

EEO PUBLIC FILE REPORT

For Radio Stations

WOGY (FM), 104.1, Jackson, TN

WYNU (FM), 92.3, Milan, TN

WHHG (FM) 92.3 Milan, TN

WYJJ (FM) 97.7 Trenton, TN

WLLI FM /AM 94.3, Dyer, TN/1390 Jackson, TN

Employment Unit Address:

122 Radio Road

Jackson, TN 38301

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2018**

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:

2- Account Executives

The station interviewed a total of 4 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	#Referred by Source	Notifications request
WOGY/WYNU/WHHG/FM WYJJ, WLLI AM/FM (on air)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	2	No
WBVR/WLYE/WUHU/WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	John Williams jwilliams@forevercom.com	731-885-1240	0	No
Referral	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
University of Memphis, Lambuth (email)	705 Lambuth Blvd. Jackson, TN 38301	Michelle Reddick mbrddick@memphis.edu	-	0	No
Freed Hardeman Univ. (email)	158 E. Main Street Henderson, TN 38340	Jay Satterfield jsatterfield@fhu.edu	-	0	No
Bethel University (website posting)	325 Cherry Avenue McKenzie, TN 38201	career- development@bethel.edu	- -	0	No
Jackson State Comm. College (email)	2046 North Parkway Jackson, TN 38305	Amy West awest12@jsgc.edu	-	0	No
Univ. of TN (email)	305 Gooch Hall Martin, TN 38238	J. Phillip Bright pbright@utm.edu	-	0	No
Lane College (email)	545 Lane Avenue Jackson, TN 38301	Darlette Samuels dsamuels@lanecollege.edu	-	0	No
Union University (email)	1050 Union University Jackson, TN 38305	Jennifer Howell jhowell@uu.edu	-	0	No
www.allaccess.com (posted on website)	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Mark Capuano mcapuano@allaccess.com	615-252-6400	0	No
FROGGY 104.1 Website www.froggy1041.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	2	No
JJ977 Website www.jamminjackson.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WLLI AM/FM Website www.radiowillie.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WHHG 92.3 Website www.923thehog.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	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: Sales Account
Date Vacancy Opened: 06-30-2017
Number of Persons Hired: 2
Recruitment Sources Used to Fill the Vacancy: on air

Recruitment Source That Referred the Hire: ON AIR
Total Number of Persons Interviewed for the Vacancy: 4
Date Vacancy Filled: 8.7.2017
8.10.2017

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JJ977 Website www.jamminjackson.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WLLI AM/FM Website www.radiowillie.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WHHG 92.3 Website www.923thehog.com	122 Radio Rd; Jackson TN 38301	Roger Vestal rvestal@forevercom.com	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, 2017 – 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
#16 - Outreach	WOGY, WYNU, WYJJ participated in Humboldt Strawberry Festival Parade	May 13, 2017, Drove station vans in the parade. WOGY, WYNU, WYJJ attended, FROGGY and JJ Mascots attended.
#16- Outreach	Participated in Touch a Truck with City of Jackson	June 16, 2017, J. Williams & J. Brou took station vans for community event for children to walk through and explore various trucks
#16 - Outreach	Co Sponsor toy drive with THP, County & City Fire Department	December 2, 2017 Co-sponsored toy drive at Walmart J. Mims. A. Blackburn, C. Wilbanks, J. Williams, J. Brou, L. Brown
#16 – Outreach	Madison County 4 th of July Fireworks co-sponsored with Madison Co Fire Department	July 4, 2017, set up booth for WOGY, WYJJ & WLLI at Fireworks display with station information. J. Brou, J. Williams, L. Brown attended.
#16 - Outreach	Health Rocks Health Fair with Jackson Madison County Regional Health Department & Boys & Girls Club of Jackson	June 23, 2017, provided music for Health Fair. Hosted entertainment portion of program. J. Brou & JJ Mascot attended
#16 - Outreach	Co Sponsor food drive with THP, County & City Fire Department	November 18, 2017 Co-sponsored toy drive at Walmart J. Mims. A. Blackburn, C. Wilbanks, J. Williams, J. Brou, L. Brown
#16 - Outreach	Hosted Annual St. Jude's Radio-Thon	March 01-02, 2018. Forever Communications, all employees participated in annual radio-thon to raise money for St. Jude Children's Research Hospital. Raised \$68,941.00
#8 - EEO Policy Review	Update of Career Opportunities Brochure – annual review and update	March 2018 – 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 is also includes our company's EEO policy.
#8 - EEO Policy Review	Review of Handbook and EEO policies/procedures.	October, 2017 – Christine Hillard, President reviewed and revised the Forever Communications Employee handbook, as well as EEO policies/procedures with market managers R. Vestal.
#14 – Training	St. Jude Training for Radio Thon	Jan 12-13, 2018, St. Jude's Children's Hospital, Memphis, TN. R. Pettiford attended annual training in Memphis to prepare for the annual St. Jude Radio-thon conducted across all stations in March.

#4 - Career Fair	Co-sponsor West TN Business Showcase & Economic Development Fair with African American Chamber	July 15, 2017 – J. Brou & K. Wise participated in showcase, set up booth, handed out applications and talked about radio with attendees. 2 resumes received.
#16 – Outreach	Participated in 27 th African American Street Festival	September 8-10, 2017. Set up booth at African American Street festival, gave out gift bags from Jackson Madison County Health Department & McDonalds. Station information and received 3 applications. J. Brou, JJ Mascot
#5 – Internship	Participated in internship with Freed Hardeman student	S. Offord participated in Summer Internship program (June – August) from Freed Hardeman.
#14 – Training	Forever Communications Fall Sales Rally	April 30 – May 1, 2017- Sales Rally in Hardin, KY. R. Vestal, J. Mims, D. Scarbrough, H. Witherspoon, C. Goodman, K. Wise, R. Thomas, T. Forrest, R. Pettiford, J. Brou. Training for Digital Marketing with J. Mims as well as rules for overcoming objections and for overall success.
#16 – Training	Recruitment	June 7, 2017 Chris Stonick Recruitment Seminar. Discovery Park America. All Sales Staff & GM. Training on how to recruit and present to HR Managers recruitment and retention information.
#1 – Job Fair	Participated in Job Fair at Freed Hardeman University	April 16, 2017 participated in Job Fair hosted by Freed Hardeman. J. Stallings participated in Career Fair in Gym at College of Education. 9a-12p. 6 resumes received.
#1 – Job Fair	Participated in Job Fair at JSCC	April 10, 2017 J. Stallings participated in annual Career & Job Fair at Jackson State Community College 9a-12p. 3 resumes received.
#4 – Career Fair	Participated in Career Fair	March 9, 2018, Jackson Christian School. H. Witherspoon set up booth at career fair and spoke about radio, advertising and what it involves to be in radio.
#16 - Outreach	Co – Sponsor concert to raise money for Downs Syndrome Association of West TN.	June 21, 2017 – 6p-11p Country Lends Down a Hand. Concert benefiting Downs Syndrome Association of West TN. L. Brown, R. Pettiford, J. Williams

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 one 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:

Roger Vestal – General Manager
Forever Communications
122 Radio Road
Jackson, TN 38301
Phone: 731-427-3316
Fax: 731-427-8890