

Nashville Public Radio
EEO Public Inspection File Report
April 1, 2020 – March 31, 2021
for stations
WPLN-FM - WPLN-AM – WNXP-FM

Placed in the FCC Public file and on WPLN.ORG March 31, 2021

FCC rule 73.2080 requires this station 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)

Supplemental Outreach Initiatives used during this period from April 1, 2020 to March 31, 2021

Establishment of Internship Program:

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

Training Programs for Station Personnel:

Station leadership staff participated in a two day session on team building focusing on organizational and individual advancement. Two organization executives received executive coaching during the time-period of this report. Diversity, Equity, and Inclusion training was provided for all supervisors.

The Nashville Public Radio Emerging Voices Fellowship was funded for a 4th year:

A diverse reporter was hired for the Nashville Public Radio Emerging Voices Fellowship position in August 2020.

Direct Recruiting:

Nashville Public Radio has increased the use of direct recruitment proactively attracting diverse individuals. LinkedIn, Facebook, Twitter, and other Social Media outlets are used to identify potential candidates. Efforts are made to reach out directly and encourage diverse applicants to apply for openings.

Community Outreach:

Events or Programs with Educational Institutions relating to Broadcast Careers:

4-15-20 Music Host speaks to Riversity City College music students
4-29-20 Criminal Justice reporter moderates panel on Nashville Community Bail Fund
6-21-20 Classical Music Host presents at the New Music Gathering Conference
6-23-20 Government reporter and News Director presented to EdTrust Student group
11-6-20 Senior Reporter/Special Projects Producer speaks to Vanderbilt about the Promise

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

5-27-20 Healthcare reporter speaks on Newsy
6-30-20 Reporter/Host speaks on VPM Podcast
8-24-20 Healthcare reporter presents to the West End Civic Club
10-26-20 Senior Reporter speaks to Nashville Rotary
11-12-20 WPLN News Director speaks to the UIUC SPJ group

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>2 Nashville Public Radio/Website
Facebook/Twitter
http://www.wpln.org
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> |
| <p>3 Corporation for Public Broadcasting
Jobs listing director
401 Ninth Street, NW
Washington, DC, 20004
202-879-9600</p> | <p>4 Nashville Public Radio
Internal Job Postings
630 Mainstream Dr
Nashville, TN 37228
615/760-2903</p> |
| <p>5 Tennessee Association of Broadcasters
Jill Green
50 Music Square West, Suite 900
Nashville Tennessee, 37203
615-824-0554</p> | <p>6 Tennessee State University
Student Services/Career Development
3500 John A. Merritt Blvd
Nashville, TN 37209
615-963-5987</p> |
| <p>7 Fisk University
Student Services/Career Development
1000 17th Ave North
Nashville, TN 37205
615-329-8500</p> | <p>8 Current
Job Placement editor
6930 Carroll Ave Suite 35
Takoma Park, MD 20912
301-270-7240</p> |
| <p>9 www.careerbuilder.com
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>11 The Major Giving Alliance
Listserve
10W. Boscawen St., Suite 24
Winchester, VA 22601
888-625-4483</p> | <p>12 The Tennessee Tribune
Jason Hughes
1501 Jefferson St,
Nashville, TN 37208
615-321-3268</p> |
| <p>13 Center for Nonprofit Management
Ave Trotter
44 Vantage Way
Nashville, TN 37228
615-259-0100</p> | <p>14 Assoc. of Fundraising Professional
Amy Ware
PO Box 120604
Nashville, TN 37212
615-569-6002</p> |
| <p>15 Nashville Job Links
Laura Geisinger
211 Commerce Street, Ste. 100
Nashville, TN 37201
877-345-5025</p> | <p>16 Vanderbilt University
Student Services/Career Development
2201 West End Ave
Nashville, TN 37204
615-322-7311</p> |
| <p>17 Middle Tennessee State University
Student Services/Career Development
Box 13</p> | <p>18 PoynterOnline
www.careers.poynter.org
The Poynter Institute</p> |

Murfreesboro, TN 37132
615-898-2817

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.deiworksites.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 Hal
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
- 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

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| 41 National Assoc of Hispanci 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 | 60 Creative Financial Services
720 Cool Springs Blvd
Franklin TN 37067 |
| 61 PBMA
1300 Piccard Dr Suite LL 14
Rockville, MD 20850 | 62 PRPD
www.prpd.org/jobs |
| 63 The Journal of Blacks in Higher Ed
www.jbhe.com/advertise/#submitjob | 64 Public Media Journalists Assoc.
www.pmja.org |
| 65 Music Row
www.row.com | 66 Top 22
www.top22.com |
| 67 All Access
www.allaccess.com | 68 RAMP
ramp247.com |
| 69 FMQB
www.fmqb.com | |