

# **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, 2020**

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:

Program Director-1

On-Air-1

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

The station interviewed a total of 36 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>
<b>WBGH/WBVR-FM/ WLYE-FM/WUHU Internal Posting</b>	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	rwilliams@forevercom.com Rick Williams	0	No
<b>WHHG/WILLI/WOGY/ WYJJ/WZGY Internal Posting</b>	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercomcom Roger Vestal	0	No
<b>WENK/WWGY Internal Posting</b>	1729 Nailling Drive Union City, TN 38261 731-885-1240	jmims@forevercom.com Jared Mims	0	No
<b>WFGS/WNBS/ WBZB Internal Posting</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	0	No
<b>WHDM/WHNY/ WHNY-FM/WLZK/ WRQR-FM/WTPR/ WTPR-FM Internal Posting</b>	206 N. Brewer St. Paris, TN 38242 731-644-9455	lpierce@forvercom.com Lance Pierce	0	No
<b>WFGS-FM On-Air Ads</b>	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	0	No
<b>Referral</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	dhoward@forevercom.com Debbie Howard	0	No
<b>Job Fairs @ MSU</b>	720 N. 12 <sup>th</sup> Street Murray, KY 42071 270-809-3375	mpurdy1@murraystate.edu Matthew Purdy	0	No
<b>Froggy103.com</b>	1500 Diuguid Drive Murray, KY 42071	dhoward@forevercom.com Debbie Howard	2	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	www.allaccess.com Joel Denver	34	No

<i>Recruitment Source</i>	<i>Address</i>	<i>Contact</i>	<i># Referred by Source</i>	<i>Notification request?</i>
<b>Radio Advertising Bureau</b>	www.rab.com	jhetherington@rab.com Jean Hetherington	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:** Program Director

**Recruitment Source That Referred the Hiree:** Allaccess.com

**Date Vacancy Opened:** June 10, 2019

**Total Number of Persons Interviewed for the Vacancy:** 15

**Date Vacancy Filled:** July 17, 2019

**Number of People Hired:** 1

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

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u># Int erv iew ed</u>	<u>Request Notification</u>
<b>WBGN/WBVR-FM/ WLYE-FM/WUHU Internal Posting</b>	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	<a href="mailto:rwilliams@forevercom.com">rwilliams@forevercom.com</a> Rick Williams	0	No
<b>WHHG/WILLI/WOGY/ WYJJ/WZGY Internal Posting</b>	122 Radio Rd Jackson, TN 38301 731-427-3316	<a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a> Roger Vestal	0	No
<b>WENK/WWGY Internal Posting</b>	1729 Nailling Drive Union City, TN 38261 731-885-1240	<a href="mailto:jmims@forevercom.com">jmims@forevercom.com</a> Jared Mims	0	No
<b>WFGS/ WNBS/ WBZB Internal Posting</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	<a href="mailto:dhoward@forevercom.com">dhoward@forevercom.com</a> Debbie Howard	0	No
<b>WHDM/WHNY/ WHNY-FM/WLZK/ WRQR-FM/WTPR/ WTPR-FM Internal Posting</b>	206 N. Brewer St. Paris, TN 38242 731-644-9455	<a href="mailto:lpierce@forevercom.com">lpierce@forevercom.com</a> Lance Pierce	0	No
<b>WFGS-FM On-Air Ads</b>	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	<a href="mailto:dhoward@forevercom.com">dhoward@forevercom.com</a> Debbie Howard	0	No
<b>Referral</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	<a href="mailto:dhoward@forevercom.com">dhoward@forevercom.com</a> Debbie Howard		No
<b>Job Fairs @ MSU</b>	720 N. 12 <sup>th</sup> Street Murray, KY 42071 270-809-3375	<a href="mailto:mpurdy1@murraystate.edu">mpurdy1@murraystate.edu</a> Matthew Purdy	0	No
<b>Froggy103.com</b>	1500 Diuguid Drive Murray, KY 42071	<a href="mailto:dhoward@forevercom.com">dhoward@forevercom.com</a> Debbie Howard	1	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	<a href="http://www.allaccess.com">www.allaccess.com</a> Joel Denver	14	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** WFGS On-Air

**Recruitment Source That  
Referred the Hiree:** Froggy103.com

**Date Vacancy Opened:** 7-29-2019

**Total Number of Persons Interviewed for the Vacancy:** 21

**Date Vacancy Filled:** 8-12-2019

**Number of People Hired:** 1

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

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>#Int ervie wed</u>	<u>Request Notification</u>
<b>WBGN/WBVR-FM/ WLYE-FM/WUHU Internal Posting</b>	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	<b>rwilliams@forevercom.com Rick Williams</b>	0	No
<b>WHHG/WILLI/WOGY/ WYJJ/WZGY Internal Posting</b>	122 Radio Rd Jackson, TN 38301 731-427-3316	<b>rvestal@forevercom.com Roger Vestal</b>	0	No
<b>WENK/WWGY Internal Posting</b>	1729 Nailing Drive Union City, TN 38261 731-885-1240	<b>jmims@forevercom.com Jared Mims</b>	0	No
<b>WFGS/WNBS/ WBZB Internal Posting</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	<b>dhoward@forevercom.com Debbie Howard</b>	0	No
<b>WHDM/WHNY/ WHNY-FM/WLZK/ WRQR-FM/WTPR/ WTPR-FM Internal Posting</b>	206 N. Brewer St. Paris, TN 38242 731-644-9455	<b>lpierce@forevercom.com Lance Pierce</b>	0	No
<b>WFGS-FM On-Air Ads</b>	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	<b>dhoward@forevercom.com</b>	0	No
<b>Referral</b>	1500 Diuguid Drive Murray, KY 42071 270-753-2400	<b>dhoward@forevercom.com Debbie Howard</b>	0	No
<b>Froggy103.com</b>	1500 Diuguid Drive Murray, KY 42071	<b>dhoward@forevercom.com Debbie Howard</b>	1	No
<b>All Access Online</b>	11 Music Circle South Nashville, TN 37203	<b>www.allaccess.com Joel Denver</b>	20	No

## **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:***

<b>CLASSIFICATION</b>	<b>TYPE OF ACTIVITY</b>	<b>BRIEF DESCRIPTION</b>
#16-Outreach	Murray-Calloway Community Safety Day	Heather Flood attended the Murray-Calloway Community Safety Day on April 13, 2019. The event held at Chesnutt Park is a Safety Festival for families to explore EMS vehicles, receive child safe kits along with safety tips and activities.
#16-Participation	Calloway Co High School Career Day	Neal Bradley spoke to a class at Calloway Co High School on April 30, 2019. Neal spoke to the class about careers in sports casting and broadcast media.
#16-Participation	Calloway Co High School Resource and Career Fair	Heather Flood attended the Career Fair on May 6, 2019. Brochures were handed out with information about Forever Communications along with employment applications.
#16-Outreach	Family Reading Night	August 20, 2019, Brittany Perkins and Mr Froggy attended the Southwest Elementary, Murray, KY, Family Reading night. The parents and community were invited along with students to encourage reading.
#16-Outreach	Annual Review and Update of Career Opportunities Brochure	Feb 20, 2020 Annual Review and Update of Career Opportunities Brochure

		September 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.
#16-Participation	MSU Rodeo Team Community Food Drive	Froggy radio worked with the MSU Rodeo Team to reach out within the community to collect food donations for Needline, a non-profit that feeds over 200,000 families in need each month.
#8-Training	St Jude Country Cares Radiothon Seminar	Kendra Kozak attended the Radiothon seminar in Memphis, TN Jan. 16-19, 2020. Sessions were held on the methods of planning and implementing fundraisers.
#16-Participation	Max's 641 Towing For Toys Tow Truck Pull	All Froggy staff attended the Max's 641 Towing for Toys Tow Truck Pull on Saturday, Nov 9, 2019. This community event raises money to buy Christmas toys for children in the local area.

#16-Participation	Girl Scouts of Kentuckiana	Kris Adams, Area Girl Scout Leader, came on Froggy 103.7 on February 10, 2020. Kris spoke about the skills Girl Scouts learn during their annual Girl Scout cookie drive.
#5-Participation	KBA/WKU Radio Talent Institute	July 25, 2019-Christine Hillard, Pres/COO of Forever Communications, Inc. was a guest speaker at the 7 <sup>th</sup> annual KBA WKU Radio Talent Institute. The Institute is a Campus-to- Career connections where most students begin their career. Christine conducted a presentation entitled "From Student to Super Star" for a group of 18 seniors at Western





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