

**WSM(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019-March 31, 2020**

**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>
On-Air Host	1-3, 8, 10-13	2
Morning Show Co-Host/News Reporter	1-6, 8, 12-13	13

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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	6
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	10
4	<b>CareerBuilder</b> Website: <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	No	0
5	<b>ZipRecruiter</b> Website: <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
6	<b>Snagajob</b> Website: <a href="http://www.snagajob.com">www.snagajob.com</a>	No	0
7	<b>On-Air Announcements</b>	No	0
8	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	No	1
9	<b>Nashville Music City</b> <a href="http://www.visitmusiccity.com">www.visitmusiccity.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
12	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
13	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
<b>Total Interviewees Over 12 Month Period</b>			<b>22</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On April 9, 2019 WSM(AM) participated in the Art Institute of Tennessee-Nashville Job Fair. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>2</b>	Participate in Job Fair	On April 17, 2019 WSM(AM) participated in the Lipscomb Spring Job Fair. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>3</b>	Participate in Job Fair	On May 10, 2019 WSM(AM) participated in the Job Fair event held at the Grand Ole Opry. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>4</b>	Participate in Job Fair	On June 26, 2019 WSM(AM) participated in the Lipscomb Career Expo. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>5</b>	Participate in Job Fair	On August 28, 2019 WSM(AM) participated in the MTSU Career Fair. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>6</b>	Participate in Job Fair	On September 4, 2019 WSM(AM) participated in the Fall Business Slam at Vanderbilt University. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>7</b>	Participate in Job Fair	On September 5, 2019 WSM(AM) participated in the Fall Career Fair at Vanderbilt University. Station participants included 1 Talent Acquisition Business Partner and our Talent Acquisition Coordinator who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>8</b>	Participate in Job Fair	On October 3, 2019 WSM(AM) participated in the Belmont University Career Fair. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>9</b>	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On February 17, 2020 WSM(AM) participated in the Career Expo/ Fair-Oasis Center hosted by the McGruder Family Resource Center and Catholic Charities of TN. Station participants included 1 Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>10</b>	Participate in Job Fair	On February 18, 2020 WSM(AM) participated in the Nashville CVC North Nashville Neighborhood Career Fair. Station participants included a Talent Acquisition Business Partner, who accepted resumes/applications and discussed the broadcasting industry with attendees.
<b>11</b>	Participate in Job Fair	On February 19, 2020 WSM(AM) participated in the 2020 College to Career Fair at Opryland Hotel. Station participants included 2 Talent Acquisition Business Partners, who accepted resumes/applications and discussed the broadcasting industry with attendees.