

2011 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 2011 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 2011 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
WRLT(FM)	Franklin, Tennessee	24427

The information contained in this Report covers the Period from April 1, 2010 to, and including, March 31, 2011 (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, 2011 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, 2010 to March 31, 2011**

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

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1.	Receptionist & Administrative Assistant (10-05-2010)	Internal Referral (Station Posting)	8

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Appendix B

Section 2: Recruitment Source Information¹

Time Period Covered: **April 1, 2010 to March 31, 2011**

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

Recruitment Source and Contact Information		Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Internal Station Postings	2	All Positions
2.	Station Web Site Postings www.WRLT.com	3	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, www.williamson-franklinchamber.com	0	All Positions
5.	Industry Referrals	0	All Positions
6.	Tennessee Association of Broadcasters, P.O. Box 101015, Nashville, TN 37224, 615-399-3791, info@tabtn.org	0	All Positions
7.	AWRT, 1760 Old Meadow Road, Suite 500, McLean, VA 22102, 703-506-3290, info@awrt.org	0	All Positions

¹ 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, info@aafnashville.com	0	All Positions
9.	Five Chairs Recruitment, 230 Franklin Road, Suite 12-I, Franklin, TN 37064, marknewsom@fivechairs.com , 615-595-1774	0	(NONE)
10.	NAACP, 1308 Jefferson Street, Nashville, TN 37208, 615-329-0999, info@naacpnashville.org	0	All Positions
11.	Urban League of Middle Tennessee, 1219 9 th Avenue North, Nashville, TN 37208, 615-254-0525, jmason@urbanleagueofmidtn.org	0	All Positions
12.	Fisk University, 1000 17 th Avenue North, Nashville, TN 37208, 615-329-8894, eeady@fisk.edu	0	All Positions
13.	Tennessee State University, Career Center, 3500 John A. Merritt Boulevard, Nashville, TN 37209, 615-963-5981, career@tnstate.edu	0	All Positions
14.	Vanderbilt University, Nashville, TN 37240, 615-322-2750, recruiting@vanderbilt.edu	0	All Positions
15.	Belmont University, 1900 Belmont Boulevard, Nashville, TN 37212, 615-460-6000, careerservices@belmont.edu	3	All Positions
16.	Middle Tennessee State University, P.O. Box 2, Murfreesboro, TN 37132, 615-898-2500, career@mtsu.edu	0	All Positions

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17.	Nashville State Community College, Career Center, 120 White Bridge Road, Nashville, TN 37205, cec@nsc.edu	0	All Positions
18.	Lipscomb University, Career Development Center, Nashville, TN 37204, 615-966-1792, careerdevelopment@lipscomb.edu	0	All Positions

Appendix C

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

Time Period Covered: **April 1, 2010 to March 31, 2011**

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 thirteen (13) 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 eight (8) student interns involved in this program – three (3) in the Spring session of 2010, two (2) in the Summer session of 2010, two (2) in the Fall session of 2010, and one (1) currently in the Spring session of 2011.
2. Visible School, Memphis, TN (§73.2080(c)(2)(x)). On April 20, 2010, WRLT Producer Gary Kraen hosted students from the Music Business program of this accredited Music and Arts college in Memphis, TN. Students toured the station, and witnessed the recording and post-production of WRLT's "Music Business Radio" program. Students were allowed to ask questions prior to, during, and after the session.
3. Brentwood High School Mentoring Program (§73.2080(c)(2)(x)). On June 25, 2010 and July 9, 2010, WRLT hosted Ms. Ann Klecka, a current student at Brentwood High School. Ms. Smith chose WRLT Production Director, Dan Buckley to be her "mentor" for the day. She shadowed Mr. Buckley for the entire business day, asking him various questions about the radio industry and what skills she would need to acquire for an entry-level on-air or production position in radio.

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4. Community Connections Fair (§73.2080(c)(2)(iv)). This event was held on the Belmont University campus on September 27, 2010. Its purpose was to connect representatives from like-minded community-service-oriented businesses together. WRLT Team Green Director, Keeley Reed explained ways that WRLT connects with the community through its various jobs in promotions, programming, production, and the station's Team Green promotional outdoor awareness group. The event attracted over 50 community-service groups as well as students from Belmont's Center for Social Entrepreneurship.
5. Vanderbilt University "Careers in Media" Day (§73.2080(c)(2)(x)). This forum was sponsored by the Vanderbilt University Career Center on October 13, 2010. WRLT General Manager, Fred Buc, spoke about "Careers in Media – the Future of Radio". During this session, Mr. Buc told students about his background, provided advice on how they might be competitive for future jobs, and gave his assessment on where Radio as an industry is headed. A Q&A session followed, and students were allowed to bring resumes to Mr. Buc.
6. Belmont University Intern Fair (§73.2080(c)(2)(i)). This event was held on November 1, 2010 and sponsored by Belmont's Mike Curb College of Entertainment and Music Business. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, and recruit interns interested in a future career in radio. Attendees included WRLT General Manager, Fred Buc, and current WRLT intern from Belmont, Taylor Lukas. WRLT continues to utilize students from this nationally recognized program at Belmont.
7. Lipscomb University Job Expo Fair (§73.2080(c)(2)(i)). This event was held on November 4, 2010 and sponsored by the Lipscomb University Career Development Center. WRLT General Manager, Fred Buc, participated in this event at a booth to greet candidates and to answer questions about the radio station and the various jobs at the station. Resumes were also collected from alumni and students currently looking for a job or a future job in radio.
8. The Curb Center for Art, Enterprise and Public Policy (§73.2080(c)(2)(x)). On November 15, 2010, WRLT hosted creative enterprise students from the Curb Scholar Program. WRLT DJ/Production Director Dan Buckley gave the students a 'behind-the-scenes' tour of the station and its studios. He also allowed the students to ask questions.
9. 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 11, 2011. Leadership Music is comprised of a select group of local community leaders, executives and professionals chosen for this unique program. Leadership Music exposes the selected participants to the 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 portion 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.

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10. Tennessee Association of Broadcasters Career Fair (§73.2080(c)(2)(i)). This career fair was hosted by the TAB at the Nashville Airport Marriott Hotel on March 24, 2011. WRLT General Manager, Fred Buc, participated in this event by manning a booth to greet candidates, collect resumes, and answer questions about the radio station, its current job positions, and future careers in radio.
11. Belmont University Intern Fair (§73.2080(c)(2)(i)). This event was held on March 28, 2011 and sponsored by Belmont's Mike Curb College of Entertainment and Music Business. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, and recruit interns interested in a future career in radio. Attendees included WRLT General Manager, Fred Buc, and WRLT Administrative Assistant (and recent Belmont Grad) Karisa Hurst. WRLT continues to utilize students from this nationally recognized program at Belmont.