

**Nashville Public Radio**  
**EEO Public Inspection File Report**  
**April 1, 2021 – March 31, 2022**  
**for stations**  
**WPLN-FM - WPLN-AM – WNXP-FM**

Placed in the FCC Public file and on WPLN.ORG March 31, 2022

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, 2021 to March 31, 2022**

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

One student intern worked in the WPLN News department, and an intern worked in the Marketing Department during this year's internship program.

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

Station leadership staff participated in two-sessions focused on team building, organizational and individual advancement. Four sessions spaced throughout the year were focused on Diversity, Equity, and Inclusion training for all staff.

### **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:**

2021-10-26	Special Projects Producer	Speaking to panel Student Voice Journalism Fellowship	Classroom Outreach
2021-11-09	Arts Reporter	Speaking to a class at University of Michigan	Classroom Outreach
2021-11-18	Editor	Speaking to Wright Graduate University class	Classroom Outreach
2022-01-31	Editor	Created winterim curriculum for two Harpeth Hall students	Classroom Outreach
2022-02-01	News Director, Editor, Arts Reporter	Speaking to TSU Meter class	Classroom Outreach
2022-02-01	Producer	Spoke and presented clips to Demetria's audio storytelling class at Lipscomb	Classroom Outreach
2022-02-09	News Director, Producer	Speaking to Overton HS ESL class	Classroom Outreach
2022-02-10	Education Reporter	Speaking to MTSU reporting class	Classroom Outreach
2022-02-11	Metro Reporter	Speaking to Hillsboro HS journalism class	Classroom Outreach
2022-02-17	Health Care Reporter	Speaking to Vanderbilt PhD students about science journalism	Classroom Outreach
2022-02-21	Special Projects Producer	Speaking to Belmont University Class	Classroom Outreach
2022-02-22	Special Projects Producer	Speaking to Vanderbilt Peabody class	Classroom Outreach
2022-02-25	Criminal Justice Reporter	Speaking to Vanderbilt Policing in America class	Classroom Outreach
2022-03-01	Criminal Justice Reporter	Speaking to MTSU reporting class	Classroom Outreach
2022-03-02	Health Care Reporter	Speaking to University of Georgia class	Classroom Outreach

2022-03-03	Health Care Reporter, Enterprise Reporter	Speaking to Hillsboro HS journalism class	Classroom Outreach
2022-03-03	Editor	Speaking on Women Empowerment Panel at Austin Peay State University	Classroom Outreach
2022-03-15	Political Reporter	Speaking to MTSU reporting class	Classroom Outreach

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

2021-04-01	Criminal Justice Reporter	Weekly interview on Nashville Noticias	Community Outreach
2021-04-13	Enterprise Reporter	Moderating panel on Black maternal health disparities at Homeland Heart Birth & Wellness Collective	Community Outreach
2021-04-19	Special Projects Producer	Presenting on The Promise to Alignment Nashville and related nonprofits	Community Outreach
2021-04-26	Editor	Moderating panel on crime survivors with You Have The Power	Community Outreach
2021-05-06	Health Care Reporter	Presenting to the Centennial Club on WPLN	Community Outreach
2021-05-17	Enterprise Reporter	Speaking on investigative reporting panel at IRE	Community Outreach
2021-06-01	Metro Reporter	Speaking on panel at NABJ	Community Outreach
2021-06-30	Morning Host	Interviewing author at Parnassus Books	Community Outreach
2021-07-28	Education Reporter	Speaking at NYU's Urban Journalism Workshop graduation	Community Outreach
2021-08-27	Education Reporter	Moderating panel on burnout at AAJA	Community Outreach
2021-09-09	Special Projects Producer	Speaking on panel about education by NPEF	Community Outreach
2021-09-09	WNXP Staff	Speaking to a group organized by Hastings Architecture	Community Outreach
2021-09-24	Arts Reporter	Moderating Belmont panel on diversity in music industry	Community Outreach
2021-10-09	Special Projects Producer	Interviewed on MSNBC's American Voices	Community Outreach
2021-10-11	Special Projects Producer	Interviewed on MSNBC's The Reidout	Community Outreach
2021-10-11	Special Projects Producer	Interviewed on Black News Channel	Community Outreach
2021-10-12	Special Projects Producer	Interviewed on PBS Newshour	Community Outreach
2021-10-12	Special Projects Producer	Interviewed on The Takeaway	Community Outreach
2021-10-13	Special Projects Producer	Interviewed on Crooked Media's What A Day	Community Outreach
2021-10-16	Special Projects Producer	Interviewed on MSNBC's Al Sharpton	Community Outreach

2021-10-20	Health Care Reporter	Moderating panel for NPT	Community Outreach
2021-10-23	Metro Reporter	Speaking on a panel about racism, history and feminism at Nashville Public Library	Community Outreach
2021-10-25	Special Projects Producer	Interviewed on Vox's Today Explained	Community Outreach
2021-11-04	Special Projects Producer	Speaking on a media panel at Leadership Nashville	Community Outreach
2021-11-15	Criminal Justice Reporter	Interviewed on TLDL podcast	Community Outreach
2021-12-07	Special Projects Producer	Interviewed on Sophia Bush's podcast	Community Outreach
2022-02-24	Host	Panel discussion on Black voices in media	Community Outreach
2022-02-28	Editor	Speaking at Motlow State's African American Read-In	Community Outreach
2022-03-03	Political Reporter	Interviewed on West Virginia Public Broadcasting show	Community Outreach
2022-03-09	Executive Producer	Speaking on Nashville Podcasters panel	Community Outreach
2022-03-13	Host	Part of panel discussion on Nashville	Community Outreach
2022-03-17	Producer	Speaking to an intro-level journalism class at MTSU about trust in the media	Community Outreach

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

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|--|---|
| <p><b>1</b> The Tennessean Newspaper<br/> Classifieds<br/> Crystal Brenneis<br/> 1100 Broadway<br/> Nashville, TN 37203<br/> 615-259-8000</p>                | <p><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</p> |
| <p><b>3</b> Corporation for Public Broadcasting<br/> Jobs listing director<br/> 401 Ninth Street, NW<br/> Washington, DC, 20004<br/> 202-879-9600</p>        | <p><b>4</b> Nashville Public Radio<br/> Internal Job Postings<br/> 630 Mainstream Dr<br/> Nashville, TN 37228<br/> 615/760-2903</p>   |
| <p><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</p> | <p><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</p>                                     |
| <p><b>7</b> Fisk University<br/> Student Services/Career Development<br/> 1000 17th Ave North<br/> Nashville, TN 37205<br/> 615-329-8500</p>                 | <p><b>8</b> Current<br/> Job Placement editor<br/> 6930 Carroll Ave Suite 35<br/> Takoma Park, MD 20912<br/> 301-270-7240</p>   |
| <p><b>9</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>   | <p><b>10</b> <a href="http://www.monster.com">www.monster.com</a></p>   |

- Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000
- Job ad link  
5 Clock Tower Place  
Maynard, MA 01754  
978-461-8000
- 11** The Major Giving Alliance  
Listserve  
10W. Boscawen St., Suite 24  
Winchester, VA 22601  
888-625-4483
- 12** The Tennessee Tribune  
Jason Hughes  
1501 Jefferson St,  
Nashville, TN 37208  
615-321-3268
- 13** Center for Nonprofit Management  
Ave Trotter  
44 Vantage Way  
Nashville, TN 37228  
615-259-0100
- 14** Assoc. of Fundraising Professional  
Amy Ware  
PO Box 120604  
Nashville, TN 37212  
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 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  
Suite 702  
Arlington, VA 22209
- 40** Linked In
- 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](http://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](http://www.prpd.org/jobs)
- 63 The Journal of Blacks in Higher Ed  
[www.jbhe.com/advertise/#submitjob](http://www.jbhe.com/advertise/#submitjob)
- 64 Public Media Journalists Assoc.  
[www.pmja.org](http://www.pmja.org)
- 65 Music Row  
[www.row.com](http://www.row.com)
- 66 Top 22  
[www.top22.com](http://www.top22.com)
- 67 All Access  
[www.allaccess.com](http://www.allaccess.com)
- 68 RAMP  
ramp247.com
- 69 FMQB  
[www.fmqb.com](http://www.fmqb.com)