

**WSM(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015-March 31, 2016**

**I. VACANCY LIST**

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-5, 10-11	1
General Manager	1-3, 7	2
Account Executive	1-11	2
Afternoon Show Host	1-11	2
Afternoon Show Producer	1-11	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>Ryman Hospitality Properties Career Site</b> <a href="http://www.rymanhp.com/careers">www.rymanhp.com/careers</a>	No	5
2	<b>Word-of-Mouth Referral</b>	No	4
3	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	1
4	<b>Nashville Scene Newspaper</b> Contact: Rachel Dean Phone: 615-844-9245, Email: <a href="mailto:rdean@southcomm.com">rdean@southcomm.com</a> , Website: <a href="http://www.nashvillescene.com/">www.nashvillescene.com/</a>	No	0
5	<b>Job News Nashville</b> Contact: Liz Rhodes, Major Accounts Manager Phone: 615.361.8843 x-10306 Email: <a href="mailto:lrhodes@jobnewsusa.com">lrhodes@jobnewsusa.com</a> 214 Overlook Circle, Ste. 260B Brentwood, TN 37027, Website: <a href="http://www.jobnewsusa.com/nashville">www.jobnewsusa.com/nashville</a>	No	0
6	<b>Employment Guide Nashville</b> Contact: Theresa Howe Phone: 757-431-7663 Email: <a href="mailto:theresa.howe@employmentguide.com">theresa.howe@employmentguide.com</a> , Website: <a href="http://www.EmploymentGuide.com">www.EmploymentGuide.com</a>	No	0
7	<b>On-Air Announcements</b>	No	0
8	<b>All Access Music Group</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
9	<b>Music Row Magazine</b> <a href="http://www.musicrow.com">www.musicrow.com</a>	No	0
10	<b>Campus Visits</b> ( <i>see Section III</i> )	No	0
11	<b>Job Fairs</b> ( <i>see Section III</i> )	No	0
<b>Total Interviewees Over 12 Month Period</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Host Job Fair	On April 23, 2015, Ryman Hospitality Properties hosted a job fair at the Ryman Auditorium in Nashville. Station participants included our HR Generalist, who accepted resumes/applications and discussed career opportunities in broadcasting as well as job openings at WSM(AM). Our Station also ran on-air announcements promoting the fair.
2	Participate in Job Fair	On April 30, 2015, WSM(AM) participated in the Urban League of Middle Tennessee Spring Job Fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
3	Host Job Fair	On May 5, 2015, Ryman Hospitality Properties hosted a job fair at the Ryman Auditorium in Nashville. Station participants included our HR Generalist, who accepted resumes/applications and discussed career opportunities in broadcasting as well as job openings at WSM(AM). Our Station also ran on-air announcements promoting the fair.
4	Participate in Job Fair	On June 30, 2015, WSM(AM) participated in the Goodwill job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
5	Participate in Job Fair	On July 14, 2015, WSM(AM) participated in the Tennessee Department of Labor & Workforce Development job fair. Station participants included our Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
6	Participate in Job Fair	On July 16, 2015, WSM(AM) participated in the Nashville Career Expo. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
7	Participate in Job Fair	On August 11, 2015, WSM(AM) participated in the Goodwill job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
8	Participate in Job Fair	On August 26, 2015, WSM(AM) participated in the Job News Nashville job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
9	Host Job Fair	On August 27, 2015, Ryman Hospitality Properties hosted a job fair at the Ryman Auditorium in Nashville. Station participants included our HR Generalist, who accepted resumes/applications and discussed career opportunities in broadcasting as well as job openings at WSM(AM). Our Station also ran on-air announcements promoting the fair.
10	Participate in Job Fair	On October 16, 2015, WSM(AM) participated in the Nashville State (Southeast campus) job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
11	Host Job Fair	On October 21, 2015, Ryman Hospitality Properties hosted a job fair at the Ryman Auditorium in Nashville. Station participants included our HR Generalist, who accepted resumes/applications and discussed career opportunities in broadcasting as well as job openings at WSM(AM). Our Station also ran on-air announcements promoting the fair.
12	Participate in Job Fair	On October 27, 2015, WSM(AM) participated in the Belmont University Fall 2015 Internship Fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
13	Participate in Job Fair	On October 28, 2015, WSM(AM) participated in the Art Institute of Tennessee's job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
14	Participate in Job Fair	On October 28, 2015, WSM(AM) participated in the Belmont University Career Day job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
15	Participate in Job Fair	On January 18, 2016, WSM(AM) participated in the Urban League of Middle Tennessee MLK job fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.
16	Participate in Job Fair	On February 11, 2016, WSM(AM) participated in the University of Tennessee Spring Job & Internship Fair. Station participants included our HR Generalist who accepted resumes/applications and discussed the broadcasting industry with attendees.
17	Host Job Fair	On March 14, 2016, Ryman Hospitality Properties hosted a job fair at the Ryman Auditorium in Nashville. Station participants included our HR Generalist, who accepted resumes/applications and discussed career opportunities in broadcasting as well as job openings at WSM(AM). Our Station also ran on-air announcements promoting the fair.
18	Participate in Job Fair	On March 22, 2016, WSM(AM) participated in the MTSU Department of Recording Industry Career & Internship Fair. Station participants included our HR Generalist, who accepted resumes/applications and discussed the broadcasting industry with attendees.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
19	Participate in Job Fair	On March 23, 2016, WSM(AM) participated in the NCVC & GNHA Hospitality Industry job fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
20	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 14, 2015, WSM's HR Generalist visited the Art Institute of Tennessee campus to inform students about an upcoming job fair event and discussed career opportunities in the broadcasting industry.
21	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On July 22, 2015, WSM's HR Generalist visited the Art Institute of Tennessee campus to inform students about an upcoming job fair event and discussed career opportunities in the broadcasting industry.
22	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 15, 2015, WSM's HR Generalist visited Belmont University's campus to inform students about an upcoming job fair event and discussed career opportunities in the broadcasting industry.
23	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 8, 2016, WSM's HR Generalist visited Belmont University for their "Belmont & Beyond – Creating Professional Resumes" presentation. At this event students were provided with information on Ryman Hospitality Properties and WSM(AM) radio as well as advice about their career searches.
24	Internship Program/Summer 2015	Between May 2015 and August 2015, WSM hosted a Belmont University student as a Marketing & Promotions intern. This student intern was supervised by our Promotions Manager and assisted with the following: <ul style="list-style-type: none"> <li>•Represented station at events, remotes, and broadcasts along with Promotions Dept. staff;</li> <li>•Monitored promotional inventory: prizes, tickets, banners, etc.;</li> <li>•Attended additional promotional events as scheduled;</li> <li>•Learned to update website and social media outlets as needed and under direct supervision of Promotions Manager;</li> <li>•Entered listener information and maintained email database under direct supervision of Promotions Manager.</li> </ul>
25	Internship Program/Fall 2015	Between September 2015 and December 2015, WSM hosted a Belmont University student as a Marketing & Promotions intern as well as a Middle Tennessee State University student as a Sales intern. These student interns were supervised by our Promotions Manager and assisted with the following: <ul style="list-style-type: none"> <li>•Represented station at events, remotes, and broadcasts along with Promotions Dept. staff;</li> <li>•Monitored promotional inventory: prizes, tickets, banners, etc.;</li> <li>•Attended additional promotional events as scheduled;</li> <li>•Learned to update website and social media outlets as needed and under direct supervision of Promotions Manager;</li> <li>•Entered listener information and maintained email database under direct supervision of Promotions Manager.</li> </ul>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
26	Internship Program/Spring 2016	<p>Between January 2016 and April 2016, WSM hosted a Belmont University student as Marketing &amp; Promotions Intern as well as a South New Hampshire University student as a Sales intern. These student interns are supervised by our Promotions Manager and assisted with the following:</p> <ul style="list-style-type: none"> <li>•Represented station at events, remotes, and broadcasts along with Promotions Dept. staff;</li> <li>•Monitored promotional inventory: prizes, tickets, banners, etc.;</li> <li>•Attended additional promotional events as scheduled;</li> <li>•Learned to update website and social media outlets as needed and under direct supervision of Promotions Manager;</li> <li>•Entered listener information and maintained email database under direct supervision of Promotions Manager.</li> </ul>