

**Nashville Public Radio
EEO Public Inspection File Report
April 1, 2008 – March 31, 2009
for stations
WPLN-FM & WPLN-AM**

Placed in the Public file April 1, 2009

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, 2008 to March 31, 2009**

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
Crystal Brenneis
1100 Broadway
Nashville, TN 37203
615-259-8000
- 10** 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, 2008 – March 31, 2009

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

- | | |
|--|---|
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PO Box 120604
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| 6 Tennessee State University
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Murfreesboro, TN 37132
615-898-2817

9 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, 2008 – March 31, 2009).

- 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 six 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. Nashville Public Radio offers a 2-hour class in broadcast radio technical operations twice annually to students at the SAE INSTITUTE School in Nashville. These students are recording technologist students at SAE looking forward to careers in either broadcast or studio recording. We offer a 2 hour class each semester to instruct these students in specific skills needed for radio engineering and recording jobs.
- 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. This training has resulted in promotion of employees as they have acquired new, improved, and additional skills.
- 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.