

## **2017 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 2017 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 2017 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 college and high school 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.

**2017 - Annual EEO Public File Report**

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, 2016 to, and including, March 31, 2017 (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. It should be noted that there were six full-time vacancies during the reporting period. Five vacancies were filled during the reporting period. Interviews were still being conducted during the reporting period end for one full-time vacancies.
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, 2017 and posted on the Station’s website, in accordance with the FCC’s EEO Rules.

Appendix A

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

Time Period Covered: **April 1, 2016 to March 31, 2017**

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

| <b>Full-time Positions Filled By Job Title and Date Filled</b> | <b>Recruitment Source of Hire</b>                   | <b>Total Number of Interviewees from All Sources for This Position</b> |
|--|---|--|
| A<br><b>Special Events Coordinator</b><br><br>4/4/16           | <b>Internal Referral</b>                            | <b>11</b>  |
| B<br><b>Promotions Coordinator</b><br><br>4/18/16              | <b>Internal Referral<br/>WRLT.com (web posting)</b> | <b>11</b>  |
| C<br><b>Community Engagement Coordinator</b><br><br>6/6/16     | <b>Team Green (web posting, E-newsletter)</b>       | <b>10</b>  |
| D<br><b>Accounting Executive</b><br><br>6/15/16                | <b>Internal Referral</b>                            | <b>5</b>   |
| E<br><b>Community Engagement Director</b><br><br>8/4/16        | <b>WRLT.com (web posting)</b>                       | <b>8</b>   |

Appendix B

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

Time Period Covered: **April 1, 2016 to March 31, 2017**

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<sup>2</sup></b> | <b>Full-time Positions for Which This Source Was Utilized</b> |
|---|---|---|
| 1. Internal Station Postings  | 0   | A,B,C,D,E   |
| 2. Station Web Site Postings<br><br><b>WRLT.com</b>   | 14  | A,B,C,D,E   |
| 3. Williamson County/Franklin Chamber of Commerce, 505 Meridian Blvd, #150 Franklin, TN 37067 ,<br><a href="http://www.williamson-franklinchamber.com">www.williamson-franklinchamber.com</a> | 0   | n/a   |
| 4. Industry/Client Referrals  | 13  | A,B,C,D,E   |
| 5. Tennessee Association of Broadcasters, P.O. Box 101015, Nashville, TN 37224, 615-365-1840,<br><a href="mailto:info@tabtn.org">info@tabtn.org</a>   | 0   | A,B,C,D,E   |
| 6. American Advertising Federation of Nashville, P.O. Box 293327, Nashville, TN 37229, (615) 469-4040 Mark Farrar<br><a href="mailto:info@aafnashvile.com">info@aafnashvile.com</a>           | 0   | A,B,C,D,E   |
| 7. Team Green Adventures E-Newsletter   | 4   | A,B,C,D,E   |

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|     |  |   |           |
|-----|--|---|-----------|
| 8.  | Five Chairs Recruitment, 230 Franklin Road, Suite 12-I, Franklin, TN 37064,<br><a href="mailto:marknewsom@fivechairs.com">marknewsom@fivechairs.com</a> ,<br>615-504-8534  | 0 | A,B,C,D,E |
| 9.  | NAACP, 1308 Jefferson Street,<br>Nashville, TN 37208,<br>615-329-0999 <a href="mailto:info@naacpnashville.org">info@naacpnashville.org</a>   | 0 | A,B,C,D,E |
| 10. | Urban League of Middle Tennessee,<br>2214 Rosa L Parks Blvd, #100,<br>Nashville, TN 37228,<br>Shawn Sanders 615-254-0525, ext 5<br><a href="mailto:ssanders@urbanleagueofmidtn.org">ssanders@urbanleagueofmidtn.org</a>  | 0 | A,B,C,D,E |
| 11. | Fisk University,<br>1000 17 <sup>th</sup> Avenue North,<br>Nashville, TN 37208,<br>615-329-8894,<br>Tashaye Woods, Director of Career Services<br><a href="mailto:tbrydsong@fisk.edu">tbrydsong@fisk.edu</a>   | 0 | A,B,C,D,E |
| 12. | Tennessee State University,<br>Career Center,<br>3500 John A. Merritt Boulevard,<br>Nashville, TN 37209,<br>615-963-5981, <a href="mailto:career@tnstate.edu">career@tnstate.edu</a>   | 0 | A,B,C,D,E |
| 13. | Vanderbilt University, Nashville, TN 37240,<br>615-322-2750, <a href="mailto:recruiting@vanderbilt.edu">recruiting@vanderbilt.edu</a><br><br><a href="https://vanderbilt-csm.symlicity.com/employers">https://vanderbilt-csm.symlicity.com/employers</a>   | 1 | A,B,C,D,E |
| 14. | Belmont University,<br>1900 Belmont Boulevard,<br>Nashville, TN 37212,<br>615-460-6000, <a href="mailto:tish.stewart@belmont.edu">tish.stewart@belmont.edu</a><br><a href="mailto:careerservices@belmont.edu">careerservices@belmont.edu</a>   | 0 | A,B,C,D,E |
| 15. | Middle Tennessee State University,<br>P.O. Box 2, Murfreesboro, TN 37132,<br>615-898-2500, <a href="mailto:patstamps@mtsu.edu">patstamps@mtsu.edu</a> ,<br><a href="mailto:career@mtsu.edu">career@mtsu.edu</a><br><br><a href="https://mtsu-csm.symlicity.com/employers">https://mtsu-csm.symlicity.com/employers</a> | 0 | A,B,C,D,E |

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|-----|---|---|-----------|
| 16. | <p style="text-align: center;">www.allaccess.com<br/>On-line industry Journal Job Openings Forum<br/>1222 16th Avenue South, #25<br/>Nashville, TN 37212<br/>(615) 252-6400 phone<br/>(615) 252-4838 fax<br/><br/><a href="http://www.allaccess.com/forum/">http://www.allaccess.com/forum/</a></p>   | 4 | A,B,C,D,E |
| 17. | <p style="text-align: center;">Nashville State Community College,<br/>Lisa Fletcher, Career Services,<br/>120 White Bridge Road, Nashville, TN 37205<br/>615-353-3248<br/><br/><a href="mailto:careerservices@nsc.edu">careerservices@nsc.edu</a><br/><br/><a href="http://www.collegecentral.com/nashvillestate/Employer.cfm">http://www.collegecentral.com/<br/>nashvillestate/Employer.cfm</a></p> | 0 | A,B,C,D,E |
| 18. | <p style="text-align: center;">Lipscomb University, Career Development Center,<br/>Nashville, TN 37204, 615-966-1792,<br/><a href="mailto:careerdevelopment@lipscomb.edu">careerdevelopment@lipscomb.edu</a><br/><br/><a href="http://www.myinterfase.com/lipscomb/employer">www.myinterfase.com/lipscomb/employer</a></p>  | 0 | A,B,C,D,E |
| 19. | <p style="text-align: center;">Tennessee Tech University<br/>1 William L Jones Drive<br/>Cookeville, Tennessee 38501<br/>Career Services<br/><a href="https://www.myinterfase.com/tntech/employer/">https://www.myinterfase.com/tntech/employer/</a></p>  | 0 | n/a       |
| 20. | <p style="text-align: center;">Art Institute of Nashville<br/>Career Services 100 Centerview Drive, #250<br/>Nashville, TN 37214<br/><br/>Blake Clark (615) 874-1067 <a href="mailto:sbclark@aii.edu">sbclark@aii.edu</a></p>   | 0 | A,B,C,D,E |
| 21. | <p style="text-align: center;">Indeed.com<br/>177 Broad Street 6th Floor Stamford, Connecticut<br/>06901 <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a><br/>Career Services</p>   | 0 | A,B,C,D,E |
| 22. | <p style="text-align: center;">Tennessee Department of Employment<br/><br/><a href="https://www.jobs4tn.gov/">https://www.jobs4tn.gov/</a></p>  | 0 | n/a       |

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|     |  |    |           |
|-----|--|----|-----------|
| 23. | Nashville Hispanic Chamber<br>(615) 216-5737<br><a href="mailto:info@nashvillehispanicchamber.com">info@nashvillehispanicchamber.com</a><br><a href="mailto:corporate@enashvillehispanicchamber.com">corporate@enashvillehispanicchamber.com</a> | 0  | n/a       |
| 24. | Station Web Site Postings<br><br><b>teamgreenadventures.com</b>  | 11 | A,B,C,D,E |

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

<sup>2</sup> Some interviewees referenced one or more sources. All sources mentioned by the interviewee were noted.

Appendix C

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

Time Period Covered: **April 1, 2016 to March 31, 2017**

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 eighteen (19) years. The station welcomes students from area universities and colleges as well as students who reside in Tennessee but attend colleges outside the area who are excited about expanding their knowledge and hands-on experience in a broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. During the period covered by this report, WRLT had four (4) internship program/periods including Spring 2016, Summer 2016, Fall 2016, and Spring 2017. During the period covered by this report, WRLT had twenty-nine (29) student interns involved in this program – Eight (8) in the Spring session of 2016 (also reported on the EEO 2016 filing), nine (9) in the Summer session of 2016, six (6) in the

Fall session of 2016, and six (6) currently in the Spring session of 2017. Seven (7) Colleges and Universities represented during this reporting period and included: Vanderbilt University, Belmont University, Vol State, Middle Tennessee State University, Auburn University, University of Dayton, Quachita Baptist University, and Indiana University.

2. Sales & Programming Staff Training (§73.2080(c)(2)(viii)). From July 1, 2015 through June 30, 2016, WRLT contracted with Grovo Learning Inc. to provide the staff with on-line training to develop better managerial skills and all-round professional development. During this reporting period six (6) staff members have participated in this training. Focus modules have been “On-line Marketing” and “Productivity2016 (also reported on the EEO 2016 filing)
  
3. Belmont University Internship Fair Day (§73.2080(c)(2)(x)). This event was sponsored by Belmont’s Mike Curb College of Entertainment and Music Business, and held on April 12, 2016, at the Curb Center. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, recruit interns, and discuss career opportunities with those interested in radio broadcasting and intern opportunities with the station. Attendees included WRLT’s VP Operations & Programming, Gary Kraen; Business Manager, Nadine Barbour; as well as two current interns, Alexa Collazzo, and Hope Siler. WRLT continues to utilize students from this nationally recognized program at Belmont. It is worthy to note that at the time of this report filing, Hope Siler has become a part-time employee of the station.
  
4. National Association of Broadcasters Education Foundation (NABEF) and Broadcast Education Association (BEA) Radio Career Fair (§73.2080(c)(2)(i)). This career fair was held at the Omni Hotel, Nashville, TN, on September 20, 2016. WRLT’s VP of Sales & Marketing, Tom Hansen; and Community Engagement Director, Kaleigh Imbriale, participated in the event manning a booth to greet candidates, collect resumes, and answer questions about the radio industry, WRLT, its current job positions, internship opportunities, and careers in radio.
  
5. Belmont University Internship Fair Day (§73.2080(c)(2)(x)). This event was sponsored by Belmont’s Mike Curb College of Entertainment and Music Business, and held on October 19, 2016, at the Curb Center. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, recruit interns, and discuss career opportunities with those interested in radio broadcasting and intern opportunities with the station. Attendees included WRLT’s Director of Community Engagement, Kaleigh Imbriale, and current intern, Caleight McGilchrist. WRLT continues to utilize students from this nationally recognized program at Belmont.



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It is worthy to note that at the time of this report filing, Hope Siler has become a part-time employee of the station.

6. Nashville State Community College Job Fair & Transfer Day (§73.2080(c)(2)(i)). This event was held on October 20, 2016 and sponsored by NSCC - Nashville State Community College's Career Services Office. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station and its outdoor adventure promotional division, company "green" initiatives, and career/internship opportunities to those interested in a career in radio broadcasting. Attendees included WRLT's VP Operations & Programming, Gary Kraen; Director of Community Engagement, Kaleigh Imbriale; and Lee Fowler, Community Engagement Coordinator.
7. Belmont University Career Day (§73.2080(c)(2)(x)). This event was held on October 26, 2016, at the school's Curb Center and sponsored by Belmont University's Career Services. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, accept applications, and discuss career opportunities with those interested in radio broadcasting. Attendees included WRLT's Director of Community Engagement, Kaleigh Imbriale and Promotions Coordinator, Amanda Benincasa.
8. Tennessee State University Career Day (§73.2080(c)(2)(x)). This event was held on October 26, 2016, at Tennessee State University's Kean Hall Gymnasium and sponsored by TSU's Career Development Center. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, accept applications, and discuss career opportunities with those interested in radio broadcasting. Attendees included WRLT's VP Operations & Programming, Gary Kraen and Lee Fowler, Community Engagement Coordinator.
9. Metro Nashville Public Schools Academy "My Future My Way" Career Conference (§73.2080(c)(2)(x)). This event was held on October 27, 2016, at the Music City Center, Nashville, TN. Kaleigh Imbriale, Community Engagement Director, attended this 7,600 student career fair. WRLT participated in this event by setting up and manning a booth to greet students, advisors, and school academy officials, answer questions about the radio station, recruit interns, and discuss career opportunities with those interested in radio broadcasting.
10. Belmont University's Career Day Panel (§73.2080(c)(2)(i)). This career Panel Presentation day was held at Belmont University, Nashville, TN, November 9, 2016.

WRLT's Community Engagement Director, Kaleigh Imbriale, participated in the event. She spoke on a panel and represented the broadcast industry. Areas covered were the various career paths within, internship programs, how to best launch a broadcasting career, and resume building & formatics.

11. Tennessee Association of Broadcasters' Webinar Training (§73.2080(c)(2)(viii)). On November 30, 2016, this webinar titled, "Broadcasters Online: A Legal Guide to the Cyber-Jungle," covered the legal issues that a broadcaster may face exploiting new digital delivery systems, including a discussion of music licensing, legal issues that arise in social networking, other copyright and trademark issues, privacy concerns and other government regulations that can affect your internet and other digital operations. David Oxenford, Wilkinson Barker Knauer, LLP lead the webinar. WRLT used this as professional development for our staff. Participants included: VP of Operations & Programming, Gary Kraen; Interactive Content Director, Brian Waters; Community Engagement Director, Kaleigh Imbriale; Community Engagement Coordinator, Lee Fowler; and Special Events Coordinator, Tyler Andrykowski.
12. Country Radio Music Seminar's MusicMaster Genius Day (§73.2080(c)(2)(viii)). On February 22, 2017, MusicMaster hosted a day-long class on advanced mastering of the music scheduling program. Topics covered included mastering the latest features, maintenance short-cuts and workflows, rule merging, advanced clock editing, turnover analysis and more. WRLT's Program Director, Dan Buckley, and Music Director, Keith Coes, attended the on-site seminar held at the Hyatt Place Hotel, Nashville, TN.
13. Job Shadow Programs (§73.2080(c)(2)(x)). WRLT supports educational initiatives in the community and hosts area college and high school students for job shadowing for the purpose of educating interested students in the broadcasting industry and the types of jobs available within. These job shadow programs are day, week, and/or multi-week depending on the student desires and credit requirements. These students shadowed various WRLT department staff members including: Gary Kraen, VP of Operations & Programming; Dan Buckley, Program Director; Matt Genova, Community Engagement Director; Kaleigh Imbriale, Community Engagement Director; Stephanie Leshner, Production Department, and Brittney Farrow, Marketing Specialist. They observed various jobs being performed within the radio station and were allowed to interact with multiple station employees. The schedule was prepared with the purpose of exposing the students to the various departments within a radio station and to learn what types of careers were available should they choose this industry. Students participating included: Lia W., Hendersonville High School—July 27, 2016; Blake Reynolds, Belmont University Law—August 3, 2016; Riley C., Page High School—October 19, 2016; Diamond Darling, Western Kentucky University—November 17, 2016; Grace Seekins, Belmont University—December 6, 2016; Anna B., St. Cecilia Academy-- January 3, 4, 5, 6, & 9, 2017; and Haley Gilliland, Lipscomb University—February 27, 28 and March 2, 6, 2017.

14. Pearl Cohn Entertainment High School Advisory Board (§73.2080(c)(2)(xvi)) . Gary Kraen, VP of Operations and Programming serves on an advisory board for the area high school that is an Academy High School focused on a broadcasting curriculum with a purpose of preparing student for technical and professional careers in broadcasting. Pearl Cohn High School is an urban school with a predominately racial and ethnic minority student body. The board provides strategic direction, resources and stewardship to assist Pearl-Cohn High School to achieve success in its academic goals for their broadcast and entertainment curriculum pathways. Gary Kraen provides guidance with curriculum creation, student internship opportunities, teacher externship opportunities, broadcast facility tours, and coordination for broadcast expert on-site speaker program specifically aimed at students with an eye on a career in broadcasting. WRLT will continue this partnership throughout the academic school year and will include more on-site guidance and hands-on experiences for the high school students.

Four (4) advisory board meetings were attended by Gary Kraen:

1. April 14, 2016; At Pearl Cohn High School.
  2. September 14, 2016; At Pearl Cohn High School
  3. November 30, 2016; At Pearl Cohn High School
  4. February 8, 2017; At Pearl Cohn High School
15. Pearl Cohn Entertainment High School Station Tours and Presentations (§73.2080(c)(2)(x)). On February 28, 2017, WRLT's Gary Kraen hosted Yolanda Jackson, Pearl Cohn Academy Coach and three (3) students from Pearl Cohn High school for a station tour as well as promotional & programming department presentations. The area high school is an Academy High School focused on a broadcasting curriculum with a purpose of preparing students for technical and professional careers in broadcasting. Pearl Cohn High School is an urban school with a predominately racial and ethnic minority student body. During the visit to WRLT, the students were educated on how promotional events are created, planned and executed. They were also exposed to the different types of jobs available in broadcasting through a Q & A forum with various WRLT staff. Students were exposed to an actual all staff promotional meeting conducted by WRLT Director of Community Engagement, Kaleigh Imbriale.
16. Metro Nashville Public Schools Teacher Externships (§73.2080(c)(2)(xvi)). On July 19 and July 20, 2016, WRLT hosted one (1) Pearl Cohn High School teacher for a two day externship. The teacher was from Pearl Cohn High School's Academy of Entertainment Communication. This high school has a unique curriculum that focuses on preparing students for broadcast careers. WRLT has a strong partnership with this urban school which has a predominately racial and ethnic minority student body. Gary Kraen (VP of Operations and Programming), and Stephanie Lesh, (Production Engineer) mentored this

teacher as they participated in various day-to-day activities in the programming and production departments. The purpose of the externship is to help teachers create relevant “real world” curriculum, learning outcomes, and program objectives. Their goal was to bring back to the classroom technical and academic lesson plans to help gain the needed skills to better their students’ chances for successful careers in broadcasting. Pearl Cohn HS Production/Broadcasting teacher, Richardo Johnson, participated in this externship.

17. The Belmont University’s Center for Executive Education Mini MBA Program (§73.2080(c)(2)(viii)). VP of Sales & Marketing, Tom Hansen, is currently participating in this three-month intensive executive & business program. This 13 week program started February 11, 2017 and runs through May 9, 2017. WRLT provides access to programs like this for employees to develop managerial skills for career advancement in the broadcast industry. This mini MBA program provides career development classes and featured or will feature the following areas: Economics, Entrepreneurialism, Financial Analysis, Corporate Finance, Management, Negotiations, Business Ethics, Operations Management, and Strategic Thinking.
  
18. NAB Show/Convention, National Association of Broadcasters’ 2016 Conference, Las Vegas, NV (§73.2080(c)(2)(iv)). From Sunday, April 17, 2016 through Wednesday, April 20, 2016, Lester Turner, Jr., President/GM and Gary Kraen, VP of Operations & Programming attended the annual conference in order to further their knowledge in broadcasting operations/management and the changing landscape of the broadcast industry to better meet the needs of their staff & listening community. The two executives took part in sessions covering EAS procedures, performance rights legislation updates, localism, focused outreach for community relations, new equipment/technologies, sales strategies, as well as several media management training sessions that included topics on how to provide employees with career advancement opportunities through incentives and in-house training.
  
19. Leadership Music Class Presentation (§73.2080(c)(2)(xvi)). On April 15, 2016, WRLT VP of Operations & Programming, Gary Kraen, participated as a speaker on a panel for the Leadership Music Program’s “Broadcast Media Day.” The panel featured other radio programmers/executives discussing current issues facing the radio industry, how radio serves the public, the future of radio, and the various employment opportunities that exist in the industry. Attendees of the presentation were from the Leadership Music organization and 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. In just one portion of this “Broadcast Media Day.” A Q&A session followed.

20. Kathy Devine Professional Workforce Development Training Program, (§73.2080(c)(2)(viii)). Sales & Development Consultant/Coach, Kathy Devine, presented three (3) days of training designed to teach the staff additional professional, management, marketing and personal skills which could lead to more professional success and career advancement within and outside of WRLT. The three (3) sessions days and topics included: May 9, 2016—Emotional Intelligence; May 25, 2016 Crucial Conversations; and June 1, 2016—Overview & Wrap-up of Techniques and Strategies. WRLT participants included: VP of Sales and Marketing, Tom Hansen; Account Executives, Brittney Farrow, Tich McWilliams, Lesli Bills, Steve Komisar, Bob Dale; Interactive Content Director, Brian Waters; Team Green Director, Keely Reed; Community Engagement Director, Matt Genova; Business Manager, Nadine Barbour; Special Events Coordinator, Tyler Andrykowski; VP of Operations & Programming, Gary Kraen; and Live on the Green Producer, Chris Paxton.
  
21. Leadership Music Class 2017 Participant (§73.2080(c)(2)(vii)). Gary Kraen, VP of Operations and Programming, was selected for the Leadership Music program 2016/2017. From September 13, 2016 through the end of this reporting period, Gary was an active participant/student in seven (7) 12-hour program days. Leadership Music is comprised of a select group of local community leaders, executives and professionals chosen for this unique program. LM provides programs designed to further communications and understanding among facets of the entertainment business and to assist established leaders in their roles as decision makers. The program explores how all elements of the industry operate, individually and cooperatively – performance artists, songwriters, musicians, producers, engineers, music distribution, management, studio production, music publishing, live music, touring, media, technology, marketing, brand integration and more. WRLT uses this program to help personnel acquire additional knowledge and skills to promote career development.
  
22. National Association of Broadcasters/RAB Radio Show/Convention 2016 (§73.2080(c)(2)(iv)). This annual radio conference was held at the Omni Hotel, Nashville, TN from Wednesday, September 21, 2016 through Friday, September 23, 2016. WRLT participants included President/GM, Lester Turner, Jr.; VP of Operations & Programming, Gary Kraen; VP of Sales & Marketing, Tom Hansen; Account Executive, Brittney Farrow; and Account Executive, Tich McWilliams. Our staff participated in sessions in sales strategies; new media changes & operational strategies; sales team management; sales team development; and sessions that focused on the current and future challenges of the radio industry. This convention and associated session enabled our staff to gain more knowledge and skills for career advancement opportunities in the broadcast industry.
  
23. IEG Conference, April 16 – April 20, 2016, Chicago IL. (§73.2080(c)(2)(viii)). This conference was attended by WRLT Live on the Green Festival Director, Christopher Paxton; Account Executive, Tich McWilliams; and Account Executive, Brittney Farrow. The purpose was to enhance our staff participant’s knowledge in the areas of non-

traditional radio revenue opportunities, event sponsorship, and project management. The conference provided workshops on techniques on higher level selling and management enabling the attendees to learn additional skills for career advancement and earn higher level positions at WRLT.

24. National Association of Television Program Executives Educational Foundation Career Day Panel (§73.2080(c)(2)(iv)). This career Panel Presentation day was held at Belmont University, Nashville, TN March 25, 2017. WRLT VP of Operations & Programming, Gary Kraen participated in the event. He spoke on a panel that was made up of industry experts discussing the broadcast industry, various career paths within, and how to best launch a career in broadcasting in today's competitive environment.
25. Tennessee Association of Broadcasters Job Fair (§73.2080(c)(2)(i)). This job fair was held at Belmont University, Nashville, TN March 25, 2017. WRLT VP of Operations & Programming, Gary Kraen participated in the event manning a booth to greet candidates, collect resumes, and answer questions about the radio industry, WRLT, its current job positions, internship opportunities, and careers in radio.
26. Metro Nashville Public Schools HUB Conference Panel. (§73.2080(c)(2)(x)). On September 27, 2016, Gary Kraen, VP of Operations & Programming participated on a panel to discuss partnerships with public schools and broadcast companies. Included conversations on the importance of programs that facilitate entries into the broadcast industry through student internships, teacher externships, and curriculum advisory groups. Attendees were from school districts throughout the nation. Question and answer forums were also part of the program. Gary was able to make suggestions to participants on how their schools could partner with radio stations to give students and teachers hands-on experience that would help them enter into broadcasting careers.
27. Society of Leaders in Development Panel (SOLID) (§73.2080(c)(2)(xvi)). On September 27, 2016, WRLT VP of Operations & Programming, Gary Kraen, participated as a speaker on a panel titled, "The Future of Radio & Streaming," for this business organization. The panel featured radio & streaming programmers as well as record executives discussing the importance radio within the entertainment industry and current issues facing the radio industry because of the growth of music streaming. This included conversation on how the radio serves the public on levels beyond entertainment. Other topics included existing and future careers in the broadcast industry and how they would compete with streaming companies. A Q&A forum followed the panel discussion.
28. IEG Conference, March 19 – March 29, 2017, Chicago IL. (§73.2080(c)(2)(viii)). This conference was attended by several key WRLT staff. The purpose was to enhance their knowledge in the areas of non-traditional radio revenue opportunities, event sponsorship, and project management. The conference provided workshops on techniques on higher level selling and management enabling the attendees to learn additional skills for career advancement and earn higher level positions at WRLT. This conference was attended by

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Tom Hansen, VP of Sales & Marketing; Chris Paxton, LOTG Festival Director; Tich McWilliams, Account Executive; and Brittney Farrow, Account Executive.

29. Tennessee Association of Broadcaster (TAB) Engineering Outreach Committee, Nashville, TN (§73.2080(c)(2)(xvi)). Beginning January 2017, President/GM, Lester Turner, Jr., sits on a committee with other Tennessee broadcasters to advise on strategies for attracting engineering students to careers in broadcasting. It has been determined by the association that there will be a shortage of broadcast engineers in the near future. This committee is providing programs to inform and educate engineering students of careers potential in broadcasting.
30. Nashville Chamber of Commerce Business Panel & Meeting (§73.2080(c)(2)(xvi)). On March 8, 2017, WRLT Community Engagement Director, Kaleigh Imbriale, participated as a speaker on a panel for new member orientation. The event was held at the Chamber of Commerce event space in Nashville, TN. The panel featured various Nashville businesses representing various industries that make up our city. Kaleigh discuss various career opportunities with attendees; internship opportunities; as well as a discussion on how ‘radio’ and ‘WRLT’ fits in to the local landscape. A Q & A forum followed the panel discussion.
31. Legal Workshop: Navigating the New Overtime Regulations (§73.2080(c)(2)(viii)). This training workshop was presented by Middle Tennessee Society for Human Resource Management was held in Nashville, TN on June 20, 2016. The proposed Dept. of Labor regulation changes proposed for December 1, 2016, was to have a major impact on the broadcast industry and WRLT felt the need to educate management personnel in these potential issues. The workshop analyzed the Department of Labor’s new overtime rules impacting the “white collar” overtime exemptions under the FLSA, including: content of the rules, and their exclusions; what good news these present for employers; practical guidance on whether reclassification is the proper response; and how employers should approach preparations for compliance. WRLT attendees included Business Manager/HR, Nadine Barbour, and VP of Operations & Programming, Gary Kraen.
32. Nashville Chamber of Commerce Young Professional Connect (§73.2080(c)(2)(xvi)). This event held at Rocketown, Nashville, TN on January 19, 201, feature more than 30 organizations with booths and information regarding the offerings of each business to the community of Nashville. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station and its outdoor adventure promotional division, company “green” initiatives, and career/internship opportunities to those interested in a career in radio broadcasting. WRLT’s Community Engagement Director, Kaleigh Imbriale; and Community Engagement Coordinator, Lee Fowler, participated in the event. YP Nashville is a partnership between the Nashville Area Chamber of Commerce and 50 professional organizations that work together to engage, connect and empower young professionals to actively shape the future of the Nashville region.

33. Station Tours and Presentations (§73.2080(c)(2)(xvi)). As part of our broad outreach to further educate the public of opportunities in the broadcast industry, WRLT often meets with interested groups at the station for tours and presentations. The presentation includes discussion on how the station operates, how it serves the Nashville community, and the various jobs that make up a radio station. This WRLT program helps create interest in broadcast careers to those who participate.
1. On Tuesday, July 12th, WRLT staff led a tour of the studio and presentation to educate youth on the types of jobs available in the radio industry. The group consisted of 14 middle school students and 3 adult volunteers belonging to a weekly summer camp called 'Transit Adventures' through the Adventure Science Center. In the tour the youth were able to meet and talk with DJ's, Sales staff, Office Manager, Graphic Design/Web, Promotions, Special Events, and Community Engagement. They also participated in creating their own radio spot and voicing it to experience how we put ads on the radio. The hour and a half tour concluded with them hearing the spot they voiced. This tour was hosted by Lee Fowler, Community Engagement Coordinator.
  2. On Thursday, July 14, 2016, WRLT welcomed seven (7) Friends Life Community clients and three (3) staff members to tour the studio, explore various departments and meet staff. The tour was scheduled as part of the FLC's weekly Explorations which in part involve exploring Nashville businesses. Gary Kraen, VP of Operations and Programming led the presentation and tour. The attendees learned the basics of how a radio station works, watch DJ's live on the air, and also recorded their own radio spot. Two attendees expressed interest in career offerings in the broadcast industry.
  3. On Tuesday, July 19, 2016, WRLT staff led tour of the studio and presentation to educate youth on the types of jobs available in the radio industry. The group consisted of eight (8) middle school students and two (2) adult volunteers belonging to a weekly summer camp called 'Transit Adventures' through the Adventure Science Center. This was the second group that was hosted by the station from the Adventure Science Center. As with the July 12<sup>th</sup> tour, the youth were able to meet and talk with DJ's, Sales staff, Office Manager, Graphic Design/Web, Promotions, Special Events, and Community Engagement. They also participated in creating their own radio spot and voicing it to experience how we put ads on the radio. The hour and a half tour concluded with them hearing the spot they voiced. This tour was hosted by Lee Fowler, Community Engagement Coordinator.