

# **EEO PUBLIC FILE REPORT**

For Radio Stations:

WBVR (FM), 96.7, Bowling Green, KY  
WUHU (FM) 107.1, Bowling Green, KY  
WBGN (AM) 1340, Bowling Green, KY  
WLYE (FM), 94.1, Glasgow, KY

## **Employment Unit Address:**

1919 Scottsville Road  
Bowling Green, KY 42104

This EEO Public File Report Covers  
The One-Year Period  
Ending on March 31, 2015

This EEO Public File Report is filed in each Station's public inspection file pursuant to Section 73.2080© (6) of the Federal Communications Commission ("FCC") rules.

During this one-year period, the stations filled the following full-time vacancies: Social Media Director (1) and General Sales Manager (1).

The station interviewed a total of 12 people for all full-time vacancies during the period covered in this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact</b>	<b>Phone Number</b>	<b># Referr ed by Source</b>	<b>Notifications Request?</b>
<b>WBVR/WLYE/WUHU/WBGN (on air ads)</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<b>WOGY/WYNU/WYJJ/ WTJS (email/internal posting)</b>	122 Radio Road, Jackson, TN 38301	Verla Price vprice@forevercomm.com	731-427-3316	0	No
<b>WFGS/WNBS/WOFC (email/internal posting)</b>	1500 Diuguid Rd., Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
<b>Employee Referral</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Internal Posting</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Client/Friend Referral</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	2	No
<b>All About Country</b>	311 E. Center Street Lake Bluff, IL 60044	Bill Hennes <a href="http://www.allaboutcountry.com">www.allaboutcountry.com</a>	910-313-2491	0	No
<b>KY Broadcasters Assoc.</b>	101 Enterprise Dr. Frankfort, KY 40601	Gary White <a href="http://www.kba.org">www.kba.org</a>	888-843-5221	0	No
<b>Ohio Assoc of Broadcasting</b>	88 East Broad St. #1180 Columbus, OH 43215	Patricia Geary <a href="http://www.oab.org">www.oab.org</a>	614-228-4052	0	No
<b>Hope Harbor</b>	913 Broadway Ave Bowling Green, KY 42101	Melissa Whitley hopeharbor@hopeharbor.net	615-321-1626	0	No
<b>Kentucky Career Center (posted on website)</b>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>		0	No
<b>WKU Broadcast Dept</b>	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
<b>Media Recruiter</b>	<a href="http://www.media recruiter.com">www.media recruiter.com</a>			5	No
<b>Career Services @ WKU</b>	1906 College Heights Blvd Bowling Green, KY 42101	Rebecca Tinker <a href="http://www.career.services@wku.edu">www.career.services@wku.edu</a>	270-745-3095	0	No
<b>B.R.A.S.S.</b>	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareasafespace.com	270-843-1183	0	No
<b>WKU Dept of Communication</b>	1906 College Heights Blvd Bowling Green, KY 42101	Helen Sterk/Laura Wagoner Laura.wagoner@wku.edu	606-783-2233	0	No
<b>Murray State University</b>	102 Curris Center Murray, KY 42071	Msu.hirearacer@murra ystate.edu	270-809-3011	0	No

<b>NAACP of BG/Warren Co.</b>	P.O. Box 1357 Bowling Green, KY 42102	info@naacpbgwc.org	270-573-1909	0	No
<a href="http://www.facebook.com/wbvr.beaver.1">www.facebook.com/wbvr.beaver.1</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/allhitwuhu107">www.facebook.com/allhitwuhu107</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/Real-Country-Willie-941">www.facebook.com/Real-Country-Willie-941</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.beaverfm.com">www.beaverfm.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	5	No
<a href="http://www.allhitwuhu107.com">www.allhitwuhu107.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.1340wbgn.com">www.1340wbgn.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.willie941.com">www.willie941.com</a> (posted on Website)	227 West Main Street Glasgow, KY 42141	Mark Mackey	270-651-5290	0	No
<b>Bowling Green Daily News</b>	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
<b>Job Fair @ WKU</b>	1906 College Heights Blvd. Bowling Green, KY 42102	Christine Hillard	270-843-3333	0	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	0	No
<b>Unsolicited Applicant</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>American Women in Radio &amp; Television</b>	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	0	No
<b>Shane Media Consultants</b>	2500 Tanglewilde, #206 Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No

## Attachment A

### EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A contains the following information for each full-time vacancy:

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hires for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy
4. The total number of interviewees referred by each recruitment source used in connection with each vacancy

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Social Media Director

Recruitment Source Referring the Hiree: Client/Friend Referral

Date Vacancy Opened: Feb 10, 2014

Total Number Interviewed: 6

Date Vacancy Filled: April 15, 2014

Recruitment Sources Used to Fill the Vacancy:

<i>Recruitment Source</i>	<i>Address</i>	<i>Contact</i>	<i>Phone Number</i>	<i># Referred by Source</i>	<i>Notifications Request?</i>
<b>WBVR/WLYE/WUHU/WBGN (on air ads)</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<b>WOGY/WYNU/WYJJ/ WTJS (email/internal posting)</b>	122 Radio Road, Jackson, TN 38301	Verla Price vprice@forevercomm.com	731-427-3316	0	No
<b>WFGS/WNBS/WOFC (email/internal posting)</b>	1500 Diuguid Rd., Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
<b>Employee Referral</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Internal Posting</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Client/Friend Referral</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	1	No
<b>All About Country</b>	311 E. Center Street Lake Bluff, IL 60044	Bill Hennes <a href="http://www.allaboutcountry.com">www.allaboutcountry.com</a>	910-313-2491	0	No
<b>KY Broadcasters Assoc.</b>	101 Enterprise Dr. Frankfort, KY 40601	Gary White <a href="http://www.kba.org">www.kba.org</a>	888-843-5221	0	No
<b>Ohio Assoc of Broadcasting</b>	88 East Broad St. #1180 Columbus, OH 43215	Patricia Geary <a href="http://www.oab.org">www.oab.org</a>	614-228-4052	0	No
<b>Hope Harbor</b>	913 Broadway Ave Bowling Green, KY 42101	Melissa Whitley hopeharbor@hopeharbor.net	615-321-1626	0	No
<b>Kentucky Career Center (posted on website)</b>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>		0	No
<b>WKU Broadcast Dept</b>	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
<b>Media Recruiter</b>	<a href="http://mediarecruiter.com">mediarecruiter.com</a>			0	No
<b>Career Services @ WKU</b>	1906 College Heights Blvd Bowling Green, KY 42101	Rebecca Tinker <a href="http://www.career.services@wku.edu">www.career.services@wku.edu</a>	270-745-3095	0	No
<b>B.R.A.S.S.</b>	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareaspace.com	270-843-1183	0	No
<b>WKU Dept of Communication</b>	1906 College Heights Blvd Bowling Green, KY 42101	Helen Sterk/Laura Wagoner Laura.wagoner@wku.edu	606-783-2233	0	No

<b>Murray State University</b>	102 Curris Center Murray, KY 42071	Msu.hirearacer@murra ystate.edu	270-809-3011	0	No
<b>NAACP of BG/Warren Co.</b>	P.O. Box 1357 Bowling Green, KY 42102	info@naacpbgwc.org	270-573-1909	0	No
<a href="http://www.facebook.com/wbvr.beaver.1">www.facebook.com/wbvr.beaver.1</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/allhitwuhu107">www.facebook.com/allhitwuhu107</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/Real-Country-Willie-941">www.facebook.com/Real-Country-Willie-941</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.beaverfm.com">www.beaverfm.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	5	No
<a href="http://www.allhitwuhu107.com">www.allhitwuhu107.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.1340wbgn.com">www.1340wbgn.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.willie941.com">www.willie941.com</a> (posted on Website)	227 West Main Street Glasgow, KY 42141	Mark Mackey	270-651-5290	0	No
<b>Bowling Green Daily News</b>	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
<b>Job Fair @ WKU</b>	1906 College Heights Blvd. Bowling Green, KY 42102	Christine Hillard	270-843-3333	0	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	0	No
<b>Unsolicited Applicant</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>American Women in Radio &amp; Television</b>	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	0	No
<b>Shane Media Consultants</b>	2500 Tanglewilde, #206 Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Sales Manager

Recruitment Source Referring  
The Hiree: Client Reference

Date Vacancy Opened: 1/19/15

Total Number Interviewed for Vacancy: 6

Date Vacancy Filled: 2/16/15

Recruitment Sources Used to Fill the Vacancy:

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact</b>	<b>Phone Number</b>	<b># Referr ed by Source</b>	<b>Notifications Request?</b>
<b>WBVR/WLYE/WUHU/WBGN (on air ads)</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<b>WOGY/WYNU/WYJJ/ WTJS (email/internal posting)</b>	122 Radio Road, Jackson, TN 38301	Verla Price vprice@forevercomm.com	731-427-3316	0	No
<b>WFGS/WNBS/WOFC (email/internal posting)</b>	1500 Diuguid Rd., Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
<b>Employee Referral</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Internal Posting</b>	1919 Scottsville Rd., Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>Client/Friend Referral</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	1	No
<b>All About Country</b>	311 E. Center Street Lake Bluff, IL 60044	Bill Hennes <a href="http://www.allaboutcountry.com">www.allaboutcountry.com</a>	910-313-2491	0	No
<b>KY Broadcasters Assoc.</b>	101 Enterprise Dr. Frankfort, KY 40601	Gary White <a href="http://www.kba.org">www.kba.org</a>	888-843-5221	0	No
<b>Ohio Assoc of Broadcasting</b>	88 East Broad St. #1180 Columbus, OH 43215	Patricia Geary <a href="http://www.oab.org">www.oab.org</a>	614-228-4052	0	No
<b>Hope Harbor</b>	913 Broadway Ave Bowling Green, KY 42101	Melissa Whitley hopeharbor@hopeharbor.net	615-321-1626	0	No
<b>Kentucky Career Center (posted on website)</b>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>	<a href="https://focuscareer.ky.gov/career/">https://focuscareer.ky.gov/career/</a>		0	No
<b>WKU Broadcast Dept</b>	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
<b>Media Recruiter</b>	Mediarecruiter.com			4	No
<b>Career Services @ WKU</b>	1906 College Heights Blvd Bowling Green, KY 42101	Rebecca Tinker <a href="http://www.career.services@wku.edu">www.career.services@wku.edu</a>	270-745-3095	0	No
<b>B.R.A.S.S.</b>	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareasafespace.com	270-843-1183	0	No
<b>WKU Dept of Communication</b>	1906 College Heights Blvd Bowling Green, KY 42101	Helen Sterk/Laura Wagoner Laura.wagoner@wku.edu	606-783-2233	0	No
<b>Murray State University</b>	102 Curris Center	Msu.hirearacer@murra		0	No

	Murray, KY 42071	ystate.edu	270-809-3011		
<b>NAACP of BG/Warren Co.</b>	P.O. Box 1357 Bowling Green, KY 42102	info@naacpbgwc.org	270-573-1909	0	No
<a href="http://www.facebook.com/wbvr.beaver.1">www.facebook.com/wbvr.beaver.1</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/allhitwuhu107">www.facebook.com/allhitwuhu107</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.facebook.com/Real-Country-Willie-941">www.facebook.com/Real-Country-Willie-941</a>	1919 Scottsville RD Bowling Green, KY 42104	Christine Hillard chris@forevercom.com	270-843-3333	0	No
<a href="http://www.beaverfm.com">www.beaverfm.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.allhitwuhu107.com">www.allhitwuhu107.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.1340wbgn.com">www.1340wbgn.com</a> (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<a href="http://www.willie941.com">www.willie941.com</a> (posted on Website)	227 West Main Street Glasgow, KY 42141	Mark Mackey	270-651-5290	0	No
<b>Bowling Green Daily News</b>	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
<b>Job Fair @ WKU</b>	1906 College Heights Blvd. Bowling Green, KY 42102	Christine Hillard	270-843-3333	0	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	1	No
<b>Unsolicited Applicant</b>	1919 Scottsville Rd. Bowling Green, KY 42104	Christine Hillard	270-843-3333	0	No
<b>American Women in Radio &amp; Television</b>	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	0	No
<b>Shane Media Consultants</b>	2500 Tanglewilde, #206 Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No

Attachment B

Outreach Activities

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. The stations have engaged in the following activities:

<b>CLASSIFICATION</b>	<b>TYPE OF ACTIVITY</b>	<b>BRIEF DESCRIPTION</b>
#1 - Job Fair	Participated in Job Fair at Kentucky Career Center	April 25, 2014 at 10 a.m. - 3:30 p.m.-Job Fair at KY Career Center in Glasgow, KY. Forever Communications was represented by Mark Mackey. 12 resumes were received.
#1 - Job Fair	Participated at Career Fair at Western Kentucky University	October 22, 2014 11 a.m. -2 p.m.-Career Fair at Western Kentucky University. Forever Communications was represented by Mark Mackey. 10 resumes were received.
#1- Job Fair	Participated in Job Fair at Daymar College	March 19, 2015 3 p.m. -5 p.m.-Career Fair at Daymar College. Forever Communications was represented by Mark Mackey. 0 resumes were received due to low turnout.
#1- Job Fair	Participated in Career Fair at Western Kentucky University	March 25, 2015 11 a.m.-2 p.m.-Career Fair at Western Kentucky University. Forever Communications was represented by Mark Mackey. 5 resumes were received.
#5 - Internship	Preston W.-3 credits	May 5, 2014-August 15, 2014- WKU student worked as Promotions assistant, on-air, mascot work, special events set-up.
#5 - Internship	Berry S.-3 credits	August 21, 2014-December 5, 2014-WKU worked in promotions, on-air training and production training. Also assisted with LABs.
#5 - Internship	Andrew H.-3 credits	August 11, 2013 to present-WKU student who worked on WUHU morning show. Currently training for on-air nights on WUHU.
#5 - Internship	Tyler L.-3 credits	August 11, 2013 to 5/1/14-WKU student who has worked in promotions, sales shadowing, on-air training and currently training on WUHU imaging.
#5 – Internship	Ryan A. – 0 credits	June 1, 2014-September 19, 2014-Some on-air and mascot work (was terminated due to not showing up with no calls repeatedly).
#5 – Internship	Justin F. – 3 credits	December 17, 2014-January 22, 2015 (winter term)- Worked on-air, production, barter and assisted with LAB setup.
#5 – Internship	J'Maika. – 3 credits	January 26, 2015-Present- Working as on-air intern, assisting with promotions and events as well.
#5 – Internship	Donovan B. – 3 credits	January 26, 2015-Present-Working as promotions intern and will be working as a sales intern as well.

#4- Outreach	Career Day, Plano Elementary School	March 27, 2015 –Social Media Director Zack Woodall spoke to students at Plano Elementary School during a Career day about broadcasting and our radio stations.
#4- Outreach	Bowling Green Jr. High Career Day	November 18, 2014- WUHU Program Kirk Patrick participated in the school's career day, speaking with students about broadcasting and the station.
#16- Outreach	WKU Radio Talent Institute	July 25, 2014 - 5 members of Forever Communications were invited as Guest Professional Faculty for the 2 <sup>nd</sup> annual Radio Talent Institute at WKU. President/COO Christine Hillard, Executive VP Verla Price and Promotional/Sales Coordinator Becky Quinn, as well as former employee and WKU graduate Rachel Williamson were asked to participate in an 80 minute presentation "Student to Superstar" on July 25, 2014. Production Directors Alan Austin and Dan Jackson participated in two presentations "Writing for Radio" and "Basics of Great Voice Work and Production", both 80 minute sessions. Additionally, Forever Communications is one of the major sponsors of this program, with a \$15,000 per year commitment over the next several years.
#8 - Training	Radio Advertising Bureau Sales Training Courses – on line access	All account executives hired between April 1, 2014 and Mar. 31, 2015 successfully completed the required training courses offered by the company. In addition, all sales reps completed training on various elements including Affordable Care Act, Media Opps, Integrated Marketing Ideas and more.
#10 - Sponsorship	Annual Welcoming of students back to Western Kentucky University	Aug. 27, 2014 – Participated in Welcome Back Western Day at WKU. In addition to music and prizes, we handed out applications to interested students for internships and employment opportunities.
#8 – Training	Sales Rally- Cadiz, KY	September 28-29, 2014 – All managers and all account executives and sales assistants attended a two day sales rally and training event in Cadiz, KY. Guest speaker focused on long term success and simple rules of success.
#14 – EEO Policy Review	Review of Handbook & EEO policies/procedures	November 5, 2014 - Christine Hillard, Pres., reviewed and revised the Forever Communications Employee Handbook, as well as EEO policies/procedures with market managers Verla Price and Scott Swalls.
#16 - Outreach	Creation of Career Opportunities Brochure – Annual Review and Update	February 2015 – We reviewed and updated the brochure that defines various positions and career opportunities within the industry. This is distributed at job/career fairs and other community activities. It also includes our company's EEO policy.
#16 – Outreach	WKU Marketing Dept.	April 7, 2014- President/COO Christine Hillard attended WKU's advanced sales class. 3 students made presentations to Hillard in a sales role play activity. EEO job description brochures were left with the approximately 18 students in the class.
#16 – Outreach	Station Tours	Throughout the year, Promotions Director Brady Chaney gave detailed tours of the facilities to college and high school students, Girl Scouts, Cub Scouts, Brownies and others including station formats, broadcasting wattage, DJ Profiles, equipment and department responsibilities.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have submitted responsibility in making hiring decisions
2. Hosting of at least one job fair
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities
4. Participation in at least four events, including conventions, career days, workshops and similar activities sponsored by organizations representing groups present in the community interested in broadcast employment issues
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
6. Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e. outreach that is not primarily directed to providing notification of specific job vacancies)
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
9. Establishment of a mentoring program for station personnel
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership include substantial participation by women and minorities
13. Provisions of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting
14. Provisions of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provisions of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

If your organization would like to be contacted regarding future vacancies, please contact:

Forever Communications  
Attn: Paula Monroe  
1919 Scottsville Road  
Bowling Green, KY 42104-3303  
Phone: (270) 843-3333  
Fax: (270) 843-0454