

**Nashville Public Radio**  
**EEO Public Inspection File Report**  
**April 1, 2009 – March 31, 2010**  
**for stations**  
**WPLN-FM & WPLN-AM**

Placed in the Public file April 1, 2010

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 no position openings and no positions were filled during the reporting period.**

**Nashville Public Radio**  
**WPLN-FM & WPLN-AM**  
**Filled Position Report**  
 April 1, 2009 to March 31, 2010

Position Title	Date Open	Date Filled	Number Interviewed	Number Hired	Recruitment Source
			Total -	Total -	

\* Candidates interviewed were from the recruitment source Center for Non-Profit Management and the Tennessean newspaper. Candidate hired was from the Center for Non-Profit Management.

# Candidate interviewed was from the recruitment source internal. Candidate hired was from the internal source.

## Recruitment Sources Used For All Full-time Job Openings

- 1** The Tennessean Newspaper Classifieds  
Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000
- 2** Nashville Public Radio/Website  
<http://www.wpln.org>  
630 Mainstream Dr  
Nashville, TN 37228  
615/760-2903
- 3** Corporation for Public Broadcasting  
Jobs listing director  
401 Ninth Street, NW  
Washington, DC, 20004  
202-879-9600
- 4** Nashville Public Radio  
Internal Job Postings  
630 Mainstream Dr  
Nashville, TN 37228  
615/760-2903
- 5** Tennessee Association of Broadcasters  
Jill Green  
50 Music Square West, Suite 900  
Nashville Tennessee, 37203  
615-824-0554
- 6** Tennessee State University  
Student Services/Career Development  
3500 John A. Merritt Blvd  
Nashville, TN 37209  
615-963-5987
- 7** Fisk University  
Student Services/Career Development  
1000 17th Ave North  
Nashville, TN 37205  
615-329-8500
- 8** Current  
Job Placement editor  
6930 Carroll Ave Suite 35  
Takoma Park, MD 20912  
301-270-7240
- 9** [www.careerbuilder.com](http://www.careerbuilder.com)  
Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000
- 10** [www.monster.com](http://www.monster.com)  
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** The Tennessean Jobs Link  
Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000

**Nashville Public Radio**  
**EEO Narrative Report for Supplemental Outreach Initiatives**

for stations  
WPLN-FM & WPLN-AM  
April 1, 2009 – March 31, 2010

Nashville Public Radio uses a number of means to recruit widely from the station's community. Senior staff meets and discusses methods to enhance and improve community outreach and reviews which long-term recruitment options will provide the widest recruitment of potential job candidates. Listed below are the various "Outreach Initiatives" the organization uses to recruit widely from our community. Nashville Public Radio provides meaningful opportunities for its workforce to achieve professional advancement through training and mentoring. We retain professional HR consultants to advise us on proper methods of recruiting, retaining and training our staff.

Below is a list of the current recruitment sources the station uses for full-time job openings. This list is updated as additional organizations request to be added to our notification process.

**Recruitment Sources Used For All Full-time Job Openings**

- |  |   |
|--|---|
| <b>1</b> The Tennessean Newspaper Classifieds<br>Crystal Brenneis<br>1100 Broadway<br>Nashville, TN 37203<br>615-259-8000                                    | <b>10</b> <a href="http://www.monster.com">www.monster.com</a><br>Job ad link<br>5 Clock Tower Place<br>Maynard, MA 01754<br>978-461-8000 |
| <b>2</b> Nashville Public Radio/Website<br><a href="http://www.wpln.org">http://www.wpln.org</a><br>630 Mainstream Dr<br>Nashville, TN 37228<br>615/760-2903 | <b>11</b> The Major Giving Alliance<br>Listserve<br>10W. Boscawen St., Suite 24<br>Winchester, VA 22601<br>888-625-4483                   |
| <b>3</b> Corporation for Public Broadcasting<br>Jobs listing director<br>401 Ninth Street, NW<br>Washington, DC, 20004<br>202-879-9600                       | <b>12</b> The Tennessee Tribune<br>Jason Hughes<br>1501 Jefferson St,<br>Nashville, TN 37208<br>615-321-3268                              |
| <b>4</b> Nashville Public Radio<br>Internal Job Postings<br>630 Mainstream Dr<br>Nashville, TN 37228<br>615/760-2903   | <b>13</b> Center for Nonprofit Management<br>Ave Trotter<br>44 Vantage Way<br>Nashville, TN 37228<br>615-259-0100                         |
| <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                | <b>14</b> Assoc. of Fundraising Professional<br>Amy Ware<br>PO Box 120604<br>Nashville, TN 37212<br>615-569-6002                          |
| <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               | <b>15</b> Nashville Job Links<br>Laura Geisinger<br>211 Commerce Street, Ste. 100<br>Nashville, TN 37201<br>877-345-5025                  |
| <b>7</b> Fisk University   | <b>16</b> Vanderbilt University   |

Student Services/Career Development  
1000 17th Ave North  
Nashville, TN 37205  
615-329-8500

Student Services/Career Development  
2201 West End Ave  
Nashville, TN 37204  
615-322-7311

**8** Current

Job Placement editor  
6930 Carroll Ave Suite 35  
Takoma Park, MD 20912  
301-270-7240

**17** Middle Tennessee State University

Student Services/Career Development  
Box 13  
Murfreesboro, TN 37132  
615-898-2817

**9** [www.careerbuilder.com](http://www.careerbuilder.com)

Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000

**18** The Tennessean Jobs Link

Crystal Brenneis  
1100 Broadway  
Nashville, TN 37203  
615-259-8000

Nashville Public Radio has followed most of the following steps during the past year. (April 1, 2009 – March 31, 2010).

- 1) Nashville Public Radio has for many years encouraged student interns to apply for its news internship program. This program acquaints the intern with the inner operations of a public radio news department and assists the intern in acquiring the skills needed to obtain broadcast employment. During this past year three student interns participated in Nashville Public Radio's intern program.
- 2) Nashville Public Radio participates in community forums at local schools and universities by speaking about public radio's roll in the community. Career opportunities are discussed to inform the student audience of career opportunities in public broadcasting.
- 3) Nashville Public Radio encourages school groups to tour the station facilities to acquaint the students with the operation of a radio station as well as the various career opportunities available to them. Several area schools participated in tours and job shadowing during this past year.
- 4) Nashville Public Radio has since its inception offered its employees a variety of training opportunities, including specific classes related to their jobs as well as career advancement training. During this past year approximately 25% of the station staff have attended classes or conferences with training specific to their current jobs.
- 5) Nashville Public Radio offers a mentoring program for station personnel. This year there were no staff members that participated in mentoring programs to improve their technical, administrative and managerial skills.
- 6) Nashville Public Radio provides training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination. This is accomplished through workshops and consultation with professional HR consultants retained by Nashville Public Radio.
- 7) Nashville Public Radio posts all job opening on its website as well as sends letters advising of job openings to organizations who request notification. Announcements are made both on the air and on the website soliciting community organizations who wish to be informed of job openings at Nashville Public Radio.
- 8) Nashville Public Radio participates in the Tennessee Association of Broadcasters career fairs.