

2013 - Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station, which forms the Station Employment Unit for purposes of the EEO Rules:

Call Sign WRLT(FM)	Community Franklin, Tennessee	FIN 24427
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The information contained in this Report covers the Period from March 22, 2012 to, and including, March 31, 2013 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the Station about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the Station during the Applicable Period.

The following sections (Appendices A, B and C) provide the required information, and summarize the Station’s EEO efforts during the Applicable Period. This Annual Report was placed in the Station’s public inspection file on April 1, 2013 and posted on the Station’s website, in accordance with the FCC’s EEO Rules.

Appendix A

Section 1: Full-Time Job Opening Filled During This Period

Time Period Covered: **March 22, 2012 to March 31, 2013**

Station Comprising Employment Unit: **WRLT(FM)**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1.	Program Director (5/14/12)	Industry Referral	4
2.	Chief Financial Officer (6/1/12)	Internal Promotion	1
3.	Promotions & Events Coordinator (8/13/12)	Industry Referral	6
4.	Account Executive (9/1/12)	Internal Posting	5
5.	Director Of Special Events (12/1/12)	Internal Promotion	1
6.	Promotions & Events Coordinator (3/11/13)	Internal Promotion	1

Appendix B

Section 2: Recruitment Source Information¹

Time Period Covered: **March 22, 2012 to March 31, 2013**

Station Comprising Employment Unit: **WRLT(FM)**

Recruitment Source and Contact Information		Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Internal Station Postings	7	Position 1,3,4
2.	Station Web Site Postings www.WRLT.com	2	Position 1,3,4
3.	Williamson County/Franklin Chamber of Commerce, P.O. Box 156, Franklin, TN 37065-0156, www.williamson-franklinchamber.com	0	Positions 1,3,4
4.	Industry Referrals	4	Positions 1,3,4
5.	Tennessee Association of Broadcasters, P.O. Box 101015, Nashville, TN 37224, 615-399-3791, info@tabtn.org	0	Positions 1,3,4
6.	AWRT, 1760 Old Meadow Road, Suite 500, McLean, VA 22102, 703-506-3290, info@awrt.org	0	Positions 1,3,4
7.	American Advertising Federation of Nashville, P.O. Box 293327, Nashville, TN 37229, 615-469-4040, info@aafnashville.com	0	Positions 1,3,4

¹ No parties or organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii).

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WRLT(FM), Franklin, Tennessee**

8.	Five Chairs Recruitment, 230 Franklin Road, Suite 12-I, Franklin, TN 37064, marknewsom@fivechairs.com , 615-595-1774	0	Position 1,3,4
9.	NAACP, 1308 Jefferson Street, Nashville, TN 37208, 615-329-0999, info@naacpnashville.org	0	Positions 1,3,4
10.	Urban League of Middle Tennessee, 1219 9 th Avenue North, Nashville, TN 37208, 615-254-0525, jmason@urbanleagueofmidtn.org sguyton@urbanleqgueofmidtn.org	0	Positions 1,3,4
11.	Fisk University, 1000 17 th Avenue North, Nashville, TN 37208, 615-329-8894, eady@fisk.edu , ngarvin@fisk.edu	0	Positions 1,3,4
12.	Tennessee State University, Career Center, 3500 John A. Merritt Boulevard, Nashville, TN 37209, 615-963-5981, career@tnstate.edu	0	Positions 1,3,4
13.	Vanderbilt University, Nashville, TN 37240, 615-322-2750, recruiting@vanderbilt.edu	0	Positions 1,3,4
14.	Belmont University, 1900 Belmont Boulevard, Nashville, TN 37212, 615-460-6000, careerservices@belmont.edu	2	Positions 1,3,4
15.	Middle Tennessee State University, P.O. Box 2, Murfreesboro, TN 37132, 615-898-2500, career@mtsu.edu	0	Positions 1,3,4

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WRLT(FM), Franklin, Tennessee**

16.	Nashville State Community College, Career Center, 120 White Bridge Road, Nashville, TN 37205, cec@nsc.edu	0	Position 1,3,4
17.	Lipscomb University, Career Development Center, Nashville, TN 37204, 615-966-1792, careerdevelopment@lipscomb.edu	0	Position 1,3,4

Appendix C

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **March 22, 2012 to March 31, 2013**

Station Comprising Employment Unit: **WRLT(FM)**

Tuned In Broadcasting, Inc., licensee of WRLT(FM), has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the station has participated in several different recruitment activities to ensure broad outreach, including the following:

1. On-Going Internship Program for Area College Students (§73.2080(c)(2)(v)). This on-going semester internship program has been in place at the station for over fifteen (15) years. The station welcomes students from area universities and colleges who are excited about expanding their knowledge and hands-on experience in a broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer. During the period covered by this report, WRLT has had twelve (12) student interns involved in this program – One (1) in the Spring session of 2012, four (4) in the Summer session of 2012, two (2) in the Fall session of 2012, and one (5) currently in the Spring session of 2013.
2. Leadership Music Broadcast & Media Day (§73.2080(c)(2)(iv)). WRLT President, Lester Turner, Jr. participated as a committee member for Leadership Music's 2013 "Broadcast Media Day". Leadership Music is comprised of a select group of local community leaders, executives and professionals chosen to participate in the Program. Leadership Music exposes the participants to many different facets of Nashville's media and music industry during one 12-hour day each month. WRLT Program Director Dave Rossi is scheduled to participate in a panel discussion of radio programming.
3. Tennessee Association of Broadcasters Career Fair (§73.2080(c)(2)(i)). This career workshop and job fair was hosted by the TAB at Tennessee State University in Nashville, TN October 5, 2012. WRLT VP of Operations & Programming, Gary Kraen; participated in the event manning a booth to greet candidates, collect resumes, and answer questions about the radio industry, WRLT, its current job positions, internship opportunities, and careers in radio.

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WRLT(FM), Franklin, Tennessee**

4. Nashville State Community College Job Fair & Transfer Day (§73.2080(c)(2)(i)). This event was held on March 28, 2013 and sponsored by NSCC - Nashville State Community College's Career Services Office. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, it's outdoor adventure promotional division, company "green" initiatives, and recruit interns interested in a career in radio. Attendees included WRLT's VP Operations & Programming, Gary Kraen; Team Green Director, Keeley Puncochar; & Promotions Coordinator, Joshua Livingstone.