

Nashville Public Radio FCC EEO Report
April 1, 2022 – March 31, 2023

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.

There were seven vacancies filled during this reporting period.

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.

3. The recruitment source that referred the hire for each full-time vacancy during the preceding year.

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.

5. A list and brief description of initiatives undertaken to satisfy the requirement to complete four "menu options" within a two-year period. You can choose four from the following list of menu options to fulfill this supplemental outreach requirement.

Nashville Public Radio Job Opening and Filled April 1, 2022 to March 31, 2023

Date

Position	Opened	Filled	Number Interviewed	Number Hired	Recruitment Sources used
VP of Audience	2/2/22	04/01/2022	2/9/2022	1	3, 8, 13, 31,
Operations Manager	4/14/2022	05/23/2022	4/25/2022	1	3, 5, 35, 45
Ass't Program Director	3/13/2022	06/27/2022	5/11/2022	1	4, 8,
Accounting Specialist	4/20/2022	06/27/2022	5/31/2022	1	4, 13, 30, 31, 35
Midday News Producer	8/17/2022	10/12/2022	9/29/2022	1	3, 19, 52, 64
Major Gifts Officer	4/1/2022	08/01/2022	7/24/2022	1	13,31, 35, 40
Multimedia Producer	8/11/2022	10/17/2022	9/29/2022	1	31, 70, 71, 72, 73, 74, 75, 76

NASHVILLE PUBLIC RADIO
Recruitment Source Key for Full-time Job Openings

- | | |
|---|---|
| <p>1 The Tennessean Newspaper Classifieds
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000</p> <p>3 Corporation for Public Broadcasting
Jobs listing director
401 Ninth Street, NW
Washington, DC, 20004
202-879-9600</p> <p>5 Tennessee Association of Broadcasters
Jill Green
50 Music Square West, Suite 900
Nashville Tennessee, 37203
615-824-0554</p> <p>7 Fisk University
Student Services/Career Development
1000 17th Ave North
Nashville, TN 37205
615-329-8500</p> <p>9 www.careerbuilder.com
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000</p> <p>11 The Major Giving Alliance
Listserve
10W. Boscawen St., Suite 24
Winchester, VA 22601
888-625-4483</p> <p>13 Center for Nonprofit Management
Ave Trotter
44 Vantage Way
Nashville, TN 37228
615-259-0100</p> <p>15 Nashville Job Links
Laura Geisinger
211 Commerce Street, Ste. 100
Nashville, TN 37201
877-345-5025</p> | <p>2 Nashville Public Radio/Website
Facebook/Twitter
http://www.wpln.org
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> <p>4 Nashville Public Radio
Internal Job Postings
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> <p>6 Tennessee State University
Student Services/Career Development
3500 John A. Merritt Blvd
Nashville, TN 37209
615-963-5987</p> <p>8 Current
Job Placement editor
6930 Carroll Ave Suite 35
Takoma Park, MD 20912
301-270-7240</p> <p>10 www.monster.com
Job ad link
5 Clock Tower Place
Maynard, MA 01754
978-461-8000</p> <p>12 The Tennessee Tribune
Jason Hughes
1501 Jefferson St,
Nashville, TN 37208
615-321-3268</p> <p>14 Assoc. of Fundraising Professional
Amy Ware
PO Box 120604
Nashville, TN 37212
615-569-6002</p> <p>16 Vanderbilt University
Student Services/Career Development
2201 West End Ave
Nashville, TN 37204
615-322-7311</p> |
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- 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.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>
- 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

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|---|---|
| <p>37 Nashville Public Radio Facebook page
Nashville Public Radio
630 Mainstream Dr
Nashville TN 37228</p> <p>39 Development Resources Inc
1820 N. Fort Meyer Dr
Suite 702
Arlington, VA 22209</p> <p>41 National Assoc of Hispanci Journalists</p> <p>43 CEO Update</p> <p>45 Public Media Jobs</p> <p>47 Kraft CPAs</p> <p>49 Entercom via Randy Friendly</p> <p>51 National Association of Broadcasters
1771 N Street NW
Washington, D.C. 20036</p> <p>53 Report for America Recruitment</p> <p>55 Nashville Chamber of Commerce</p> <p>57 FB Public Media</p> <p>59 www.hireadore.com</p> <p>61 PBMA
1300 Piccard Dr Suite LL 14
Rockville, MD 20850</p> <p>63 The Journal of Blacks in Higher Ed
www.jbhe.com/advertise/#submitjob</p> <p>65 Music Row
www.row.com</p> | <p>38 Tom Livingston and Associates
3000 Chestnut Ave, Suite 208
Baltimore, MD 21211</p> <p>40 Linked In</p> <p>42 Idealist</p> <p>44 Greater Public Jobline</p> <p>46 Broadcast Career Link</p> <p>48 Indeed.com</p> <p>50 DRi - Development Resources, inc.
1820 N. Fort Myer Dr
Suite 702
Arlington, VA 22209</p> <p>52 Asian American Journalists Association
5 Third St. Suite 1108 San Francisco, CA 94103</p> <p>54 Kraft CPA's Job list</p> <p>56 Craig Newman Graduate School of Journalism</p> <p>58 FB Public MediaA</p> <p>60 Creative Financial Services
720 Cool Springs Blvd
Franklin TN 37067</p> <p>62 PRPD
www.prpd.org/jobs</p> <p>64 Public Media Journalists Assoc.
www.pmja.org</p> <p>66 Top 22
www.top22.com</p> |
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67 All Access
www.allaccess.com

69 FMQB
www.fmqb.com

71 Headway Slack

73 Public Media Women In leadership FB

75 Public Media Journalist FB

77

68 RAMP
ramp247.com

70 Ladio NYC Listserve

72 Public Media Millennials Facebook Group

74 Public Media Innovators FB

76 NPR INTERN Slack

NASHVILLE PUBLIC RADIO COMMUNITY ENGAGEMENT 2022

This note collects examples of newsroom community outreach and engagement from 2022.

Community Outreach

In 2022, Nashville Public Radio newsroom staffers participated in more than 30 community outreach events. These include speaking to several high school and college journalism classes, moderating multiple talks and panels, and presenting to a diverse array of community groups.

Highlight: Alexis Marshall continues to spearhead a weekly live appearance on Nashville Noticias, a popular Spanish-language news program. Alexis and Paige Pflieger, with support from Rachel Iacovone, also curate a weekly news roundup for Noticias. This partnership is coming up on its 3-year birthday!

Highlight: Our journalists have spoken to multiple high school groups, including in their classrooms and by hosting at our station. Templeton Academy, in particular, was pursuing a rigorous news literacy curriculum and was highly engaged before and after their visit.

The newsroom hosted two “Winterim” interns for 3 weeks in January 2022 — Hallie Graham and Pia Strang — as part of an intensive job shadowing program, and saw each produce professional-caliber work. Our news team worked with two collegiate interns, Jackie Llanos and Tori Hoover.

Highlight: Several staffers were instrumental in creating the inaugural Nashville Journalists of Color Mixer on June 11, 2022, bringing together dozens of journalists for networking and a panel discussion.

Community engagement journalism

Our journalists often work from a mindset that centers the community, taking cues from the needs and questions of residents to try to make journalism that truly serves. Much of this work is boosted by our use of Hearken software, which we use to create digital callouts and to organize community submissions.

Citizen Nashville: One of Nashville Public Radio's most massive listener-powered wins has been the launch of our hourlong daily show "This Is Nashville" — and specifically the launch of its recurring "Citizen Nashville" episodes and segments. These are civic-minded and listener-question-driven shows built around answering questions submitted through Hearken. There have been more than two dozen segments since March 2021, often sorting out complicated subjects like navigating disability benefits, finding mental health services, and understanding the city budget, along with discussions of affordable housing, sidewalk allocations, and monkeypox. In addition to the proactive, solutions-oriented on-air

discussions, these stories live on with informative web posts. They've also pushed the entire news staff to think more often about news-you-can-use service journalism.

In receiving an accolade from Hearken, [the company wrote](#):

For those not steeped in how newsrooms work, this is different from how many journalists are taught to think! The question of “what’s new and interesting” can often come before “what’s most useful and needed for the people we’re trying to serve.” Citizen Nashville is taking the latter approach, and it’s making a big difference.

Curious Nashville: This project is wholly based on questions submitted from our audiences. Since 2016, we’ve received more than 1,000 questions, leading to more than 100 stories and two dozen podcast episodes.

In 2022, we completed another dozen stories — most of which resulted in "multi-platform" presentations, meaning on radio, on web, on *This Is Nashville*, and in our Curious Nashville podcast feed.

This project is also one of our leading ways of coaching up new contributors and early-career journalists, including high school intern Hallie Graham, contributor Tasha Lemley, contributor Laura Dean, contributor Miguel Detilier, and intern-turned-part-timer-turned-full-time producer Cindy Abrams.

[This Is Nashville](#)

Community engagement is baked into the entire ethos of our daily show. Community advisors helped shape the show before it launched, audience feedback — praise and critique — gets highlighted in the weekly @ Us segment on Thursdays, “Citizen Nashville” segments occur often, and the team uses Hearken and other social media channels to be in dialogue with the community.

Highlight: As of September, when the show was 6 months old, the show had heard from more than 700 people on air. That’s not to overlook the countless people we’ve pre-interviewed on background in preparation for each episode, and the people we’ve interviewed through our community engagement.

Highlight: At the six-month mark, the show took a week to reflect on priorities, brainstorm new show topics, and spend time out in the community with you getting new ideas. From Cannon County to Gallatin to Murfreesboro to Lebanon, the team really got around!

THE SPREADSHEET LIST OF ENGAGEMENTS IS ON THE NEXT PAGE.

Name	Title	Date	Description
LaTonya Turner	ME News Editor	3/3/2022	Austin Peay Univ. Women in Media panel
Steve Haruch	Senior Producer	3/31/2022	political science class at Belmont University
Alexis Marshall	Producer/Reporter	4/6/2022	Hispanic Family Foundation Annual Breakfast
LaTonya Turner	ME News Editor	4/6/2022	Hispanic Family Foundation Annual Breakfast
Damon Mitchell	Enterprise Reporter	4/13/2022	Spoke to Hillsboro HS class
Juliana Kim, Chas Sisk, Emily Siner		4/15/2022	Gave a tour to Greater Nashville Chinese Association
Newsroom folks		4/18/2022	Led housing listening session with community
Tony Gonzalez	Special Projects Editor	5/26/2022	Spoke to Google employees about podcasting
Juliana Kim, Rachel Iacovone, LaTor	Various	6/11/2022	Nashville Journalists of Color Mixer
Khalil Ekulona	Host	6/19/2022	Opened the Juneteenth ceremony at Fort Negley
Meribah Knight	Special Projects Producer	6/22/2022	Spoke to Sherrard Roe law firm about DEI issues in Nashville
Ambriehl Crutchfield	Metro Reporter	6/26/2022	Talked to high school girls about journalism
Tony Gonzalez	Special Projects Editor	6/28/2022	Spoke to Gannett interns, via Chips Quinn, about story pitches
Steve Haruch	Senior Producer	7/8/2022	Inside Politics with Pat Nolan
Khalil Ekulona	Host	7/9/2022	Moderated TN Writers TN Stories at State Museum
Andrea Tudhope	Executive Producer	7/29/2022	Presented to America Amplified on creating a new daily show
Steve Haruch	Senior Producer	8/13/2022	Moderated TN Writers TN Stories at State Museum
Andrea Tudhope	Executive Producer	8/15/2022	Presented to PBS/NPR stations in Florida on creating a new daily
Blake Farmer	Health Care Reporter	9/30/2022	Moderated a public health session at THA annual meeting
Alexis Marshall	Education Reporter	ONGOING	Gives weekly live hits on Nashville Noticias
Paige Pfleger, Jackie Llanos		ONGOING	Gives weekly news roundups on Nashville Noticias
Tony Gonzalez, Paige Pfleger	Special Projects Editor; Crim	8/18/2022	26 Templeton Academy students tour station + news literacy cor
Andrea Tudhope, Steve Haruch, Khalil Ekulona		8/15/2022	Florida Public Media Professional Development Summit
Paige Pfleger	Criminal Justice Reporter	9/13/2022	Belmont University podcasting class
Tony Gonzalez	Special Projects Editor	10/6/2022	Hillsdale College radio journalism class
LaTonya Turner	ME News Editor	10/20/2022	Scenic America Symposium/Jefferson Street Placemaking panel
Steve Haruch	Senior Producer	10/22/2022	Chris Crofton moderator at Southern Festival of Books
Caroline Eggers	Environmental Reporter	10/27/2022	Met with high school teacher for her RFA community project.
Meribah Knight	Special Projects Producer	11/1/2022	Vanderbilt University Communications class
Meribah Knight	Special Projects Producer	11/2/2022	Marquette University class
Meribah Knight	Special Projects Producer	11/3/2022	Leadership Nashville
Paige Pfleger, Jackie Llanos	Criminal Justice Reporter	11/7/2022	Center for Advanced Studies and the Arts (Michigan)
Paige Pfleger, Jackie Llanos	Criminal Justice Reporter	11/16/2022	Zoom with incarcerated graduate students Northwest Correction

Tony Gonzalez	Special Projects Editor	12/13/2022	Nashville History Club talk re: Curious Nashville
Tony Gonzalez	Special Projects Editor	1/5/2023	Gordon Jewish Community Center senior citizens lunch
Chas Sisk	Interim News Director	1/6/2023	League of Women Voters lunchtime talk
Jewly Hight	Senior Music Writer	1/21/2023	Country Soul Songbook Summit moderator
Chas Sisk	Interim News Director	2/2/2023	Affordable Housing panel at West End Synagogue
Blaise Gainey	Political Reporter	2/4/2022	Talked about his beat to the Nashville Bar Association
Chas Sisk	Interim News Director	2/7/2023	Religious Communicators Council