

**Nashville Public Radio
EEO Public Inspection File Report
April 1, 2015 – March 31, 2016
for stations
WPLN-FM - WPLN-AM – WFCL-FM**

Placed in the Public file and on WPLN.ORG March 31, 2016

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 three position openings and three positions were filled during the reporting period.

**Nashville Public Radio
WPLN-FM - WPLN-AM – WFCL-FM
Filled Position Report
April 1, 2015 to March 31, 2016**

Position Title	Date Open	Date Filled	Number Interviewed	Number Hired	Recruitment Sources Used
Enterprise Reporter (note 1)	March 9, 2015	April 29, 2015	4	1	#2, #3, #4, #8, #13, #18, #19, #20, #21, #22, #23, #29, #31
Chief Engineer (note 2)	May 18, 2015	July 28, 2015	8	1	#2, #3, #4, #13, #30, #31, #32, #33
Morning Edition Host/Reporter (note 3)	December 16, 2015	March 28, 2016	5	1	#2, #3, #5, #8, #18, #19, #20, #21, #22, #23, #29, #30, #31
			Total -17	Total - 3	

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

Note 2 – Eight candidates were interviewed, four of the eight were interviewed in person. All candidates learned of the position opening from the Society of Broadcast Engineers website posting. The candidate hired learned of the position from the Society of Broadcast Engineers website posting.

Note 3 – Five candidates 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 from the Nashville Public Radio Facebook 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 the University High School in Nashville, one Student from Boston College, one student from Vanderbilt University and one student from Lipscomb University.

Training Programs for Station Personnel:

Marketing and development training for the general manager and development director at the PRDMC conference. Membership training for newly hired membership manager. Controller attended PMBA conference in Washington DC which included training related to HR and business and accounting job specific related seminars.

Station management training and review of EEO:

On March 9, 2016 a review of EEO standards and practices was conducted with station senior management.

Events or Programs with Educational Institutions relating to Broadcast Careers:

4/13/15 - Emily Siner speaks to Broadcast Journalism class at Travecca Nazarene University

8/14/15 - Blake & Anita give a station tour and speak to a group from Vanderbilt Student Communications about radio journalism

9/17/15- Emily Siner spoke to the freshman photojournalism class at the University of Illinois and spoke to a newsroom leadership class for student editors and Illini media at the University of Illinois

9/18/15– Emily Siner makes presentation on podcasting at the Illinois Journalism Educator Association Conference – approximately 100 high school students in attendance

10/13/15 – Emily Siner discusses podcasting with students at Hume-Fogg High School

10/15/15 - Tony Gonzales & Emily Siner present at the Tennessee High School Press Association

10/16/15 – Blake Farmer participated in a panel discussion for students at Abilene Christian University about “finding your first job.”

11/10/15 - Blake Farmer spoke to the MediaMasters class at Lipscomb University

12/30/15 – Blake Farmer provides job shadowing experience for high school student Sydney Glisson

1/11-28/16 – WPLN newsroom participates in Winterim for Harpeth Hall junior Emily

2/16/16 - Via skype, Emily Siner lectures about podcasts and journalism to students at the Campus Middle School For Girls in Urbana, Ill.

2/26/16 - Tony Gonzalez lead training team at workshop for the Online News Association

2/27/16 – Tony Gonzalez teaches a journalism class for the Nashville writing collected, The Porch

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

4/22/15 – Blake Farmer moderates a Mayoral Candidates Land & Water Forum organized by various Middle Tennessee environmental groups

6/17/15 – Nina Cardona participates in a panel discussion for Metro Arts Commission October event

6/22/15 – Blake Farmer moderates a panel on Nashville architecture at the Parthenon.

6/25/15 – Chas Sisk speaks to the McMinnville Rotary Club

8/7/15 - Blake Farmer speaks to the League of Women Voters about results of August 6th Metro Elections

8/20/15 - Blake Farmer moderates a run-off candidate forum for At-large Metro Council, organized by the Belmont-Hillsboro Neighbors, Inc.

9/10/15– Anita speaks to non-profit leaders at the Center for Non-profit Management about how to work with the media

9/26/15 – Tony Gonzalez served as a judge for the Neighborhood Resource Center's 3rd Annual Neighborhood Celebration

9/29/15 – Blake Farmer discusses possible changes to Tennessee's Open Records law on WTVF's Morningline

11/5/15 – Tony Gonzalez participated in panel discussion for Leadership Nashville about new ways of story telling

11/5/15 - Anita Bugg and Mack Linebaugh talk about today's changing media landscape to a group called Life Long Learners at The Temple

1/15/16 – Chas Sisk appears on Inside Politics on WTVF-TV

3/2/16 – Emily Siner & Chas Sisk talk about news coverage with staff and attorneys at Bass, Berry and Sims law firm

NASHVILLE PUBLIC RADIO
Recruitment Sources Used For Full-time Job Openings

- | | |
|--|--|
| <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> |
| <p>9 www.careerbuilder.com
Crystal Brenneis
1100 Broadway</p> | |

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
- 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** The Development Exchange, Inc. (DEI)
<http://www.deiworksitesite.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