

# **EEO PUBLIC FILE REPORT**

## **For Radio Stations**

WOGY (FM), 104.1, Jackson, TN

WYNU (FM), 92.3, Jackson, TN

WTJS (AM) 1390, Jackson, TN

WTJJ (FM) 94.3, Dyer, TN

WYJJ (FM) 97.7, Trenton, TN

## **Employment Unit Address:**

122 Radio Road

Jackson, TN 38301

**This EEO Public File Report  
Covers the One-Year Period  
Ending on March 31, 2014**

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

During this one-year period, the stations filled the following full-time vacancies:

**Account Executive – 3; Office Recruitment - 2**

The station interviewed a total of 17 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	# Referred by Source	Notification request?
WOGY/WYNU/WTJS/WTJJ/ WYJJ (on air ads)	122 Radio Road, Jackson, TN 38301	Verla Price	10	No
WBVR/WLYE/WUHU/ WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Tabatha Henderson <a href="mailto:thenderson@forevercomm">thenderson@forevercomm</a>	0	No
WFGS/WNBS/WOFC (email/internal posting)	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	0	No
WFKY/WSTV/WKYW (email/internal posting)	115 W. Main Street Frankfort, KY 40601	Kristin Cantrell <a href="mailto:kristin@capcityradio.com">kristin@capcityradio.com</a>	0	No
Referral	122 Radio Road Jackson, TN 38301	Verla Price	5	No
WOGY/WYNU/WTJS/WTJJ/ WYJJ (Internal Posting)	122 Radio Road Jackson, TN 38301	Verla Price	0	No
Freed Hardeman Univ. (email)	158 E. Main Street Henderson, TN 38340	Ron Means rmeans@fhu.com	0	No
Jackson State Comm. College (email)	2046 North Parkway Jackson, TN 38305	Amy West <a href="mailto:awest12@jsc.edu">awest12@jsc.edu</a>	0	No
Lambuth University (email)	705 Lambuth Blvd. Jackson, TN 38301	Tammy McCoy <a href="mailto:t.mccoy@memphis.edu">t.mccoy@memphis.edu</a>	0	No
Univ. of TN (email)	305 Gooch Hall Martin, TN 38238	J. Phillip Bright <a href="mailto:pbright@utm.edu">pbright@utm.edu</a>	0	No
Lane College (email)	545 Lane Avenue Jackson, TN 38301	Darlette Samuels <a href="mailto:dsamuels@lanecollege.edu">dsamuels@lanecollege.edu</a>	0	No
Memphis Urban League (email)	413 North Cleveland Street Memphis, TN 38104	Sandra Dallas sdallas@mphsurbanleague.org	0	No
TN Job Service (email)	362 Carriage House Drive Jackson, TN 38305	Jo Duke Joanna.duke@tn.gov.us	0	No
Union University (email)	1050 Union University Jackson, TN 38305	Jennifer Howell jhowell@uu.edu	0	No
TN Assoc. of Broadcasters <a href="http://www.tabtn.org">www.tabtn.org</a> (posted on website)	Two International Plaza Dr Suite 507 Nashville, TN 37217	Doug Combs	0	No
Shane Media (email)	2500 Tanglewilde, Suite 106 Houston, TX 77063	Pam Shane pamshane@shanemedia.com	0	No
<a href="http://www.allaccess.com">www.allaccess.com</a> (posted on website)	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Joel Denver	0	No
<a href="http://www.indeed.com">www.indeed.com</a> (posted on website)	177 Broad St, 6 <sup>th</sup> Floor; Stamford, CT 06901	<a href="http://www.indeed.com">www.indeed.com</a>	0	No
<a href="http://www.radio-online.com">www.radio-online.com</a> (posted on website)	3500 Tripp Ave; Amarillo TX 79121	S. Steve Struble	0	No
<a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a> (posted on website)	2536 West 4 <sup>th</sup> St. New York, NY 10015	Art Scott	0	No
<a href="http://www.froggy1041.com">www.froggy1041.com</a> (posted on website)	122 Radio Rd; Jackson TN 38301	Verla Price	0	No
<a href="http://www.rock923.net">www.rock923.net</a> (posted on website)	122 Radio Rd; Jackson TN 38301	Verla Price	0	No
<a href="http://www.wtjs.com">www.wtjs.com</a> (posted on website)	122 Radio Rd; Jackson TN 38301	Verla Price	0	No
<a href="http://www.jamminjackson.com">www.jamminjackson.com</a> (posted on website)	122 Radio Rd; Jackson TN 38301	Verla Price	0	No
WALK IN	122 Radio Rd; Jackson TN 38301	Verla Price	2	No

**ATTACHMENT A and B**

**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 hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
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: Account Executive**

**Date Vacancy Opened: 05-31-2013**

**Number of Persons Hired: 1**

**Recruitment Sources Used to Fill the Vacancy:**

**Recruitment Source That Referred the Hiree: Radio Spot**

**Total Number of Persons Interviewed for the Vacancy: 3**

**Date Vacancy Filled: 07-15-2013**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>City, State Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # Interviewed</b>	<b>Request Notification</b>
WOGY/WYNU/WTJS/WTJJ/WYJJ (on air ads)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	2	No
WBVR/WLYE/WUHU/WBGN(email/internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Tabatha Henderson thenderson@forevercomm.com	270-843-3333	0	No
WFGS/WNBS/WOFC (email/internal posting)	1500 Diuguid Road,	Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
WFKY/WSTV/WKYW (email/internal posting)	115 W. Main Street	Frankfort, KY 40601	Kristin Cantrell kristin@capcityradio.com	502-875-1130	0	No
WOGY/WYNU/WTJS/WTJJ/WYJJ (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
Referral	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	1	No
WALK IN	122 Radio Rd	Jackson TN 38301	Verla Price	731-427-3316	0	No
Jackson State Comm. College	2046 North Parkway	Jackson TN 38305	Amy West awest12@jsec.edu	731-425-2643	0	No
Lambuth University (email)	705 Lambuth Blvd.	Jackson TN 38301	Tammy McCoy t.mccoy@memphis.edu	731-425-1906	0	No
Univ. of TN (email)	305 Gooch Hall	Martin, TN 38238	J. Phillip Bright pbright@utm.edu	731-881-7847	0	No
Lane College (email)	545 Lane Avenue	Jackson, TN 38301	Darlene Samuels dsamuels@lanecollege.edu	731-422-2068	0	No
Union University (email)	1050 Union University	Jackson, TN 38301	Jennifer Howell jhowell@uu.edu	731-661-5685	0	No
Memphis Urban League (email)	413 N. Cleveland St.	Memphis, TN 38104	Sandra Dallas sdallas@mphsurbanleague.org	901-272-2491	0	No
TN Job Service (email)	362 Carriage House Dr.	Jackson, TN 38301	Jo Duke Joanna.duke.@state.tn.us	731-668-2040	0	No
Shane Media (email)	2500 Tanglewilde, Suite 106	Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No

FROGGY 104 Website www.froggy1041.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WYNU Website www.rock923.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WTJS Website www.wtjs.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
JAMMIN JACKSON Website www.jamminjackson.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: Office Recruitment**

**Date Vacancy Opened: 05-31-2013**

**Number of Persons Hired: 2**

**Recruitment Sources Used to Fill the Vacancy:**

**Recruitment Source That Referred the Hiree: Walk In/Radio Spot**

**Total Number of Persons Interviewed for the Vacancy: 11**

**Date Vacancy Filled: 07-08-2013**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>City, State Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # Interviewe d</b>	<b>Request Notification</b>
WOGY/WYNU/WTJS/WTJJ/WYJJ (on air ads)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	8	No
WBVR/WLYE/WUHU/WBGN(email/internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Tabatha Henderson thenderson@forevercomm.com	270-843-3333	0	No
WFGS/WNBS/WOFC (email/internal posting)	1500 Diuguid Road,	Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
WFKY/WSTV/WKYW (email/internal posting)	115 W. Main Street	Frankfort, KY 40601	Kristin Cantrell kristin@capcityradio.com	502-875-1130	0	No
WOGY/WYNU/WTJS/WTJJ/WYJJ (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
Referral	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	1	No
WALK IN	122 Radio Rd	Jackson TN 38301	Verla Price	731-427-3316	2	No
Jackson State Comm. College	2046 North Parkway	Jackson TN 38305	Amy West awest12@jsc.edu	731-425-2643	0	No
Lambuth University (email)	705 Lambuth Blvd.	Jackson TN 38301	Tammy McCoy t.mccoy@memphis.edu	731-425-1906	0	No
Univ. of TN (email)	305 Gooch Hall	Martin, TN 38238	J. Phillip Bright pbright@utm.edu	731-881-7847	0	No
Lane College (email)	545 Lane Avenue	Jackson, TN 38301	Darlette Samuels dsamuels@lanecollege.edu	731-422-2068	0	No
Union University (email)	1050 Union University	Jackson, TN 38301	Jennifer Howell jhowell@uu.edu	731-661-5685	0	No
Memphis Urban League (email)	413 N. Cleveland St.	Memphis, TN 38104	Sandra Dallas sdallas@mphsurbanleague.org	901-272-2491	0	No
TN Job Service (email)	362 Carriage House Dr.	Jackson, TN 38301	Jo Duke Joanna.duke.@state.tn.us	731-668-2040	0	No
Shane Media (email)	2500 Tanglewilde, Suite 106	Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No

FROGGY 104 Website www.froggy1041.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WYNU Website www.rock923.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WTJS Website www.wtjs.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
JAMMIN JACKSON Website www.jamminjackson.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: Senior Account Executive**

**Date Vacancy Opened: 12-16-2013**

**Number of Persons Hired: 2**

**Recruitment Sources Used to Fill the Vacancy:**

**Recruitment Source That Referred the Hiree: Referral**

**Total Number of Persons Interviewed for the Vacancy: 3**

**Date Vacancy Filled: 02/17/14 and 03/05/14**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>City, State Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # Interviewed</b>	<b>Request Notification</b>
WBVR/WLYE/WUHU/WBGN(email/internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Tabatha Henderson thenderson@forevercomm.com	270-843-3333	0	No
WFGS/WNBS/WOFC (email/internal posting)	1500 Diuguid Road,	Murray, KY 42071	Risa Lowe rlowe@forevercomm.com	270-753-2400	0	No
WFKY/WSTV/WKYW (email/internal posting)	115 W. Main Street	Frankfort, KY 40601	Kristin Cantrell kristin@capcityradio.com	502-875-1130	0	No
WOGY/WYNU/WTJS/WTJJ/WYJJ (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
Referral	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	3	No
WALK IN	122 Radio Rd	Jackson TN 38301	Verla Price	731-427-3316	0	No
Jackson State Comm. College	2046 North Parkway	Jackson TN 38305	Amy West awest12@jsc.edu	731-425-2643	0	No
Lambuth University (email)	705 Lambuth Blvd.	Jackson TN 38301	Tammy McCoy t.mccoy@memphis.edu	731-425-1906	0	No
Univ. of TN (email)	305 Gooch Hall	Martin, TN 38238	J. Phillip Bright pbright@utm.edu	731-881-7847	0	No
Lane College (email)	545 Lane Avenue	Jackson, TN 38301	Darlette Samuels dsamuels@lanecollege.edu	731-422-2068	0	No
Union University (email)	1050 Union University	Jackson, TN 38301	Jennifer Howell jhowell@uu.edu	731-661-5685	0	No
Memphis Urban League (email)	413 N. Cleveland St.	Memphis, TN 38104	Sandra Dallas sdallas@mphsurbanleague.org	901-272-2491	0	No
TN Job Service (email)	362 Carriage House Dr.	Jackson, TN 38301	Jo Duke Joanna.duke.@state.tn.us	731-668-2040	0	No
Shane Media (email)	2500 Tanglewilde, Suite 106	Houston, TX 77063	Pam Shane pamshane@shanemedia.com	713-952-9221	0	No
FROGGY 104 Website www.froggy1041.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WYNU Website www.rock923.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No



WTJS Website www.wtjs.net	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
JAMMIN JACKSON Website www.jamminjackson.com	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	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 outreach activities:

\*\*April 1, 2013 – We completely rebuilt and updated the Outreach List like we do annually

\*\*Outreach commercials are scheduled to run the first two weeks of the month on all radio stations asking area organizations to contact us if they would like to be added to receive our employment openings

CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#2 – Career Fair	Co-Host Job Fair with Express Employment at Jackson State Community College	May 4, 2013 Co-hosted career fair at Jackson State Community College. Anna Gilmore set up booth and attended with all station information. 3 resumes received.
#4 – Career Fair	Participated in Business Expo and Job Fair at Dyersburg Chamber of Commerce.	May 23, 2013 Participated in The Lannom Center in Dyersburg with Anna Gilmore and Dave Hacker. 1 resume received.
#4 – Career Fair	Participated in Career Fair at Milan Middle School	March 25, 2014: Milan Middle School. Ashley Thomas attended. No resumes received.
#8 - Training	Using Wireless Emergency Alerts Training	June 25, 2013 at Webinar training with Dave Hacker, Tabatha Eubank and Luc Brown.
#8 - Training	New Ideas: How to Deliver Web Stuff Your Client REALLY Wants	October 10, 2013 at Webinar training with RAB. Attendees: Heather Witherspoon, Dennis Scarbrough, Derrick Clark, Eric Sanders, Ralph Thomas, Dirk Gregory, Verla Price
#5 - Internship	Student Carl Weatherspoon – 3 credits	September 4, 2013 – Freed Hardeman University
#5 - Internship	Student James Watlington – 3 credits	September 11, 2013 – Union University
#5 - Internship	Student Kia Alston – 3 credits	October 10, 2013 – Lane College
#5 - Internship	Student: William Jones – 3 credits	October 3, 2013 – Jackson State Community College
#16 - Outreach	WOGY, WYNU, WYJJ attended Humboldt Strawberry Festival Parade.	May 10, 2013, Drove station vans in the parade. WOGY, WYNU & WYJJ, Ashley Midder, Zach Young and Tony Blackburn attended
#16 - Outreach	WOGY participated in Country Music Lends a Hand benefit concert for Down Syndrome Assc.	June 26, 2013 – Old Country Store Amphitheater: Attended by, Tabatha Eubank & Luc Brown
#16 - Outreach	WYJJ participated in City of Jackson Touch a Truck Day.	June 26, 2013 – Jackson Fairgrounds. WYJJ took station van for children to learn and touch. Ashley Midder attended
#16 - Outreach	WOGY, WYNU, WTJS, WYJJ conducted a food/donor drive for the people of Moore, OK which was struck by tornado	June 28, 2013 – Created drop off location using an 18wheeler in order to collect supplies to be donated to the people of Moore, OK after tornado ripped their town apart. All station staff participated.
#16 – Outreach	WYJJ participated in Boys and Girls Club Day for Kids	September 21, 2013, Boys and Girls Club athletic field. Jennifer Brou and Mascot participated.
#16 – Outreach	WOGY sponsored Trunk or Treat	October 28, 2013, Jackson Fairgrounds Park - Tabatha Eubank, Zach Young, Luc Brown, Jon Williams participated.
#8 – Training	WTJS attended Earthquake Preparedness Seminar	October 19, 2013 Memphis, TN. Ron Haney attended workshop for earthquake preparedness.

#8 – Training	WTJS attended State Capital Video launch	October 23, 2013 – Seminar held at North Side HS Jackson TN, Ron Haney attendee.
#16 – Outreach	WOGY conducted Anti-Bullying awareness program	November 18, 2013- Held meeting at North Side HS with principal and student reps. Tabatha Eubank and Luc Brown participated.
#16 – Outreach	WTJS sponsored Celtic Fest	November 2-3, 2013- Parkers Crossroads, Steve Hilton participated.
#4 – Workshop for Women	Participated in 16 <sup>th</sup> Annual Working Women’s Conference	February 14, 2014 – UT at Martin, TN. Martin Jelinek was a speaker
#15 – Training for non profit	Student: Alex Burns - Alpha Phi Alpha Fraternity	January 8, 2014; Union University – School does not offer radio training requested to come and learn as part of his community service for his fraternity to help promote their community events.
#16 – Outreach	WTJS sponsored Celtic Fest	November 2-3, 2013- Parkers Crossroads, Steve Hilton participated.
#5 - Internship	Student: Kamaria Freeman – 3 credits	January 7, 2014; Jackson State Community College
#16 – Outreach	WOGY and WYJJ trainers at area Boy Scouts of America WinterFest	January 25, 2014 – Lavinia National Guard Training Center, Tabatha Eubank, Luc Brown, Jon Williams, and Jennifer Brou participated.
#8 - Training	Webinar: Political Broadcasting 2014	January 14, 2014 – Verla Price attended
#16 – Outreach	WYJJ participated in Celebrities Serving the Community	February 6, 2014 – Longhorn Steak House, Jackson, TN- Marcus Mason and Jennifer Brou participated.
#16 – Outreach	WOGY visit to Special Needs Children	February 14, 2014 – Bemis Elementary School, Ashley Thomas, Tabatha Eubank, and Jon Williams attended.
#9 – Mentor Program	Student: Sarah Belew	February 21, 2014; Lexington High School participated in a job shadow day where she went through various departments in the station and spent 1.5 hours in Sales, Programming, Office and Promotions.
#8 - Training	Radio Advertising Bureau Sales Training Courses – on line access	All account executives hired between April 1, 2013 and Mar. 31, 2014 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	Sales Rally - Nashville, TN	April 11-13, 2013 and October 17 & 18, 2013 – All managers and all account executives and sales assistants attended a two day sales rally and training event in Nashville, TN. Guest speaker at April 2013 rally focused on how long term, deep budget advertisers are key to long term success. Guest speaker at October 2013 rally focused on the simple rules of success.

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 substantial responsibility in making hiring decisions.
2. hosting of at least on job fair:
3. Co-Sponsoring of at least one job fair with organizations in the business and profession 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 reasonable 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:

Ashley Thomas  
Forever Communications  
122 Radio Road  
Jackson, TN 38301  
Phone: 731-427-3316  
Fax: 731-427-8890