

WBZB, WFGS, WNBS
EEO PUBLIC FILE REPORT
April 1, 2024 - March 31, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	1-32	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas State University Aggie Road Jonesboro, Arkansas Phone : 8709723025 Tiffany Johnson Manual Posting	N	0
2	Bethel University 325 Cherry Ave. McKenzie, Tennessee Email : loudens@bethelu.edu Sandy Louden	N	0
3	Campbelsville University 1 University Dr Campbellsville, Kentucky Phone : 270-789-5192 Teresa Elmore Manual Posting	N	0
4	Centre College 600 West Walnut Street Danville, Kentucky Phone : (859) 238-5283 Joy Asher Manual Posting	N	0
5	Dyersburg St Comm College 1510 Lake Road Dyersburg, Tennessee 38024 Phone : 731-286-3200 Email : fultz@dsc.edu Larenda Fultz	N	0
6	Freed Hardeman University 158 E Main St Henderson, Tennessee 38340 Phone : 800-FHU-FHU1 Amy Sewell Manual Posting	N	0
7	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky Amber Rhodes Manual Posting	N	0

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8	Kentucky State University 400 E Main St Frankfort, Kentucky Phone : 502-597-6700 Chris Cribbs Manual Posting	N	0
9	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Maine Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
10	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-426-7500 Darlette Samuels Manual Posting	N	0
11	LinkedIN 605 W. Maude Ave. Sunnyside, California LinkedIN LinkedIN Manual Posting	N	0
12	Lipscomb University 1 University Park Drive Nashville, Tennessee Phone : 615-966-1000 Monica Wentworth Manual Posting	N	0
13	Middle Tennessee State University 1301 East Main Street Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
14	Murray State University 720 N. 12th St. Murray, Kentucky 40271 Phone : 270-809-3375 Matthew Purdy Manual Posting	N	0

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15	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
16	The University of Mississippi Oxford MS Oxford, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0
17	The University of Tennessee-Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7000 Katie Mantooth Manual Posting	N	0
18	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0
19	Union University 1050 Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0
20	University of Kentucky Lexington Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
21	University of Louisville University of Louisville Louisville, Kentucky Phone : (502) 852-6701 Karen Boston Manual Posting	N	0

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22	University of Memphis Memphis Memphis, Tennessee Phone : 901-678-2239 Eric Wilson Manual Posting	N	0
23	WBZB On-Air 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Email : tpetty@forevercom.com Tammy Petty	N	0
24	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
25	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky Phone : (270) 745-0111 Adrienne Browning Manual Posting	N	0
26	WFGS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Risa Lowe Manual Posting	N	3
27	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0
28	WNBS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Brian Harris Manual Posting	N	0

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29	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
30	WTPR/WLZK/WHNY/WHDM/WRQR Internal Posting 206 N Brewer St Paris, Tennessee 38242 Phone : 731-644-9455 Email : lpierce@forevercom.com Lance Pierce	N	0
31	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
32	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Training-Meeting 1:1 Mentor Sessions for Marketing Consultants - These meetings/training sessions are designed to foster growth for Marketing Consultants as well as to prepare them for any future opportunities. The staff meets weekly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities.	3	Station Manager Marketing Consultant Marketing Consultant
2	Ongoing Event	Establishment of training programs for station personnel	1:1 Meeting Sessions designed to further develop station management. These weekly meetings include overall management practices, staff development discussions, planning, revenue growth opportunities, recruitment practices/EEO, community involvement initiatives, promotional opportunities, personnel, and other applicable subjects. (4/1/24-3/31/25)	3	Station Manager Executive Vice President President
3	9/18/2024	Participation in Job Fairs	Station representatives were at the SPARK Middle School Career Fair at the CFSB Center in Murray KY. Our group discussed career opportunities with the students in attendance.	3	Program Director Production Director Marketing Consultant
4	Ongoing Event	Participation in other activities designed by the station employment unit	Stations broadcast messaging encouraging groups to request Forever Communications, Inc. job vacancy notifications. The process of requesting notifications is detailed in these messages. (2/13/25-3/31/25)	1	General Manager
5	3/21/2025	Establishment of training programs for station personnel	Contest Rules Webinar - This served as management training for market managers to ensure adherence to FCC guidelines regarding contest rules & execution. Materials reviewed will also better prepare attendees for any future advancement or employment opportunities. Topics covered included: - FCC guidelines regarding Contest Rules - Forever contest rules policy - Prize eligibility - Mandatory on-air elements - General contest rules information	3	General Manager Executive Vice President Program Director

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6	3/27/2025	Provision of training to management	EEO Compliance Training - We covered the following areas of record keeping during our training session: - Managing outreach agency contact details, including Prong 2 status - Creating job vacancy notices and sending dated copies to outreach agencies - Proof document retention for any agencies you contact separately from B1S - Recording interview details for accurate referral identification - Tracking Prong 3 (Initiative) points - Running EEO reports and discussion of next steps for filing with FCC.gov - Conducting and recording Self Assessments	3	General Manager Executive Vice President President
7	3/28/2025	Participation in other activities designed by the station employment unit	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. This piece also includes our company's EEO policy.	3	General Manager Executive Vice President President