

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, 2017

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: Sales Account Executive (2).

The station interviewed a total of 21 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:

Recruitment Source	Address	Contact	Phone Number	# Referr ed by Source	Notifications Request?
WBVR/WLYE Network/WUHU (on air ads)	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	7	No
WOGY/WYNU/WYJJ/ WTJS (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WFGS/WNBS/WOFC (email/internal posting)	1500 Diuguid Rd., Murray, KY 42071	Debbie Howard dhoward@forevercom.com	270-753-2400	0	No
Employee Referral	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams	270-843-3333	1	No
Internal Posting	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
Client/Friend Referral	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	1	No
All About Country	311 E. Center Street Lake Bluff, IL 60044	Bill Hennes www.allaboutcountry.com	910-313-2491	0	No
KY Broadcasters Assoc.	101 Enterprise Dr. Frankfort, KY 40601	Henry Lackey www.kba.org	888-843-5221	0	No
Ohio Assoc of Broadcasting	88 East Broad St. #1180 Columbus, OH 43215	Patricia Geary www.oab.org	614-228-4052	0	No
Hope Harbor	913 Broadway Ave Bowling Green, KY 42101	Melissa Whitley hopeharbor@hopeharbor.net	615-321-1626	0	No
Kentucky Career Center (posted on website)	https://focuscareer.ky.gov/career/	https://focuscareer.ky.gov/career/		0	No
WKU Broadcast Dept	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
Media Recruiter	www.media recruiter.com			0	No
Career Services @ WKU	1906 College Heights Blvd Bowling Green, KY 42101	Rebecca Tinker www.career.services@wku.edu	270-745-3095	0	No
B.R.A.S.S.	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareasafespace.com	270-843-1183	0	No
WKU Dept of Communication	1906 College Heights Blvd Bowling Green, KY 42101	Helen Sterk/Laura Wagoner Laura.wagoner@wku.edu	606-783-2233	0	No
Murray State University	102 Curris Center Murray, KY 42071	Msu.hirearacer@murra ystate.edu	270-809-3011	0	No

NAACP of BG/Warren Co.	P.O. Box 1357 Bowling Green, KY 42102	info@naacpbgwc.org	270-573-1909	0	No
www.facebook.com/wbvr.beaver.1	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	2	No
www.facebook.com/allhitwuhu107	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	3	No
www.facebook.com/WillieFamily	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	1	No
www.beaverfm.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	4	No
www.allhitwuhu107.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	2	No
www.willie941.com (posted on Website)	227 West Main Street Glasgow, KY 42141	Rick Williams	270-651-5290	0	No
Bowling Green Daily News	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
Job Fair @ WKU	1906 College Heights Blvd. Bowling Green, KY 42102	Rick Williams	270-843-3333	0	No
All Access Online	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	0	No
Unsolicited Applicant	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
American Women in Radio & Television	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	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: Sales Account Executive Recruitment Source Referring the Hiree: On-Air Ad

Date Vacancy Opened: Dec 1, 2015 Total Number Interviewed: 19
 Date Vacancy Filled: April 4, 2016

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	Contact	Phone Number	# Referr ed by Source	Notifications Request?
WBVR/WLYE Network/WUHU (on air ads)	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	7	No
WOGY/WYNU/WYJJ/ WLLI-AM/FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WFGS/WNBS/WBZB (email/internal posting)	1500 Diuguid Rd., Murray, KY 42071	Debbie Howard dhoward@forevercom.com	270-753-2400	0	No
Employee Referral	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
Internal Posting	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
Client/Friend Referral	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
All About Country	311 E. Center Street Lake Bluff, IL 60044	Bill Hennes www.allaboutcountry.com	910-313-2491	0	No
KY Broadcasters Assoc.	101 Enterprise Dr. Frankfort, KY 40601	Henry Lackey www.kba.org	888-843-5221	0	No
Ohio Assoc of Broadcasting	88 East Broad St. #1180 Columbus, OH 43215	Patricia Geary www.oab.org	614-228-4052	0	No
Hope Harbor	913 Broadway Ave Bowling Green, KY 42101	Melissa Whitley hopeharbor@hopeharbor.net	615-321-1626	0	No
Kentucky Career Center (posted on website)	https://focuscareer.ky.gov/career/	https://focuscareer.ky.gov/career/		0	No
WKU Broadcast Dept	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
Media Recruiter	mediarecruiter.com			0	No
Career Services @ WKU	1906 College Heights Blvd Bowling Green, KY 42101	Rebecca Tinker www.career.services@wku.edu	270-745-3095	0	No
B.R.A.S.S.	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareasafespace.com	270-843-1183	0	No

WKU Dept of Communication	1906 College Heights Blvd Bowling Green, KY 42101	Helen Sterk/Laura Wagoner Laura.wagoner@wku.edu	606-783-2233	0	No
Murray State University	102 Curris Center Murray, KY 42071	Msu.hirearacer@murra ystate.edu	270-809-3011	0	No
NAACP of BG/Warren Co.	P.O. Box 1357 Bowling Green, KY 42102	info@naacpbgwc.org	270-573-1909	0	No
www.facebook.com/wbvr.beaver.1	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams	270-843-3333	2	No
www.facebook.com/allhitwuhu107	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams	270-843-3333	3	No
www.facebook.com/WillieFamily	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams	270-843-3333	1	No
www.beaverfm.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	4	No
www.allhitwuhu107.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	2	No
www.willie941.com (posted on Website)	227 West Main Street Glasgow, KY 42141	Rick Williams	270-651-5290	0	No
Bowling Green Daily News	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
Job Fair @ WKU	1906 College Heights Blvd. Bowling Green, KY 42102	Rick Williams	270-843-3333	0	No
All Access Online	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	0	No
Unsolicited Applicant	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
American Women in Radio & Television	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Account Executive

Recruitment Source Referring
The Hiree: Employee Referral

Date Vacancy Opened: August 8, 2016
Date Vacancy Filled: September 6, 2016

Total Number Interviewed for Vacancy: 2

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	Contact	Phone Number	# Referr ed by Source	Notifications Request?
WBVR/WLYE Network/WUHU/WBGN (on air ads)	1919 Scottsville Rd., Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WOGY/WYNU/WYJJ/ WLLI-AM/FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
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KY Broadcasters Assoc.	101 Enterprise Dr. Frankfort, KY 40601	Gary White www.kba.org	888-843-5221	0	No
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Kentucky Career Center (posted on website)	https://focuscareer.ky.gov/career/	https://focuscareer.ky.gov/career/		0	No
WKU Broadcast Dept	1906 College Heights Blvd Bowling Green, KY 42101	Loup Langton Loup.langton@wku.edu	270-745-2155	0	No
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B.R.A.S.S.	P.O. Box 1941, Bowling Green, KY	Pam Hurt phurt@barrenriverareasafespace.com	270-843-1183	0	No
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Murray State University	102 Curris Center Murray, KY 42071	Msu.hirearacer@murra ystate.edu	270-809-3011	0	No
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www.facebook.com/wbvr.beaver.1	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
www.facebook.com/allhitwuhu107	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
www.facebook.com/WillieFamily	1919 Scottsville RD Bowling Green, KY 42104	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
www.beaverfm.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
www.allhitwuhu107.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
www.1340wbgn.com (posted on Website)	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
www.willie941.com (posted on Website)	227 West Main Street Glasgow, KY 42141	Rick Williams	270-651-5290	0	No
Bowling Green Daily News	813 College Street Bowling Green, KY 42101		270-781-1700	0	No
Job Fair @ WKU	1906 College Heights Blvd. Bowling Green, KY 42102	Rick Williams	270-843-3333	0	No
All Access Online	11 Music Circle South Nashville, TN 37203	Joel Denver www.allaccess.com	615-252-6400	0	No
Unsolicited Applicant	1919 Scottsville Rd. Bowling Green, KY 42104	Rick Williams	270-843-3333	0	No
American Women in Radio & Television	8405 Greensboro Dr. Suite 800 McLean, VA 22102	info@awrt.org	703-506-3290	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:

CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#1 - Job Fair	Participated in Job Fair/Business Expo	August 25, 2016 9 a.m.-2 p.m.-Job Fair at KY Career Center in Glasgow, KY. Forever Communications was represented by Andrea Guess. 0 resumes were received.
#1 - Job Fair	Participated in Job Fair at WKU College of Business	February 15, 2017 1 p.m.-4 p.m.-Career Fair at WKU College of Business. Forever Communications was represented by Lisa Smith and Katie Parker (Local Sales Manager and Sales Team Leader). 6 resumes were received.
#1- Job Fair	Participated in Job Fair at WKU Potter College Liberal Arts	March 22, 2017 12 p.m. – 3 p.m.-Job Fair at Western KY University. Forever Communications was represented by Lisa Smith (Local Sales Manager). 6 resumes were received.
#1- Job Fair	Participated at Job Fair, Monroe Co. High School	March 30, 2017 – Job Fair at Monroe Co. High School 8:30a-12:30pm. Forever Communications was represented by Katie Parker (Sales Team Leader). 0 resumes received due to low turnout.
#5 - Internship	Brady D.	January 2, 2016 – May 2016. Training in promotions, on-air and sales.
#4- Outreach	WKU Broadcasting Dept.	March 7, 2017- General manager of Forever Communications Rick Williams and Lisa Smith (Local Sales Manager) hosted 8 students from WKU's capstone Broadcast Management and Operations class at the station. Rick was the guest speaker for the class, discussing basic radio management and operations, as well as giving the stations a tour of the station.
#16- Outreach	WKU Radio Talent Institute	July 21, 2016 – Christine Hillard, Pres/COO of Forever Communications, Inc. was a guest speaker at the annual Radio Talent Institute. She conducted a presentation entitled "From Student to Super Star" for a group of 15 seniors at Western Kentucky University. She was assisted by Preston Willis, a former Radio Talent Institute graduate who is currently a full-time employee of Forever Communications in Bowling Green, KY. The Radio Talent Institute is a partnership between Western Kentucky University, the Kentucky Broadcasters Association, Dan and LaVonne Vallie and several local broadcasts groups. Forever Communications is one of the founding underwriters for this non-profit program.
#16 Outreach	WKU Radio Talent Institute	July 26, 2016- Program Director Alan Austin and Production Manager Dan Jackson participated in the WKU Radio Talent Institute as guest professional faculty. They conducted an 80 minute session "Basics of Great Voice Work and Production", discussing the importance of delivery, inflection, and production techniques to create successful, attention-getting radio advertising. Alan and Dan played several audio examples, and conducted a Q&A session.

#8 - Training	Radio Advertising Bureau Sales Training Courses – on line access	All account executives hired between April 1, 2016 and Dec. 31, 2016 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.
#8- Training	Bowling Green Chamber of Commerce Seminar	August 11, 2016- General Manager Rick Williams attended the BG Chamber of Commerce seminar regarding salary levels for exempt employees, which pertained to state laws, fair labor standards, timekeeping procedures and more.
#10 - Sponsorship	Annual Welcoming of students back to Western Kentucky University	Aug. 31, 2016 – 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- Hardin, KY	September 11-12, 2016– All managers and all account executives and sales assistants attended a two day sales rally and training event in Cadiz, KY. Jared Mims, Corporate Operations Manager/Interactive Director, presented a Digital Training seminar to all employees present.
#14 – Training	Review of company contesting, rules and regulations	January 2017 – Corporate Operations Manager/Interactive Director Jared Mims conducted individual meetings in Bowling Green, Jackson and Murray and provided extensive training regarding contest rules and station regulations with Program Directors, Promotion Directors a. Topics covered included development of contest rules, necessary online and on-air disclosure of material terms, what needs to be covered in contest rules, how to handle a change in rules during a contest and prize acknowledgement forms, as well as other company policies.
#16 - Outreach	Creation of Career Opportunities Brochure – Annual Review and Update	March 2017 – 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	Review of company handbook	March 7, 2017 – We reviewed the company handbook, with company policies, procedures and EEO policy.
#8 – Training	Kentucky Broadcaster Assoc. Education Sessions	November 8, 2016- Local Sales Manager Lisa Smith, as well as station sales reps, Martha, Cindie and Katie, attended this 2 hour session “Back to Basics”, discussing sales processes and approaches for the new millennium.
#8 – Training	Kentucky Broadcasters Assoc. Education Sessions	October 10, 2016- General Manager Rick Williams attended the meeting and the session Legal Track to further education on how new labor laws effect our business.
#8 – Training	Kentucky Broadcasters Assoc. Education Sessions	March 14, 2017 – Sales reps attended a webinar regarding key digital needs and how broadcasters can use these for digital and broadcast solutions.
#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: Tammy Austin
1919 Scottsville Road
Bowling Green, KY 42104-3303
Phone: (270) 843-3333
Fax: (270) 843-0454