<td>Moderating panel on Black maternal health disparities at Homeland Heart Birth &amp; Wellness Collective</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-04-19</td>
<td>Special Projects Producer</td>
<td>Presenting on The Promise to Alignment Nashville and related nonprofits</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-04-26</td>
<td>Editor</td>
<td>Moderating panel on crime survivors with You Have The Power</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-05-06</td>
<td>Health Care Reporter</td>
<td>Presenting to the Centennial Club on WPLN</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-05-17</td>
<td>Enterprise Reporter</td>
<td>Speaking on investigative reporting panel at IRE</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-06-01</td>
<td>Metro Reporter</td>
<td>Speaking on panel at NABJ</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-06-30</td>
<td>Morning Host</td>
<td>Interviewing author at Parnassus Books</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-07-28</td>
<td>Education Reporter</td>
<td>Speaking at NYU’s Urban Journalism Workshop graduation</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-08-27</td>
<td>Education Reporter</td>
<td>Moderating panel on burnout at AAJA</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-09-09</td>
<td>Special Projects Producer</td>
<td>Speaking on panel about education by NPEF</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-09-09</td>
<td>WNPX Staff</td>
<td>Speaking to a group organized by Hastings Architecture</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-09-24</td>
<td>Arts Reporter</td>
<td>Moderating Belmont panel on diversity in music industry</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-09</td>
<td>Special Projects Producer</td>
<td>Interviewed on MSNBC's American Voices</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-11</td>
<td>Special Projects Producer</td>
<td>Interviewed on MSNBC’s The Reidout</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-11</td>
<td>Special Projects Producer</td>
<td>Interviewed on Black News Channel</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-12</td>
<td>Special Projects Producer</td>
<td>Interviewed on PBS Newshour</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-12</td>
<td>Special Projects Producer</td>
<td>Interviewed on The Takeaway</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-13</td>
<td>Special Projects Producer</td>
<td>Interviewed on Crooked Media's What A Day</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-16</td>
<td>Special Projects Producer</td>
<td>Interviewed on MSNBC's Al Sharpton</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>Date</td>
<td>Role</td>
<td>Activity</td>
<td>Department</td>
</tr>
<tr>
<td>------------</td>
<td>-------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>2021-10-20</td>
<td>Health Care Reporter</td>
<td>Moderating panel for NPT</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-23</td>
<td>Metro Reporter</td>
<td>Speaking on a panel about racism, history and feminism at Nashville Public Library</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-10-25</td>
<td>Special Projects Producer</td>
<td>Interviewed on Vox's Today Explained</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-11-04</td>
<td>Special Projects Producer</td>
<td>Speaking on a media panel at Leadership Nashville</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-11-15</td>
<td>Criminal Justice Reporter</td>
<td>Interviewed on TLDL podcast</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2021-12-07</td>
<td>Special Projects Producer</td>
<td>Interviewed on Sophia Bush's podcast</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-02-24</td>
<td>Host</td>
<td>Panel discussion on Black voices in media</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-02-28</td>
<td>Editor</td>
<td>Speaking at Motlow State's African American Read-In</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-03-03</td>
<td>Political Reporter</td>
<td>Interviewed on West Virginia Public Broadcasting show</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-03-09</td>
<td>Executive Producer</td>
<td>Speaking on Nashville Podcasters panel</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-03-13</td>
<td>Host</td>
<td>Part of panel discussion on Nashville</td>
<td>Community Outreach</td>
</tr>
<tr>
<td>2022-03-17</td>
<td>Producer</td>
<td>Speaking to an intro-level journalism class at MTSU about trust in the media</td>
<td>Community Outreach</td>
</tr>
</tbody>
</table>

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](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, TN 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](http://www.careerbuilder.com)
10. [www.monster.com](http://www.monster.com)
Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000

Job ad link  
5 Clock Tower Place  
Maynard, MA 01754  
978-461-8000

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

The Tennessee Tribune  
Jason Hughes  
1501 Jefferson St,  
Nashville, TN 37208  
615-321-3268

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

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

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

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

Middle Tennessee State University  
Student Services/Career Development  
Box 13  
Murfreesboro, TN 37132  
615-898-2817

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

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

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

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

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

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

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

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

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

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

Nashville CABLE  
(professional women's networking organization)  
2817 West End Ave, Suite 202
Public Radio News Director Inc  
www.prindi.org  
Twitter  

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

Word of Mouth  

Society of Broadcast Engineers  
Local Chapter  
Nashville, TN  

Public Radio Engineering ListServe  
PubTech  

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

WPLN Website  
Nashville Public Radio  
630 Mainstream Dr  
Nashville TN 37228  

Journalism Next  
8800 Lakewood Dr #117  
Windsor, CA 95492  
703-629-0178  

Nashville Public Radio Facebook page  
Nashville Public Radio  
630 Mainstream Dr  

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

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

Linked In  

National Assoc of Hispanci Journalists  

Idealist  

CEO Update  

Greater Public Jobline  

Public Media Jobs  

Broadcast Career Link  

Kraft CPAs  

Indeed.com  

Entercom via Randy Friendly  

DRi - Development Resources, inc.  
1820 N. Fort Myer Dr  
Suite 702  
Arlington, VA 22209  

National Association of Broadcasters  
1771 N Street NW  
Washington, D.C. 20036  

Asian American Journalists Association  
5 Third St. Suite 1108 San Francisco, CA 94103  

Report for America Recruitment  

Kraft CPA's Job list  

Nashville Chamber of Commerce  

Craig Newman Graduate School of Journalism  

FB Public Media  

FB Public Media
<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>59</td>
<td><a href="http://www.hireadore.com">www.hireadore.com</a></td>
<td></td>
</tr>
</tbody>
</table>
| 60 | Creative Financial Services  
    720 Cool Springs Blvd  
    Franklin TN 37067       |
| 61 | PBMA  
    1300 Piccard Dr Suite LL 14  
    Rockville, MD 20850      |
| 62 | PRPD  
    www.prd.org/jobs        |
| 63 | The Journal of Blacks in Higher Ed  
    www.jbhe.com/advertise/#submitjob |
| 64 | Public Media Journalists Assoc.  
    www.pmja.org             |
| 65 | Music Row  
    www.row.com          |
| 66 | Top 22  
    www.top22.com         |
| 67 | All Access  
    www.allaccess.com     |
| 68 | RAMP  
    ramp247.com          |
| 69 | FMQB  
    www.fmgb.com         |