

WSM(AM)
EEO PUBLIC FILE REPORT
April 1, 2018-March 31, 2019

I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Event Sales Coordinator	1-3, 8, 10-13	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ryman Hospitality Properties Career Site www.rymanhp.com/careers	No	6
2	Word-of-Mouth Referral	No	2
3	Indeed Website www.indeed.com	No	15
4	CareerBuilder Website: www.careerbuilder.com	No	0
5	ZipRecruiter Website: www.ziprecruiter.com	No	0
6	Snagajob Website: www.snagajob.com	No	0
7	On-Air Announcements	No	0
8	Monster www.monster.com	No	1
9	Nashville Music City www.visitmusiccity.com	No	0
10	Campus Visits (<i>see Section III</i>)	No	0
11	Job Fairs (<i>see Section III</i>)	No	0
12	Glassdoor www.glassdoor.com	No	2
13	LinkedIn www.linkedin.com	No	7
Total Interviewees Over 12 Month Period			33

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On April 10, 2018 WSM (AM) participated in the Art Institute of Tennessee-Nashville Job Fair. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
2	Participate in Job Fair	On April 19, 2018 WSM (AM) participated in the Lipscomb Spring Job Fair. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
3	Participate in Job Fair	On May 10, 2018 WSM (AM) participated in the Job Fair event held at the Grand Ole Opry. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
4	Participate in Job Fair	On June 26, 2018 WSM (AM) participated in the Lipscomb Career Expo. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
5	Participate in Job Fair	On August 30, 2018 WSM (AM) participated in the MTSU Career Fair. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
6	Participate in Job Fair	On September 4, 2018 WSM (AM) participated in the Fall Business Slam at Vanderbilt University. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
7	Participate in Job Fair	On September 5, 2018 WSM (AM) participated in the Fall Career Fair at Vanderbilt University. Station participants included 1 Talent Acquisition Business Partner and our Talent Acquisition Coordinator who accepted resumes/applications and discussed the broadcasting industry with attendees.
8	Participate in Job Fair	On October 3, 2018 WSM (AM) participated in the Belmont University Career Fair. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 24, 2018 WSM (AM) participated in the Belmont University Panel Discussion. Station participants included 1 Talent Acquisition Business Partner, a Producer/Host, HR Manager, Director, Artist Relations & Programming, Director, Technical Services, Director, Marketing who discussed the broadcasting industry with attendees.
10	Participate in Job Fair	On November 5, 2018, WSM (AM) participated in the Job Fair event held at the Grand Ole Opry. Station participants included 2 Talent Acquisition Business Partners, Talent Acquisition Coordinator and Director, Talent Acquisition who accepted resumes/applications and discussed the broadcasting industry with attendees.
11	Participate in Job Fair	On March 12, 2019 WSM (AM) participated in the Goodwill Career Solutions Career Fair. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
12	Participate in Job Fair	On March 20, 2019 WSM (AM) Nashville Convention & Visitors Corporation Hospitality Industry Job Fair. Station participants included our Director, Talent Acquisition and a Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
13	Participate in Job Fair	On March 27, 2019 WSM (AM) participated in the Massey College of Business-Career Connect at Belmont University. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
14	Internship Program Summer 2018	Between May 2018 and August 2018, WSM (AM) hosted a Middle Tennessee State University student as a Digital Audio intern. This student intern was supervised by our Program Director and assisted with production, programming and promotion duties.
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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
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