

**Nashville Public Radio  
EEO Public Inspection File Report  
April 1, 2019 – March 31, 2020  
for stations  
WPLN-FM - WPLN-AM – WFCL-FM**

Placed in the FCC Public file and on WPLN.ORG March 31, 2020

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

**Nashville Public Radio  
WPLN-FM - WPLN-AM – WFCL-FM  
Filled Position Report  
April 1, 2019 to March 31, 2020**

<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Number Interviewed</b>	<b>Number Hired</b>	<b>Recruitment Sources Used</b>
CEO Search	Nov 1, 2018	April 29, 2019	4	1	#8, #19, #31, #40, #41, #42, #50, #51
Morning Edition Host	April 22, 2019	June 10, 2019	4 interviewed – 2 from source #31 – 2 from source #37	1	#2, #3, #19, #31, #53, #37, #41
Report for America	January 17, 2019	April 5, 2019	6 interviewed – all came from Report for America recruitment which included Facebook, Twitter and wpln.org	1	#2, #35, #53

Administrative Assistant	July 11, 2019	Oct 23, 2019	3 interviewed 1 from source #35 – 2 from source #48	1	#2, #3, #13, #31, #35, #37, #48, #54, #55
Emerging Voices Fellowship	August 22, 2019	October 29, 2019	8 interviewed – 1 from source #3 - 4 from source #31 – 2 from source #35	1	#3, #19, #29, #41 #52, #56

## **Supplemental Outreach Initiatives used during this period**

### **Establishment of Internship Program:**

Two student interns worked in the WPLN News department during this year's internship program.

### **Training Programs for Station Personnel:**

The station manager attended several public conferences which included training sessions. Three membership staff attended the annual Public Radio PRDMC conference which offers numerous training classes on membership topics. WPLN administration hired a membership consultant to advise and train all news, programming, and membership staff on the latest membership fundraising techniques. Provided voice coaching from a profession voice coach for all on-air and news staff. The News Director and Assistant News Director both attended a weeklong leader training class.

### **The Nashville Public Radio Emerging Voices Fellowship was funded for the third year:**

Hired a minority reporter for the Emerging Voices Fellowship program in August 2019.

### **Direct Recruiting:**

Nashville Public Radio has increased its use of direct recruitment to proactively attract diverse applicants to the station. This primarily includes the use of LinkedIn, Facebook, Twitter, and other Social Media outlets to identify potential candidates affiliated with diverse associations. Efforts are made to reach out to them directly and to encourage them to apply for openings.

### **Community Outreach:**

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

- 03-11-19 WPLN HealthCare Reporter hosts Lipscomb Academy WPLN visit
- 03-22-19 WPLN HealthCare Reporter hosts student for job shadow
- 03-25-19 WPLN Public Housing Reporter speaks at Lipscomb University class
- 04-01-19 WPLN Reporter speaks to UT policy class
- 05-08-19 WPLN Reporter helps Explore school students create a podcast
- 07-22-19 Highschool student shadows at WPLN for the day
- 09-06-19 WPLN Public Housing Reporter speaks to a Stratford High Podcasting class
- 09-25-19 WPLN Public Housing Reporter speaks via Skype to a Northwester Journalism class
- 10-09-19 WPLN ATC Host speaks to an MTSU Media class
- 10-25-19 WPLN Public Housing Reporter speaks at Belmont University event
- 11-13-19 WPLN News Editor Speaks to Vanderbilt University Media Class about public broadcasting
- 01-11-20 WPLN reporter speaks to a Stratford STEM about podcasting

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

05-16-19 WPLN Reporters speak to McMinnville Rotary

08-06-19 WPLN HealthCare Reporter speaks to the AG's office regarding his role in health care reporting

11-07-19 WPLN HealthCare Reporter moderates' panel at Interfaith Ministries

11-07-19 WPLN Reporter and News Director speaks at Leadership Nashville conference

02-19-20 WPLN HealthCare Reporter moderates' panel on gun violence at the Jewish Temple

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

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|---|--|
| <b>1</b> The Tennessean Newspaper<br>Classifieds<br>Crystal Brenneis<br>1100 Broadway<br>Nashville, TN 37203<br>615-259-8000                          | <b>2</b> Nashville Public Radio/Website<br>Facebook/Twitter<br><a href="http://www.wpln.org">http://www.wpln.org</a><br>630 Mainstream Dr<br>Nashville, TN 37228<br>615/760-2903 |
| <b>3</b> Corporation for Public Broadcasting<br>Jobs listing director<br>401 Ninth Street, NW<br>Washington, DC, 20004<br>202-879-9600                | <b>4</b> Nashville Public Radio<br>Internal Job Postings<br>630 Mainstream Dr<br>Nashville, TN 37228<br>615/760-2903   |
| <b>5</b> Tennessee Association of Broadcasters<br>Jill Green<br>50 Music Square West, Suite 900<br>Nashville Tennessee, 37203<br>615-824-0554         | <b>6</b> Tennessee State University<br>Student Services/Career Development<br>3500 John A. Merritt Blvd<br>Nashville, TN 37209<br>615-963-5987                                   |
| <b>7</b> Fisk University<br>Student Services/Career Development<br>1000 17th Ave North<br>Nashville, TN 37205<br>615-329-8500                         | <b>8</b> Current<br>Job Placement editor<br>6930 Carroll Ave Suite 35<br>Takoma Park, MD 20912<br>301-270-7240   |
| <b>9</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a><br>Crystal Brenneis<br>1100 Broadway<br>Nashville, TN 37203<br>615-259-8000 | <b>10</b> <a href="http://www.monster.com">www.monster.com</a><br>Job ad link<br>5 Clock Tower Place<br>Maynard, MA 01754<br>978-461-8000  |
| <b>11</b> The Major Giving Alliance<br>Listserve<br>10W. Boscawen St., Suite 24<br>Winchester, VA 22601<br>888-625-4483                               | <b>12</b> The Tennessee Tribune<br>Jason Hughes<br>1501 Jefferson St,<br>Nashville, TN 37208<br>615-321-3268   |
| <b>13</b> Center for Nonprofit Management<br>Ave Trotter<br>44 Vantage Way<br>Nashville, TN 37228<br>615-259-0100                                     | <b>14</b> Assoc. of Fundraising Professional<br>Amy Ware<br>PO Box 120604<br>Nashville, TN 37212<br>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  
Murfreesboro, TN 37132  
615-898-2817
- 18** PoynterOnline  
[www.careers.poynter.org](http://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](http://www.nabj.org)  
1100 Knight Hall, 3100  
College Park, MD 20742  
301-405-0248
- 20** Journalismjobs.com  
[info@journalismjobs.com](mailto:info@journalismjobs.com)  
510-753-1521
- 21** Society of Professional Journalists  
Jobs Bank  
[www.spj.org/jobs](http://www.spj.org/jobs)  
3909 N. Meridian St.  
Indianapolis, IN 46208  
317-927-8000
- 22** Public Radio Newslink Digest  
Euran Kerr  
[Ekerr@mpr.org](mailto:Ekerr@mpr.org)  
615-290-1491
- 23** NPR Southern Bureau  
Russell Lewis  
[rdlewis@npr.org](mailto: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.deiworksites.org/job-line>
- 26** Public Radio Association of  
Development Officers (PRADO)  
[prado@listserv.syr.edu](mailto: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](http://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
- 37** Nashville Public Radio Facebook page  
Nashville Public Radio  
630 Mainstream Dr  
Nashville TN 37228
- 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 Suite 702  
Arlington, VA 22209
- 41** National Assoc of Hispanic Journalists
- 42** Idealist
- 43** CEO Update
- 44** Greater Public Jobline
- 45** Public Media Jobs
- 46** Broadcast Career Link
- 47** Kraft CPAs
- 48** Indeed.com
- 49** Entercom via Randy Friendly
- 50** DRi - Development Resources, inc.  
1820 N. Fort Myer Dr  
Suite 702  
Arlington, VA 22209
- 51** National Association of Broadcasters  
1771 N Street NW  
Washington, D.C. 20036
- 52** Asian American Journalists Association  
5 Third St. Suite 1108 San Francisco, CA 94103
- 53** Report for America Recruitment
- 54** Kraft CPA's Job list
- 55** Nashville Chamber of Commerce
- 56** Craig Newman Graduate School of Journalism
- 57** FB Public Media
- 58** FB Public MediA
- 59** [www.hireadore.com](http://www.hireadore.com)

