

FCC Schedule 396 Employment Program Report  
Nashville Public Radio  
Stations WPLN-FM, WPLN(AM), WFCL(FM)

Narrative Statement

Nashville Public Radio, licensee of noncommercial educational radio stations WPLN-FM, WPLN(AM), and WFCL(FM), is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program, including the recruitment of full-time job vacancies and its completion of supplemental employment initiatives and activities.

As full-time vacancies occur at its stations, LPM utilizes a variety of recruitment sources (such as the Nashville Public Radio website, Facebook and Twitter pages, the Corporation for Public Broadcasting, the Center for Nonprofit Management, LinkedIn, Current Newspaper, the Association of Black Journalists, the National Association of Hispanic Journalists, and others as identified in its annual reports) to widely disseminate information as appropriate for a given opening and to seek qualified candidates for interviews.

In addition to its recruitment efforts, Nashville Public Radio regularly undertakes various non-vacancy-specific employment activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: a student internship program; training programs for station personnel; events/programs with educational institutions relating to broadcast careers, and various with events with community groups.

Nashville Public Radio also strives to ascertain that its staff is reflective of the diverse population it serves. Nashville Public Radio annually reviews such efforts and results, as well as the effectiveness of steps taken to work toward such goals. As a result, Nashville Public Radio has determined to: recruit and retain a diverse workforce that is representative of its service area; provide equal opportunity in employment; educate management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons; seek diverse candidates for Nashville Public Radio's Community Advisors and Board of Directors; assist in developing a diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for internship opportunities and/or participating in minority or other diversity job fairs; and continue to review the station's practices as designed to fulfill a commitment to diversity.

Therefore, as a result of its use of various recruitment sources to fill open positions, its completion of a variety of long-term employment activities, its annual review and analysis of its EEO practices, and its ongoing efforts to improve EEO efforts, Nashville Public Radio has achieved broad outreach on employment matters in the past two years.