

EEO PUBLIC FILE REPORT

For Radio Stations

WFGS (FM), 103.7, Murray, KY

WNBS (AM), 1340, Murray, KY

WBZB (AM), 1130, Murray, KY

Employment Unit Address:

1500 Diuguid Dr.
Murray, KY 42071

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2019**

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:
Marketing Consultant – 1

*This position was determined to “exigent” hire and, therefore, no recruitment was done for this vacancy.

The station interviewed a total of 1 person 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:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u># Referred by Source</u>	<u>Notification request?</u>
Bowling Green Radio Stations WBVR/WLYE/WUHU/ WBGN Internal Posting	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	chris@forevercomm.com Christine Hillard	0	No
Jackson Radio Stations WOGY/WYNU/WYJJ /WTJS/WTJJ Internal Posting	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercomcom Roger Vestal	0	No
Union City @ Paris Radio Stations WENK/WTPR Internal Posting	1729 Nailling Drive Union City, TN 38261 731-885-1240	jmims@forevercom.com Jared Mims	0	No
Murray Radio Stations WFGS, WNBS, WBZB Internal Posting	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	0	No
WFGS-FM On-Air	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	0	No
Walk In	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	Debbie Howard	0	No
Referral	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	1	No
Kentucky Career Center	319 South 7 th Mayfield, KY 42066 270-247-3857		0	No
Froggy103.com	1500 Diuguid Drive Murray, KY 42071	dhoward@forevercom.com Debbie Howard	0	No
Allaccess.com	24955 Pacific Coast Hwy, C303 Malibu, CA 90265 310-457-6616	mcapuano@allaccess.com Mark Capuano	0	No

<i>Recruitment Source</i>	<i>Address</i>	<i>Contact</i>	<i># Referred by Source</i>	<i>Notification request?</i>
Countryaircheck.com	914 18 th Ave. S. Second Floor Nashville, TN 37212 615-320-1450	news@countryaircheck.com	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 hire 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: Marketing Consultant

Recruitment Source That Referred the Hiree: Referral

Date Vacancy Opened: 9-11-2018

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 10-15-18

Number of People Hired: 1

Recruitment Sources Used to Fill the Vacancy: Referral

FULL-TIME VACANCY EEO INFORMATION

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>Number Interviewed</u>	<u>Request Notification</u>
Bowling Green Radio Stations WBVR/WLYE/WUHU/ WBGN Internal Posting	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	chris@forevercomm.com Christine Hillard	0	No
Jackson Radio Stations WOGY/WYNU/WYJJ /WTJS/WTJJ Internal Posting	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercomm.com Roger Vestal	0	No
Union City @ Paris Radio Sts Stations WENK/WTPR Internal Posting	1729 Nailling Drive Union City, TN 38261 731-885-1240	jmims@forevercomm.com Jared Mims	0	No
Murray Radio Stations WFGS, WNBS, WBZB Internal Posting	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	0	No
WFGS-FM On-Air	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	0	No
Walk In	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	Debbie Howard	0	No
Referral	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	1	No
Kentucky Career Center				No
Froggy103.com				No

Job Title of Vacancy:

**Recruitment Source That
Referred the Hiree:**

Date Vacancy Opened:

Total Number of Persons Interviewed for the Vacancy:

Date Vacancy Filled:

Number of People Hired:

Recruitment Sources Used to Fill the Vacancy:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>Number Interviewed</u>	<u>Request Notification</u>
Bowling Green Radio Stations WBVR/WLYE/WUHU/ WBGN Internal Posting	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	chris@forevercomm.com Christine Hillard	0	No
Jackson Radio Stations WOGY/WYNU/WYJJ /WTJS/WTJJ Internal Posting	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercomm.com Roger Vestal	0	No
Union City @ Paris Radio Sts Stations WENK/WTPR Internal Posting	1729 Nailling Drive Union City, TN 38261 731-885-1240	jwilliams@forevercomm.com John Williams	0	No
Murray Radio Stations WFGS, WNBS, WBZB Internal Posting	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	0	No
WFGS-FM On-Air	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	0	No
Walk In	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	Debbie Howard	0	No
Referral	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercomm.com Debbie Howard	0	No
Allaccess.com	24955 Pacific Coast Hwy, C Malibu, CA 90265 310-457-6616	mcapuano@allaccess.com Mark Capuano	0	No
Froggy103.com	1500 Diuguid Drive Murray, KY 42071	dhoward@forevercomm.com Debbie Howard	0	

Attachment B

Outreach Activities.

**The station stays in touch through email and phone calls with area schools, colleges and universities of upcoming Career Days.

** 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.

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:

CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#8-Training	Sales Rally Aurora, KY	April 29-30, 2018-All managers, account executives, sales assistants and production members attended a two day sales rally and training event in Aurora, KY. Guest speaker focused on long term success and simple rules of success.
#16-Outreach	Community Night	Heather Flood and Matt Robinson attended Community Night at Chestnut Park in Murray, KY on August 28, 2018. Sponsored by Murray Police Dept, the night is an opportunity for the community to meet with first responders and other groups and organizations within the community.
#4-Participation	Radio Talent Institute	Christine Hillard, Pres./COO, participated in the 6 th Annual Radio Talent Institute on July 27, 2018. She, along with Preston Green, morning show air personality on WBVR and Executive VP, Jared Mims made a presentation to 20 students. The presentation "From Student to Super Star" was well received. Forever Communications distributed the company's EEO booklets describing each position in the radio station along with contact information for employment. Forever Communications is proud to be

		<p>one of the original partners in this 10 day program, contributing major financial support since its inception. Forever Communications continues the support with several scholarships in the name of the late Scooter Davis, legendary Bowling Green, KY broadcaster</p>
#14-Provisions of Training	EEO Webinar	<p>October 18, 2018 Risa Lowe, Office Manager, joined in a webinar on The Changing Face of the FCC's EEO Rule in 2018 presented by Pillsbury and Massachusetts Broadcasters Association.</p>
#16-Outreach	Annual Review and Update of Career Opportunities Brochure	<p>February 2019-The brochure that defines various positions and career opportunities within the industry was reviewed and updated. The brochure is distributed at job/career fairs and other community activities. It also includes the company EEO policy.</p>
#16-Outreach	Family Reading Night	<p>October 4, 2018-Heather Flood and Mr Froggy attended the Southwest Elementary, Murray, KY, Family Reading night. The community was invited along with students to encourage reading. The theme was Enchanted Forest with frogs.</p>
#8-Training	St Jude Country Cares Radiothon Seminar	<p>Matt Robertson attended the Radiothon seminar in Memphis, TN Jan. 26, 27 2019. Sessions were held on the methods of planning and implementing fundraisers.</p>
#16-Participation	Murray High School Operation Preparation	<p>Heather Flood spoke with a class of 12th graders at Murray High School in Murray, KY on March 15, 2019 Heather talked to the students about job opportunities in the radio career field.</p>

#16-Participation	Calloway County Middle School Laker Anchor Youth Service Center	Neal Bradley spoke with two Calloway Co Middle School students on March 27, 2019. The two boys were interested in becoming a Sports Analyst. Neal meet with the boys and explained his career in radio and what classes the boys need to be taking in school for a career in broadcasting.

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:

Debbie Howard
General Manager
1500 Diuguid Drive
Murray, KY 42071 Phone: 270-753-2400 Fax 270-753-9434