

**Nashville Public Radio
EEO Public Inspection File Report
April 1, 2016 – March 31, 2017
for stations
WPLN-FM - WPLN-AM – WFCL-FM**

Placed in the Public file and on WPLN.ORG March 31, 2017

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 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. (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 four position openings and four positions were filled during the reporting period.

**Nashville Public Radio
WPLN-FM - WPLN-AM – WFCL-FM
Filled Position Report
April 1, 2016 to March 31, 2017**

Position Title	Date Open	Date Filled	Number Interviewed	Number Hired	Recruitment Sources Used
Host/Reporter (note 1)	December 16, 2015	April 4, 2016	5	1	#2, #3, #4, #5, #8, #18, #19, #20, #21 #22, #23, #29, #30, #31, #37
VP of Content (note 2)	December 3, 2015	April 1, 2016	6	1	#3, #4, #5, #8, #10, #21, #29, #31, #38
Enterprise Reporter (note 3)	July 5, 2016	October 3, 2016	9	1	#2, #3, #4, #23, #29, #30, #31, #35, #36
Membership Manager (note 4)	July 18, 2016	September 12, 2016	4	1	#2, #4, #13, #26, #30, #31, #37
			Total -24	Total - 4	

Note 1 – Five candidates were interviewed in person. The candidates interviewed learned of the position from Word of Mouth, Poynter.org website, the JournalismJobs.com website, and the CPB job line website. The candidate hired learned of the position opening from the JournalismJobs.com website.

Note 2 – Ten candidates were interviewed, and the four finalists were interviewed in person. The candidates interviewed learned of the position opening from the following sources. Internal Job Posting, Word of Mouth, Livingston Associates Posting, and PRINDI Website. The candidate hired learned of the position from the internal job posting.

Note 3 – Nine candidates were interviewed, the four finalists were interviewed in person. The candidates learned of the position opening from a variety of sources including Nashville Public Radio Facebook page, Journalism Jobs.com, NPR twitter Job listing, Corporation for Public Broadcasting jobs website, and word of mouth. The candidate hired learned of the position opening by Word of Mouth.

Note 4 – Four candidates were interviewed in person. The candidates learned of the position opening from one source, The Center for Non-Profit Management. The candidate hired learned of the position opening from the Center for Non-Profit Management page.

Supplemental outreach initiatives during this period were as follows:

Establishment of Internship Program:

Four student interns worked in the News department during the summer. One Student from Boston University, two students from Vanderbilt University and one student from Middle Tennessee State University.

Training Programs for Station Personnel:

Marketing and development training for the general manager and development director at the PMDMC conference. Membership training for newly hired membership manager at PRDMC conference. Controller attended PMBA conference in Washington DC which included training related to HR and business and accounting job specific related seminars. Staff attending two day in house diversity training led by NPR diversity trainers. The music director and station manager attended a two day long music conference on best practices in music presentation and programming for classical music stations. The content director and a news reporter attended a training meeting in Boston on podcasting and best practices.

Station management training and review of EEO:

On March 29, 2017 a review of EEO standards and practices was conducted with station senior management. This review identified several improvements to the outreach process which are identified below.

Events or Programs with Educational Institutions relating to Broadcast Careers:

April 11, 2016 - WPLN's assistant news director spoke to a group of Lipscomb University student's on radio journalism careers

April 12, 2016 - WPLN's content VP and news director presented at the AP TN College Career Day. 100 students attended the event.

April 19, 2016 – WPLN's news director hosted a student shadow event for the day at WPLN's studio's.

July 11, 2016 - A WPLN reporter worked with two students as they conducted interviews for a report due to the mayor of Nashville.

August 23, 2016 - A group of Vanderbilt Media Immersion students toured WPLN's studio's and were presented radio advice on journalism, interview and recording techniques.

September 23, 2016 - WPLN's assistant news director participated on a media panel discussion at Lipscomb University.

October 18, 2016 - WPLN hosted a class from Central Magnet School and presented information on careers in news and also provided instruction on news reporting and recording news stories.

October 26, 2016 - WPLN's news director hosted a group of students from Overbrook School at WPLN's studios to discuss public radio journalism.

November 4, 2016 - WPLN's news director presented to a group of medical students a Vanderbilt University's Medical center on science reporting.

November 11, 2016 - WPLN's assistant news director and a report presented at a journalism workshop at Lipscomb University.

November 9, 2016 - A WPLN reporter participated in MTSU's News Train workshop presenting on news gathering with a smartphone and writing new for mobile.

November 10, 2016 - A WPLN reporter participated in a workshop at Tennessee State University.

November 23, 2106 - WPLN hosted a visit and mini workshop for a group of students from MTSU.

February 22, 2017 - The assistant news director delivered a presentation on science reporting at the children's Adventure Science Center in Nashville, at the Twister conference.

February 21, 2017 - WPLN's community news reporter participated in a classroom panel session on news reporting.

March 6, 2017 - WPLN's assistant news director spoke at the SAVY journalism class

March 7, 2017 - WPLN's Capitol Hill reporter spoke to honor groups from two Obion Country schools on how to become a Capitol Hill governmental reporter.

March 10, 2017 - WPLN's assistant news director was a presenter at a journalism conference at the University of Illinois.

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

May 9, 2016 - WPLN's news director moderated a panel at the Insight Counseling Center.

May 23, 2016 – WPLN’s assistant news director presented at the Jewish Federation of Middle Tennessee Speaker Series.

August 5, 2016 - WPLN’s news director spoke the Nashville’s ECON club meeting.

September 15, 2016 – WPLN’s assistant news director moderated at the women’s business leader luncheon.

October 12, 2016 - A WPLN news reporter spoke about covering news at the Center for Nonprofit Management Media Relations Day conference.

October 25, 2016 - WPLN’s assistant news director spoke to a group of public relations employees at MP & F on WPLN’s approach to podcasting.

November 5, 2016 - WPLN’s assistant news director participated in a Leadership Nashville panel discussion on the “Changing Landscape of Consumption.”

January 12, 2017 - The content VP spoke to The Breakfast Club of Nashville on the important of telling the communities stories.

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

- | | |
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| <p>1 The Tennessean Newspaper Classifieds
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000</p> | <p>10 www.monster.com
Job ad link
5 Clock Tower Place
Maynard, MA 01754
978-461-8000</p> |
| <p>2 Nashville Public Radio/Website
Facebook/Twitter
http://www.wpln.org
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> | <p>11 The Major Giving Alliance
Listserve
10W. Boscawen St., Suite 24
Winchester, VA 22601
888-625-4483</p> |
| <p>3 Corporation for Public Broadcasting
Jobs listing director
401 Ninth Street, NW
Washington, DC, 20004
202-879-9600</p> | <p>12 The Tennessee Tribune
Jason Hughes
1501 Jefferson St,
Nashville, TN 37208
615-321-3268</p> |
| <p>4 Nashville Public Radio
Internal Job Postings
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> | <p>13 Center for Nonprofit Management
Ave Trotter
44 Vantage Way
Nashville, TN 37228
615-259-0100</p> |
| <p>5 Tennessee Association of Broadcasters
Jill Green
50 Music Square West, Suite 900
Nashville Tennessee, 37203
615-824-0554</p> | <p>14 Assoc. of Fundraising Professional
Amy Ware
PO Box 120604
Nashville, TN 37212
615-569-6002</p> |
| <p>6 Tennessee State University
Student Services/Career Development
3500 John A. Merritt Blvd
Nashville, TN 37209
615-963-5987</p> | <p>15 Nashville Job Links
Laura Geisinger
211 Commerce Street, Ste. 100
Nashville, TN 37201
877-345-5025</p> |
| <p>7 Fisk University
Student Services/Career Development
1000 17th Ave North
Nashville, TN 37205
615-329-8500</p> | <p>16 Vanderbilt University
Student Services/Career Development
2201 West End Ave
Nashville, TN 37204
615-322-7311</p> |
| <p>8 Current
Job Placement editor
6930 Carroll Ave Suite 35
Takoma Park, MD 20912
301-270-7240</p> | <p>17 Middle Tennessee State University
Student Services/Career Development
Box 13
Murfreesboro, TN 37132
615-898-2817</p> |

- 9 www.careerbuilder.com
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000
- 18 PoynterOnline
www.careers.poynter.org
The Poynter Institute
801 Third St. South
St. Petersburg, Florida 33701
727-821-9494
- 20 Journalismjobs.com
info@journalismjobs.com
510-753-1521
- 22 Public Radio Newslink Digest
Euran Kerr
Ekerr@mpr.org
615-290-1491
- 24 Belmont University
Office of Career Placement
1900 Belmont Blvd
Nashville, TN 37212
615-460-6490
- 26 Public Radio Association of
Development Officers (PRADO)
prado@listserv.syr.edu
- 28 Nashville CABLE
(professional women's networking organization)
2817 West End Ave, Suite 202
Nashville, TN 37203
(615) 321-2260
- 30 National Public Radio
<https://twitter.com/NPRjobs>
- 32 Society of Broadcast Engineers
Local Chapter
Nashville, TN
- 34 UC Berkeley Graduate School of Journalism
Attn Nancy DeVille
121 North Gate Hal
Berkeley, CA 94720
- 19 Associaton of Black Journalists
www.nabj.org
1100 Knight Hall, 3100
College Park, MD 20742
301- 405-0248
- 21 Society of Professional Journalists
Jobs Bank
www.spj.org/jobs
3909 N. Meridian St.
Indianapolis, IN 46208
317-927-8000
- 23 NPR Southern Bureau
Russell Lewis
rdlewis@npr.org
651-811-4624
- 25 Greater Public
The Development Exchange, Inc. (DEI)
<http://www.deiworksite.org/job-line>
- 27 Public Media Business Association
Industry Job Listings
<http://pbma.org>
- 29 Public Radio News Director Inc
www.prindi.org
Twitter
- 31 Word of Mouth
- 33 Public Radio Engineering ListServe
PubTech
- 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

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

37 Nashville Public Radio Facebook page
Nashville Public Radio
630 Mainstream Dr
Nashville TN 37228