

## **2010 Annual EEO Public File Report**

### **Narrative Statement**

Tuned In Broadcasting, Inc. (“Tuned In”), the licensee of WRLT(FM), Franklin, Tennessee, is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion.

As indicated in the 2010 EEO Public File Report attached hereto, WRLT has developed a list of recruitment sources available for use upon the opening of a job position at the station in order to widely disseminate information regarding job openings to WRLT’s community. It should be noted that no parties or organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii).

As shown in the 2010 EEO Public File Report, WRLT has engaged in a variety of non-vacancy-specific initiatives as required by Section 73.2080 of the Commission’s Rules. Specifically, during the past period, WRLT has conducted an internship program for area college students, as well as participated in several forums, fairs, and events designed to educate people about careers in broadcasting. Under the Commission’s Rules, station employment units with ten or more employees are required to engage in four non-vacancy specific activities during a two-year period.

WRLT intends to continue to review the results of its recruitment efforts and to update and supplement the list of recruitment sources as appropriate.

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The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station, which forms the Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	FIN
<b>WRLT(FM)</b>	<b>Franklin, Tennessee</b>	<b>24427</b>

The information contained in this Report covers the Period from April 1, 2009 to, and including, March 31, 2010 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the Station about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the Station during the Applicable Period.

The following sections (Appendices A, B and C) provide the required information, and summarize the Station’s EEO efforts during the Applicable Period. This Annual Report was placed in the Station’s public inspection file on April 1, 2010 and posted on the Station’s website, in accordance with the FCC’s EEO Rules.

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Appendix A

**Section 1: Full-Time Job Opening Filled During This Period**

Time Period Covered: **April 1, 2009 to March 31, 2010**

Station Comprising Employment Unit: **WRLT(FM)**

<b>Full-time Positions Filled By Job Title and Date Filled</b>		<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1.	<b>Marketing Consultant (04-05-2009)</b>	<b>Industry Referral</b>	<b>9</b>
2.	<b>Marketing Consultant (04-05-2009)</b>	<b>Industry Referral</b>	<b>9</b>

Appendix B

**Section 2: Recruitment Source Information<sup>1</sup>**

Time Period Covered: **April 1, 2009 to March 31, 2010**

Station Comprising Employment Unit: **WRLT(FM)**

<b>Recruitment Source and Contact Information</b>		<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1.	Internal Station Postings	3	All Positions
2.	Station Web Site Postings <b>www.WRLT.com</b>	2	All Positions
3.	On-Air Recruitment Ads WRLT(FM)	0	All Positions
4.	Williamson County/Franklin Chamber of Commerce, P.O. Box 156, Franklin, TN 37065-0156, <a href="http://www.williamson-franklinchamber.com">www.williamson-franklinchamber.com</a>	0	All Positions
5.	Industry Referrals	5	All Positions
6.	Tennessee Association of Broadcasters, P.O. Box 101015, Nashville, TN 37224, 615-399-3791, <a href="mailto:info@tabtn.org">info@tabtn.org</a>	1	All Positions
7.	AWRT, 1760 Old Meadow Road, Suite 500, McLean, VA 22102, 703-506-3290, <a href="mailto:info@awrt.org">info@awrt.org</a>	0	All Positions

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<sup>1</sup> No parties or organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii).

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8.	American Advertising Federation of Nashville, P.O. Box 293327, Nashville, TN 37229, 615-469-4040, <a href="mailto:info@aafnashville.com">info@aafnashville.com</a>	0	All Positions
9.	Five Chairs Recruitment, 230 Franklin Road, Suite 12-I, Franklin, TN 37064, <a href="mailto:marknewsom@fivechairs.com">marknewsom@fivechairs.com</a> , 615-595-1774	1	All Positions
10.	NAACP, 1308 Jefferson Street, Nashville, TN 37208, 615-329-0999, <a href="mailto:naacpnashville@aol.com">naacpnashville@aol.com</a>	0	All Positions
11.	Urban League of Middle Tennessee, 1219 9 <sup>th</sup> Avenue North, Nashville, TN 37208, 615-254-0525, <a href="mailto:jmason@urbanleagueofmidtn.org">jmason@urbanleagueofmidtn.org</a>	0	All Positions
12.	Fisk University, 1000 17 <sup>th</sup> Avenue North, Nashville, TN 37208, 615-329-8894, <a href="mailto:eeady@fisk.edu">eeady@fisk.edu</a>	0	All Positions
13.	Tennessee State University, Career Center, 3500 John A. Merritt Boulevard, Nashville, TN 37209, 615-963-5981, <a href="mailto:career@tnstate.edu">career@tnstate.edu</a>	0	All Positions
14.	Vanderbilt University, Nashville, TN 37240, 615-343-8864, <a href="mailto:recruiting@vanderbilt.edu">recruiting@vanderbilt.edu</a>	0	All Positions
15.	Belmont University, 1900 Belmont Boulevard, Nashville, TN 37212, <a href="mailto:herrerad@mail.belmont.edu">herrerad@mail.belmont.edu</a>	0	All Positions
16.	Middle Tennessee State University, P.O. Box 2, Murfreesboro, TN 37132, 615-898-2500, <a href="mailto:career@mtsu.edu">career@mtsu.edu</a>	0	All Positions

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17.	Nashville State Community College, Career Center, 120 White Bridge Road, Nashville, TN 37205, <a href="mailto:cec@nsc.edu">cec@nsc.edu</a>	0	All Positions
18.	Lipscomb University, Career Development Center, Nashville, TN 37204, 615-966-1792, <a href="mailto:careerdevelopment@lipscomb.edu">careerdevelopment@lipscomb.edu</a> <a href="#">u</a>	0	All Positions

Appendix C

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Time Period Covered: **April 1, 2009 to March 31, 2010**

Station Comprising Employment Unit: **WRLT(FM)**

Tuned In Broadcasting, Inc., licensee of WRLT(FM), has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the station has participated in several different recruitment activities to ensure broad outreach, including the following:

1. On-Going Internship Program for Area College Students (§73.2080(c)(2)(v)). This on-going semester internship program has been in place at the station for over ten years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, WRLT has had eleven (11) student interns involved in this program – one (2) in the Spring session of 2009, four (4) in the Summer session of 2009, two (3) in the Fall session of 2009, and two (2) currently in the Spring session of 2010.
2. Belmont University – Mike Curb School of Business (§73.2080(c)(2)(x)). On July 9, 2009, WRLT General Manager, Fred Buc, spoke to Laura Ohls, a student at Belmont about various career opportunities in radio. The meeting was part of her student project, where she was tasked with learning all about the industry she is interested in pursuing, and then presenting an oral report to her professor and her class.
3. Junior Achievement Annual Job Shadow Day (§73.2080(c)(2)(iv)). Junior Achievement of Middle Tennessee, who supports educational initiatives in the community, coordinates this annual program day to expose area high school students to various careers in Nashville's music and entertainment community and to work sites across the city. This year, WRLT was again the only local radio station to participate in this program. WRLT hosted two students, who spent the day observing various jobs being performed within the radio station, and were allowed to interact with multiple station employees. A Q&A lunch session followed the hands-on sessions.

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4. Tennessee Tech University Student Outreach Program (§73.2080(c)(2)(x)). On December 4, 2009, WRLT General Manager Fred Buc was interviewed by two TTU students: Amanda Moore and Ben Turner. Their purpose was to ask Mr. Buc a series of questions about the radio station, the duties of his specific position, and to describe the various jobs the radio station employs. The students wrote and presented a final report to their class and also provided Mr. Buc with a copy of their report.
5. Loyola University College of Music & Fine Arts Student Outreach (§73.2080(c)(2)(x)). On December 17, 2009, WRLT General Manager met with Roberta Kaskel, Loyola's Director of Career Development and Georgia McBride, Loyola's Career Development Coordinator. Together, they discussed future internship opportunities with WRLT, citing the benefits for their students to learn about Nashville's music heritage through internships at WRLT. The students would bring their experiences back to other Music & Fine Arts students at Loyola University (based in New Orleans, another city that boasts a rich music history). The proposed program is waiting for approval from the school at this time.
6. Tennessee Association of Broadcasters Career Fair (§73.2080(c)(2)(i)). This career fair was hosted by the TAB at the Embassy Suites Hotel and Convention Center in Murfreesboro, Tennessee on January 20, 2010. WRLT General Manager, Fred Buc, participated in this event by manning a booth to greet candidates and answer questions about the radio station, its current internship program, and future careers in radio. WRLT continues to utilize students from this nationally recognized program at MTSU.
7. Peabody College Internship Fair (§73.2080(c)(2)(i)). An internship fair was hosted by the Human & Organizational Development Program of Peabody College at Vanderbilt University on February 3, 2010. This intensive H&OD internship course -- the capstone of the college's H&OD major -- is designed for interns to solidify and apply knowledge and skills they have learned in previous H&OD courses. WRLT continues to utilize students from this program, and again, was the only radio station participant in the fair. General Manager, Fred Buc was the WRLT representative.
8. Leadership Music Class Presentation (§73.2080(c)(2)(iv)). WRLT General Manager, Fred Buc, participated as both a planning committee member beforehand and as an active participant during Leadership Music's "Broadcast Media Day" on March 12, 2010. Leadership Music is comprised of a select group of local executives and professionals chosen for this unique program. Leadership Music exposes the chosen participants to different facets of Nashville's media and music industry during one 12-hour day each month (Mr. Buc is a 2004 graduate of the program). In just one part of this "Broadcast Media Day", Mr. Buc spoke about current employment opportunities in radio and the evolution of various positions due to the current consolidation of certain jobs. A Q&A session followed.