

WSM(AM)
EEO PUBLIC FILE REPORT
April 1, 2024-March 31, 2025

I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hires
Digital Content Coordinator	2	1
Board Operator & On Air Personality	2	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ryman Hospitality Properties Career Site www.rymanhp.com/careers	No	0
2	Word-of-Mouth Referral	No	2
3	Indeed Website www.indeed.com	No	0
4	Nashville Music City www.visitmusiccity.com	No	0
5	LinkedIn www.linkedin.com	No	0
6	Job Fairs (see Section III)	No	0
Total Interviewees Over 12 Month Period			2

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On 4/10/24 The Talent Acquisition team attended the Nashville Area Career Fair. Talent Acquisition Business Partners accepted resumes/applications and discussed the broadcasting industry with attendees.
2	Participate in Scholarship Event	On 4/16/24 One member of the Talent Acquisition team attended a Fisk Scholarship event to network with graduating seniors.
3	Participate in Networking Event	On 4/17/24 One member of the Talent Acquisition team attended a networking event with the Pencil Foundation.
4	Participate in Job Fair	On 4/23/24 One Talent Acquisition partner attended the 2 nd Chance hiring event with Project Return and spoke with people in the Nashville Community about opportunities with the Company.
5	Participate in Job Fair	On 8/14/24 Two members of the Talent Acquisition team attended Conexion Americas Job fair at Casa Azafran to speak with the Hispanic community of Middle TN about job openings and career opportunities.
6	Participate in Job Fair	On 8/16/24 One Talent Acquisition Team member attended Martha O'Bryan Center pathways event, partnering with Nashville State Community College to showcase employment opportunities.
7	Annual Workplace Harassment Compliance Training	All employees are required to take online Harassment Compliance Training annually. This was completed by 2/24/25.