

# **EEO PUBLIC FILE REPORT**

## **For Radio Stations**

WOGY (FM), 104.1, Jackson, TN

WHHG (FM) 92.3 Milan, TN

WYJJ (FM) 97.7 Trenton, TN

WLLI AM 1390 Jackson, TN

WTJF (AM/FM) 1390 AM, 94.3FM Jackson/Dyer, TN

## **Employment Unit Address:**

122 Radio Road

Jackson, TN 38301

**This EEO Public File Report  
Covers the One-Year Period  
Ending on March 31, 2021**

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 did not have any full-time vacancies:

The following are the recruitment sources used when the stations have a job vacancy.

Recruitment Source	Address	Contact	Phone Number	#Referred by Source	Notifications request
WOGY/WHHG WYJJ/WTJF AM&FM (on air)	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner <a href="mailto:lskinner@forevercom.com">lskinner@forevercom.com</a>	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting)	1500 Diuguid Road, Murray, KY 42071	Risa Lowe <a href="mailto:rlowe@forevercom.com">rlowe@forevercom.com</a>	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	Wilma Payne <a href="mailto:wpayne@forevercom.com">wpayne@forevercom.com</a>	731-885-1240	0	No
WTPR/WLZK/WHNY/WHDM WRQR (email/internal posting)	206 N Brewer St Paris, TN	Lance Pierce <a href="mailto:lpierce@forevercom.com">lpierce@forevercom.com</a>	731-644-9455	0	No
University of Memphis, Lambuth (email)	705 Lambuth Blvd. Jackson, TN 38301	Michelle Reddick <a href="mailto:mbrddick@memphis.edu">mbrddick@memphis.edu</a>	901-678-5087	0	No
Freed Hardeman Univ. (email)	158 E. Main Street Henderson, TN 38340	Jay Satterfield <a href="mailto:jsatterfield@fhu.edu">jsatterfield@fhu.edu</a>	800-348-3481	0	No
Bethel University (email)	325 Cherry Avenue McKenzie, TN 38201	<a href="mailto:career-development@bethel.edu">career- development@bethel.edu</a>	- 731-352-4000	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>	731- 424-3520 -	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>	731-881-7000	0	No
Lane College (email)	545 Lane Avenue Jackson, TN 38301	Darlette Samuels <a href="mailto:dsamuels@lanecollege.edu">dsamuels@lanecollege.edu</a>	731-426-7500 -	0	No
Union University (email)	1050 Union University Jackson, TN 38305	Jennifer Howell <a href="mailto:jhowell@uu.edu">jhowell@uu.edu</a>	731- 668-1818 -	0	No
Dyersburg State Community College (emailed)	1510 Lake Road Dyersburg TN 38024	Larenda Fultz <a href="mailto:fultz@dsc.edu">fultz@dsc.edu</a>	731-286-3200	0	No
TN College of Applied Tech (email)	2468 Technology Center Dr Jackson, TN 38301	<a href="mailto:admissions@tcatjackson.edu">admissions@tcatjackson.edu</a>	731-424-0691	0	No
WOGY Froggy 104 Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WTJF AM/FM Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WHHG 92.3 Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WYJJ JJ97.7 Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	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

There were no full time vacancies from April 1, 2020 – March 31, 2021

Recruitment Source	Address	Contact	Phone Number	#Referred by Source	Notifications request
WOGY/WYNU/WHHG/FM WYJJ, WTJF AM/FM (on air)	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner <a href="mailto:lskinner@forevercom.com">lskinner@forevercom.com</a>	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe <a href="mailto:rlowe@forevercom.com">rlowe@forevercom.com</a>	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	Wilma Payne <a href="mailto:wpayne@forevercom.com">wpayne@forevercom.com</a>	731-885-1240	0	No
WTPR/WLZK/WHNY/WHDM WRQR (email/internal posting)	206 N Brewer St Paris, TN	Lance Pierce <a href="mailto:lpierce@forevercom.com">lpierce@forevercom.com</a>	731-644-9455	0	No
University of Memphis, Lambuth (email)	705 Lambuth Blvd. Jackson, TN 38301	Michelle Reddick <a href="mailto:mbrddick@memphis.edu">mbrddick@memphis.edu</a>	901-678-5087	0	No
Freed Hardeman Univ. (email)	158 E. Main Street Henderson, TN 38340	Jay Satterfield <a href="mailto:jsatterfield@fhu.edu">jsatterfield@fhu.edu</a>	800-348-3481	0	No
Bethel University (email)	325 Cherry Avenue McKenzie, TN 38201	<a href="mailto:career-development@bethel.edu">career- development@bethel.edu</a>	- 731-352-4000	0	No
Jackson State Comm. College (email)	2046 North Parkway Jackson, TN 38305	Amy West <a href="mailto:awest12@jssc.edu">awest12@jssc.edu</a>	731- 424-3520 -	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>	731-881-7000	0	No
Lane College (email)	545 Lane Avenue Jackson, TN 38301	Darlette Samuels <a href="mailto:dsamuels@lanecollege.edu">dsamuels@lanecollege.edu</a>	731-426-7500 -	0	No
Union University (email)	1050 Union University Jackson, TN 38305	Jennifer Howell <a href="mailto:jhowell@uu.edu">jhowell@uu.edu</a>	731- 668-1818 -	0	No
Dyersburg State Community College (emailed)	1510 Lake Road Dyersburg TN 38024	Larenda Fultz <a href="mailto:fultz@dsc.edu">fultz@dsc.edu</a>	731-286-3200	0	No
TN College of Applied Tech (email)	2468 Technology Center Dr Jackson, TN 38301	<a href="mailto:admissions@tcatjackson.edu">admissions@tcatjackson.edu</a>	731-424-0691	0	No
JJ977 WYJJ Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WLLI AM/FM Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WHHG 92.3 Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No

FROGGY 104.1 Website <a href="http://www.radio731.com">www.radio731.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
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## 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:

\*\*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
#14,#16,	Coronavirus and Pandemic Planning	April 1, 2020. Met with staff regarding our coronavirus procedures. Reviewed the following: 1) Our leave policy in case someone is required to self quarantine at home or has become infected with the virus. 2) Company policy for employees who have school aged children in case their school is closed. 3) Working from home procedures. Making sure employees have access to our systems from home.
#8, #14	Update of Career Opportunities Brochure – annual review and update	February 17, 2021 – 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 included our company's EEO policy.
#1, #3, #4, #16	Participated in TAB Virtual Career Fair	Sept 14, 2020 – Sept 18, 2020. We had 14 applicants. This was promoted on-air on WYJJ, WHHG, WTJF and WOGY and online on radio731.com and the station Facebook pages.
#1, #3, #4, #16	Participated in TAB Virtual Career Fair	Dec 4, 2020 – Dec 8, 2020. We had 8 applicants. This was promoted on-air on WYJJ, WHHG, WTJF and WOGY and online on radio731.com and the station Facebook pages.

#8	Radio Advertising Bureau (RAB)	All sales reps and some office staff participated in training opportunities in the form of printed materials, webinars and recorded educational materials. In addition to regular on-going sales training, sales reps participated in several webinars regarding selling during the coronavirus pandemic.
#8, #14	Review of Handbook and EEO policies/procedures.	July 1, 2020 – Virtual Staff meeting to review the revised Forever Communications Employee handbook, as well as EEO policies/procedures.
#8, #14	Contest Rules Webinar	April 30, 2020 - The programming department and management team were trained on contest rules policy in accordance with FCC guidelines. Training included a review of procedures and available resources.
#8	Regular Sales Department Meetings and Review Sessions	The sales department staff meets regularly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities in the form of printed materials, webinars and recorded educational materials.

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