

2018 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 2018 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 2018 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.

2018 - 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
WRLT(FM)	Franklin, Tennessee	24427

The information contained in this Report covers the Period from April 1, 2017 to, and including, March 31, 2018 (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 four full-time vacancies during the reporting period. Two vacancies were filled during the reporting period. Interviews are still being conducted during the reporting period end for the other two full-time vacancies. At time of reporting, they have not been filled.
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, 2018 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, 2017 to March 31, 2018**

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

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source of Hire²	Total Number of Interviewees from All Sources for This Position
A	Team Lightning Coordinator Filled: 3-28-18	WRLT.com Recruiting@vanderbilt.edu	11
B	Accounting Executive Filled: 9-5-17	Internal Referral WRLT.com	5

Appendix B

Section 2: Recruitment Source Information¹

Time Period Covered: **April 1, 2017 to March 31, 2018**

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

Recruitment Source and Contact Information	Total Number of Interviewees This Source Has Provided During This Period²	Full-time Positions for Which This Source Was Utilized
1. Internal Station Postings	0	A,B
2. Station Web Site & Social Media Postings WRLT.com	12	A,B
3. Williamson County/Franklin Chamber of Commerce, 505 Meridian Blvd, #150 Franklin, TN 37067 , www.williamsonchamber.com	0	A,B
4. Industry/Client Referrals	3	A,B
5. Tennessee Association of Broadcasters, P.O. Box 101015, Nashville, TN 37224, 615-365-1840, info@tabtn.org	0	B
6. American Advertising Federation of Nashville, P.O. Box 293327, Nashville, TN 37229, (615) 469-4040 Mark Farrar info@aafnashvile.com	0	A,B
7. facebook.com/lightning100	2	A

**Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee**

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

**Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee**

16.	<p style="text-align: center;">www.allaccess.com On-line industry Journal Job Openings Forum 1222 16th Avenue South, #25 Nashville, TN 37212 (615) 252-6400 phone (615) 252-4838 fax http://www.allaccess.com/forum/</p>	0	B
17.	<p style="text-align: center;">Nashville State Community College, Lisa Fletcher, Career Services, 120 White Bridge Road, Nashville, TN 37205 615-353-3248 careerservices@nsc.edu http://www.collegecentral.com/ nashvillestate/Employer.cfm</p>	0	A,B
18.	<p>Lipscomb University, Career Development Center, Nashville, TN 37204, 615-966-1792, careerdevelopment@lipscomb.edu www.myinterfase.com/lipscomb/employer</p>	0	A,B
19.	<p style="text-align: center;">Tennessee Tech University 1 William L Jones Drive Cookeville, Tennessee 38501 Career Services https://www.myinterfase.com/tntech/employer/</p>	0	n/a
20.	<p style="text-align: center;">Art Institute of Nashville Career Services 100 Centerview Drive, #250 Nashville, TN 37214 Blake Clark (615) 874-1067 sbclark@aii.edu</p>	0	A,B
21.	<p style="text-align: center;">Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 htv.careers@hearst.com Career Services</p>	0	A,B
22.	<p style="text-align: center;">Tennessee Department of Employment https://www.jobs4tn.gov/</p>	0	n/a
23.	<p style="text-align: center;">Nashville Hispanic Chamber (615) 216-5737 info@nashvillehispanicchamber.com corporate@enashvillehispanicchamber.com</p>	0	A,B

**Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee**

	<p>Nashville Chamber Of Commerce Meredith McKay Mmckay@nashvillechamber.com www.nashvillejobslink.com</p>	0	A,B
	<p style="text-align: center;">SOLID Society Of Leaders in Development hello@solidnashville.org (e-newsletter distributed weekly to industry young professionals. Posted all jobs for 30 days)</p>	0	A,B
	<p style="text-align: center;">Handshake.com On-line university recruitment platform. Distributed to the Colleges & Universities listed below:</p> <p style="text-align: center;">Miami University, Miami FL Emory University, Atlanta GA Wake Forest University, Winston-Salem NC North Central College, Naperville IL University of South Carolina, Columbia, SC Bellarmine University, Louisville KY Belmont University, Nashville TN Morehouse College, Atlanta GA* Davidson College, Davidson NC Butler University, Indianapolis IN Atlanta University Center Consortium, Atlanta GA University of Chicago, Chicago IL Fayetteville State University, Fayetteville NC Auburn University, Auburn AL Purdue University, West Lafayette IN Florida State University, Tallahassee FL The University of Akron, Akron OH Kennesaw State University, Kennesaw GA Columbia College of Chicago, Chicago IL Clark Atlanta University, Atlanta GA* Spelman College, Atlanta GA* Georgia State University, Atlanta GA Valparaiso University, Valparaiso IN University of GA, Athens GA U of Illinois, Urbana-Champaign IL U of Tennessee-Martin, Martin TN *historically serving women & minorities</p>	0	A,B

¹ No parties or organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii).
² 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, 2017 to March 31, 2018**

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 twenty (20) 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 2017, Summer 2017, Fall 2017, and Spring 2018. During the period covered by this report, WRLT had twenty-four (24) student interns involved in this program – Six (6) in the Spring session of 2017 (also reported on the EEO 2017 filing), six (6) in the Summer session of 2017, six (6) in the Fall session of 2017, and six (6) currently in the Spring session of 2018. Eleven (11) Colleges and Universities represented during this reporting period and included: Vanderbilt University, Belmont University, Vol State Community College, Middle Tennessee State University, University of Miami, Tennessee State University, Tennessee Tech, Baylor University, Kenyon College, Lipscomb University, and Fisk University

2. Belmont University Spring Internship Fair Day, Nashville, TN (§73.2080(c)(2)(x)). This event was sponsored by Belmont's Mike Curb College of Entertainment and Music Business, and held on April 5, 2017, at the Curb Center. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio

Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee

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 Fall intern, Emily Reynolds. WRLT continues to utilize students from this nationally recognized program at Belmont.

3. Trevecca University Career & Internship Fair Day (§73.2080(c)(2)(x)). This event was sponsored by Trevecca University, Nashville, TN, and held on October 19, 2017 on campus. 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 On-Air Personality Jessica Zadwadzki, who is also a Trevecca University graduate and former WRLT intern.
4. Belmont University Fall Internship Fair Day, Nashville, TN (§73.2080(c)(2)(x)). This event was sponsored by Belmont's Mike Curb College of Entertainment and Music Business, and held on October 25, 2017, 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 Promotions Coordinator, Amanda Benincasa. 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, two (2) former Belmont interns hold part-time positions at the station.
5. Watkins College of Art Career & Internship Fair Day (§73.2080(c)(2)(x)). This event was sponsored by Watkins College of Art, and held on November 6, 2017, on campus. 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 Interactive Director, Brian Waters
6. Nashville State Community College Job Fair & Transfer Day, Nashville, TN (§73.2080(c)(2)(x)). This event was held on April 27, 2017, 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 Community Engagement Coordinator, Lee Fowler.

**Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee**

7. Belmont University's Massey college of Business Spring Career Connect Event, Nashville TN (§73.2080(c)(2)(x)). This event was held on Wednesday, April 5, 2017, at the school's Massey Business Center Boardroom. WRLT participated in this event by setting up and manning a booth to greet candidates, answer questions about the radio station, accept applications, share career advice, and discuss career opportunities with those interested in radio broadcasting. WRLT participants included Tom Hansen, VP of Sales & Marketing, and Chris Paxton, Special Events/Festival Director.
8. Metro Nashville Public Schools Academy Career Exploration Fair, Nashville, TN (§73.2080(c)(2)(x)). This event was held on November 14, 2017, at the Music City Center, Nashville, TN. Kaleigh Imbriale, Community Engagement Director, Gary Kraen, VP of Programming & Operations, Tom Hansen, VP of Sales & Marketing, Dan Buckley, Program Director, and On-air Personality, Lani Ford, attended this 7,500 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/paths with high school freshmen interested in and looking to gain a better understanding of the radio broadcast industry.
9. Belmont University's Career Day Panel (§73.2080(c)(2)(iv)). This career Panel Presentation day was held at Belmont University, Nashville, TN, September 20, 2017. For the second year, 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 available, internship programs, how to best launch a career in broadcasting, resume building, and company hiring practices.
10. STARS Meet-A-Mentor, Studio 615, Nashville TN (§73.2080(c)(2)(xi)) WRLT was an organizer, promoter, and major participant in activating STARS Annual Meet-A-Mentor held on November 15, 2017. VP of Programming & Operations, Gary Kraen, participated as a mentor at the event and provided invaluable advice for those interested in careers and opportunities in broadcasting to over 100+ young professionals. Community Engagement Director, Kaleigh Imbriale helped plan and organize the event as a Board member of STARS.
11. Non-Com Radio Convention, Philadelphia, Pennsylvania (§73.2080(c)(2)(iv)). From Wednesday, May 17, through Saturday, May 20, 2017, Dan Buckley, Program Director, and Keith Coes, Music Director/Assistant Program Director, attended the annual conference in order to further their knowledge in broadcasting operations/management from a non-commercial perspective. The conference educates and introduces WRLT attendees to new broadcasting ideas, procedures, and strategies leads them better meet the needs of their staff & listening community. The two managers took part in sessions covering local branding, UK Radio strategies, Spotify competition, consistency in on-air & on-line content, strategic sales partnerships, and content and programming strategies.

WRLT sends staff to this recognized annual conference to help them acquire additional knowledge and skills to promote their career development.

12. FMQB AAA Radio Summit, Boulder, Colorado (§73.2080(c)(2)(iv)). From Wednesday, August 9, through Saturday, August 12, 2017, Gary Kraen, VP of Programming & Operations, and Keith Coes, Music Director/Assistant Program Director, attended the annual radio & music conference in order to further their knowledge in broadcasting operations/management, the changing landscape of music discovery (radio vs. internet streaming), local programming strategies, and more. WRLT sends staff to this recognized annual conference to help them acquire additional knowledge and skills to promote their career development.
13. Job Shadow Programs (§73.2080(c)(2)(xvi)). 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; 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: Cherylyne Nader (Carthage College) - May 16 -17, 2017, Margaret Rogers (Harpeth Hall High School) - Jan 2 - 19, 2018, and Sierra Sparks (Lipscomb University) - March 6- 8, 2018.
14. Pearl Cohn Entertainment High School Advisory Board (§73.2080(c)(2)(xvi)) . Gary Kraen, VP of Operations and Programming, and Kaleigh Imbriale, Director of Community Engagement, serve 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, student mentorship, teacher mentorship, resources and stewardship to assist Pearl-Cohn High School to achieve success in its academic goals for their broadcast and entertainment curriculum pathways. WRLT 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.

WRLT participated in the following advisory, curriculum planning, mentorship meetings and events:

**Tuned In Broadcasting, Inc.
WRLT(FM), Franklin, Tennessee**

1. April 24, 2017 – Academies of Nashville Awards Ceremony, Rocketown, Nashville, TN (Kaleigh Imbriale)
 2. May 18, 2017; At Pearl Cohn High School (Kaleigh Imbriale & Gary Kraen)
 3. October 25, 2017; At Pearl Cohn High School (Kaleigh Imbriale & Gary Kraen)
15. Pearl Cohn Entertainment High School Training session & Tour. (§73.2080(c)(2)(xvi). On March 21, 2018, WRLT’s Gary Kraen, VP of Programming & Operations, and production department staffer, Stephanie Leshner, hosted Yolanda Jackson, Pearl Cohn Academy Coach and three (3) students (Eric Dawson, Yaubron Chambers, Ulysess Johnson) for a copywriting and voice over training session as well a station departmental tour. During the visit to WRLT, the students were educated on how to edit and voice copy for radio commercials. This voice session gave them a real-world application as the commercial will be used to advertise two events for their high school. They also were led by production staffer, Stephanie Leshner, in the process of editing the recorded commercials using pro-tools. 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.
16. Pearl Cohn Entertainment High School Interviewing Skills Training, Nashville TN (§73.2080(c)(2)(xvi). On December 4, 2017, Kaleigh Imbriale, Director of Community Engagement, participated in a career training session at Pearl Cohn Entertainment Magnet High School. She met with five (5) seniors to perform mock interviews, provide feedback and advice on performance, as well as reviewed/critiqued their resume drafts. Kaleigh represented the broadcasting industry--one of the career pathway curriculums at the academy high school is broadcasting.
17. The Belmont University’s Center for Executive Education Mini MBA Program (§73.2080(c)(2)(viii). VP of Sales & Marketing, Tom Hansen, was enrolled and participated in this three-month intensive executive & business program. This 13 week program started February 11, 2017 and ran 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. Seven weeks of this program fell into the previous reporting year and, therefore, was included in the 2017 EEO Report. The remaining six weeks of the program fall into the 2018 reporting period and are being included here.
18. The Belmont University’s Center for Executive Education Leadership Essentials (§73.2080(c)(2)(viii). Community Engagement Director, Kaleigh Imbriale participated in an eight day intensive executive leadership program. This program included 2 day

sessions for four months started October 10, 2017 and ran through January 12, 2018. WRLT provides access to programs like this for employees to develop managerial skills for career advancement in the broadcast industry. This Executive program included courses covering the following topics: Negotiations, Critical Thinking, Difficult Conversations Managing Conflict, Leading the Generations, Hiring the Right Candidate, Strengths Based Leadership, & Presentation Skills.

19. NAB Show/Convention, National Association of Broadcasters' 2017 Conference, Las Vegas, NV (§73.2080(c)(2)(iv)). From Sunday, April 22, 2017 through Wednesday, April 26, 2017, Lester Turner, Jr., President/GM and Gary Kraen, VP of Operations & Programming, and Thomas Hansen, VP of Sales & Marketing, 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 three executives took part in sessions covering EAS procedures, localism, new equipment/technologies, sales strategies, FCC regulation updates, as well as media management training sessions that included topics on how to provide employees with career advancement opportunities through incentives and in-

20. SOLID – Society of Leaders in Development 2018 Participant, Nashville TN ((§73.2080(c)(2)(iv)). Kaleigh Imbriale, Community Engagement Director, was selected for the SOLID 2018 Class. SOLID is comprised of a select group of young professional leaders within the music industry chosen once a year for this unique professional development program. SOLID aims to improve the future of the music industry by strengthening its professional relationships and educating its future executives while serving the community. The educational events examine the critical issues facing the music industry, and their outreach to universities has been recognized as a vital resource for students hoping to one day work in the music business, providing panels, lectures, shadow days and in depth introductions to the industry for interested students. Since being accepted into the 2018 class, Kaleigh has participated in peer-to-peer mentoring, planning for the organization's annual Turkey Bowl fundraiser, and used the vast reaching e-newsletter as a resource to promote internship and career opportunities within the WRLT and the broadcast industry. WRLT uses this program to help staff acquire additional knowledge and skills to aid in their career development.

21. Leadership Music Class 2017 Participant (§73.2080(c)(2)(viii)). Gary Kraen, VP of Operations and Programming, was selected for the Leadership Music program for 2017. Gary was an active participant/student in seven (3) 12-hour program days held April 14, May 19, & May 20, 2017. 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, radio/television, digital media, technology, marketing, brand integration and more. At the end of this program, Gary received a certificate for his contribution and participation. WRLT is a sponsor of many of the activities and events of LM and uses this relationship & their program to help personnel acquire additional knowledge and skills to promote career development.

22. Metro Nashville Public Schools HUB Conference Panel. (§73.2080(c)(2)(x)). On March 6, 2018, Gary Kraen, VP of Operations & Programming participated on a panel at Metro Nashville's Pearl Cohn High School 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.
23. Tennessee Association of Broadcaster (TAB) Engineering Outreach Committee, Nashville, TN (§73.2080(c)(2)(xvi)). Beginning January 2018, 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.
24. Nashville Chamber of Commerce Young Professional Connect (§73.2080(c)(2)(xi)). This event held at Rocketown, Nashville, TN on January 18, 2018, 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 discuss career/internship opportunities to those interested in a career in radio broadcasting. WRLT's Promotions Coordinator, Amanda Benincasa, Community Engagement Coordinator, Lee Fowler, and On-Air Talent Jessica Zadwanski 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.
25. Station Tours, Presentations, and Training (§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 Thursday, June 29th, WRLT welcomed thirty (30) students from Nashville's W.O. Smith Music School and four (4) staff members to tour the studio, explore various departments and meet staff. The tour was scheduled as part of their music & career curriculum. Kaleigh Imbriale, Director of Community Engagement 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. Several of the students were interested in broadcasting careers and took special note on how their educational curriculum could lead to such a career.
2. On March 25, 2018, WRLT hosted three (2) students from Seminole Ridge High School from Loxahatchee, FL, for a tour, presentation, and an in-depth discussion on broadcasting and how WRLT local broadcasting initiatives have an effect on the Nashville community. The visiting students were Bryce Brant and Megan Froerich. This presentation's purpose was to help prepare these students for technical and professional careers in broadcasting. WRLT also helped the students work on a documentary competition where they interviewed key WRLT staffers, filmed, and created a video piece. Gary Kraen, VP of Programming & Operations, and On-air talent, Casey Smith shared their knowledge and expertise of the broadcasting industry while helping them prepare their project as well as to provide them with real-world situations to help them further their knowledge and technical skills for broadcasting.