

WHDM, WHNY, WHNY-FM, WLZK, WRQR-FM, WTPR, WTPR-FM
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	4/1/2024	Participation in Job Fairs	Our stations participated in a Virtual Job Fair hosted by the Tennessee Association of Broadcasters. Applicants were able to apply online through this event. Each of our stations promoted the event on-air. (Dates 4/1/24-4/5/24)	2	Executive Vice President Station Manager
2	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	Station Manager Executive Vice President
3	4/1/2024	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.	4	Station Manager Marketing Consultant Marketing Consultant Marketing Consultant
4	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. (4/1/24-12/31/24)	3	Station Manager Executive Vice President President
5	8/29/2024	Participation in Job Fairs	Station representatives participated in the Westview Career Fair at Westview High School. Around 1,000 students were present. We discussed opportunities in media and broadcasting. Forever Communications employment brochures were available.	2	Promotions Marketing Consultant
6	1/20/2025	Participation in Job Fairs	Our stations participated in a Virtual Job Fair hosted by the Tennessee Association of Broadcasters. Applicants were able to apply online through this event. Each of our stations promoted the event on-air. (Dates 1/20/25-1/24/25)	2	Station Manager Executive Vice President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/21/2025	Participation in Job Fairs	Station representatives participated in the 4th annual Gleason Career Fair at Gleason High School. We met around 200 students and discussed opportunities in media and broadcasting. We had Forever Communications employment brochures available.	2	Promotions Marketing Consultant
8	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	Station Manager Executive Vice President President
9	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 BIS - 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	Station Manager Executive Vice President President
10	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	Station Manager Executive Vice President President