

WSM(AM)
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1-3, 10-11	2
Digital Program Director	1-3, 10-12	2
Music Director	1-3, 10-11	2
Account Executive	1-3, 10-11	3
Digital Producer	1-3, 8-11	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	Ryman Hospitality Properties Career Site www.rymanhp.com/careers	No	0
2	Word-of-Mouth Referral	No	7
3	Indeed Website www.indeed.com	No	4
4	Nashville Scene Newspaper Contact: Rachel Dean Phone: 615-844-9245, Email: rdean@southcomm.com , Website: www.nashvillescene.com/	No	0
5	Job News Nashville Contact: Liz Rhodes, Major Accounts Manager Phone: 615.361.8843 x-10306 Email: lrhodes@jobnewsusa.com 214 Overlook Circle, Ste. 260B Brentwood, TN 37027, Website: www.jobnewsusa.com/nashville	No	0
6	Employment Guide Nashville Contact: Theresa Howe Phone: 757-431-7663 Email: theresa.howe@employmentguide.com , Website: www.EmploymentGuide.com	No	0
7	On-Air Announcements	No	0
8	All Access Music Group www.allaccess.com	No	0
9	Music Row Magazine www.musicrow.com	No	0
10	Campus Visits (<i>see Section III</i>)	No	0
11	Job Fairs (<i>see Section III</i>)	No	0
12	LinkedIn (<i>not directly contacted by SEU</i>)	No	1
Total Interviewees Over 12 Month Period			12

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On April 6, 2017 WSM(AM) participated in the Nashville State Community College (Southwest Campus) Spring Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
2	Participate in Job Fair	On April 19, 2017 WSM(AM) participated in the Volunteer State Community College Spring Career Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 24, 2017, WSM(AM) Recruiter visited the Art Institute Nashville campus to discuss career opportunities in the broadcasting industry.
4	Participate in Job Fair	On April 27, 2017 WSM(AM) participated in the Nashville State Community College (Main Campus) Spring Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
5	Host event/program sponsored on behalf of a professional organization where information regarding broadcasting careers was disseminated	On May 18, 2017 WSM(AM) hosted the Tennessee Association of Colleges and Employers Annual Conference. Station participants included our HR Generalist and Recruiter, who spoke to advisors and school representatives to discuss career opportunities within the broadcasting industry with attendees.
6	Participate in Job Fair	On May 22, 2017 WSM(AM) participated in the Nashville Career Expo. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
7	Participate in Job Fair	On August 23, 2017 WSM(AM) participated in the Lipscomb University Part-Time Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
8	Participate in Job Fair	On August 28, 2017 WSM(AM) participated in the Middle Tennessee State University Student Employment Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 6, 2017, WSM(AM) Recruiter visited Cumberland University campus to discuss career opportunities in the broadcasting industry.
10	Participate in Job Fair	On September 20, 2017 WSM(AM) participated in the Volunteer State Community College Fall Career Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
11	Participate in Job Fair	On October 3, 2017 WSM(AM) participated in the Nashville Convention & Visitors Corporation Hospitality Industry Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
12	Participate in Job Fair	On October 4, 2017 WSM(AM) participated in the Lipscomb University Part-Time Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
13	Participate in Job Fair	On October 18, 2017 WSM(AM) participated in the Belmont University Career Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
14	Participate in Job Fair	On October 19, 2017 WSM(AM) participated in the Trevecca Nazarene University Music Industry 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 October 25, 2017 WSM(AM) participated in the Belmont University Internship Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
16	Participate in Job Fair	On October 26, 2017 WSM(AM) participated in the Fisk University Career Fairs Industry & Graduate School Exploration Event. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
17	Participate in Job Fair	On November 2, 2017 WSM(AM) participated in the Nashville State Community College (Main Campus) Fall Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.
18	Internship Program Fall 2017	Between August 2017 and December 2017, WSM(AM) hosted an Eastern Washington University student as a Radio

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		<p>Programming intern. This student intern was supervised by our Program Director and assisted with the following:</p> <ul style="list-style-type: none"> • Assisted producers with implementation of on-air shows • Worked with salespeople in retrieving requested audio content for clients • Entered network and local commercials and other audio content into automation system • Edited audio for on-air use • Helping program director (PD) and assistant PD with office tasks, as requested
19	Internship Program Spring 2018	<p>Between January 2018 and April 2018, WSM(AM) hosted a Middle Tennessee State University student as a Digital Audio intern. This student intern was supervised by our Program Director and assisted with the following:</p> <ul style="list-style-type: none"> • Edited and worked with the production department to produce short and long form segments • Attended live shows during the evening and record content • Worked with producers and management on daily assignments • Had an overall understanding of the radio and digital industry
20	Participation in Job Fair	<p>On January 24th, 2018, WSM(AM) participated in the Lipscomb University Part-Time Job Fair. Station participants included our HR Generalist and Recruiter, who accepted resumes/applications and discussed the broadcasting industry with attendees.</p>
21	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>On January 27th, 2018, WSM(AM) participated in a Belmont University sporting event featuring Ryman Hospitality Properties and radio station. Participants included our Talent Acquisition Business Partner and Talent Acquisition Coordinator, who accepted resumes/applications and discussed the broadcasting industry with attendees.</p>
22	Participation in Job Fair	<p>On March 28th, 2018, WSM(AM) participated in the Volunteer State Community College Job Fair. Station participants included our Talent Acquisition Business Partner and Talent Acquisition Coordinator, who accepted resumes/applications and discussed the broadcasting industry with attendees.</p>
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