

**WENK, WWGY**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Consultant	1, 3-13, 15-18, 20-31	23
Marketing Consultant	1-31	29

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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 2105 East, Aggie Rd Jonesboro, Arkansas Phone : 870-972-3025 Tiffany Johnson Manual Posting	N	0
2	Bethel University 325 Cherry Ave McKenzie, Tennessee 38201 Phone : 731-352-4000 Email : career-development@bethelu.edu Job Listings	N	0
3	Campbellsville 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 East Main Street Henderson, Tennessee Handshake.com Handshake.com Manual Posting	N	0
7	Kentucky State University 400 E Main St Frankfort, Kentucky Phone : 502-597-6700 Chris Cribbs Manual Posting	N	0

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8	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Kentucky Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
9	Lane College 545 Lane Avenue Jackson, Tennessee Phone : 731-426-7500 Lane College Lane College Manual Posting	N	0
10	Lipscomb University 1 University Park Drive Nashville, Tennessee Phone : 615-966-1000 Monica Wentworth Manual Posting	N	0
11	Middle Tennessee State University 1301 East Main Street Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
12	Murray State University 1375 Chestnut St Murray, Kentucky Phone : 270-809-3735 Matt Purdy Manual Posting	N	0
13	RadioNWTN.com facebook 1729 Nailling Dr Union City, Tennessee 38261 Job Listings Manual Posting	N	0
14	Tennessee Association of Broadcasters Two International Plaza Dr. Nashville, Tennessee 37217 Phone : 615-365-1840 Brena Heidt 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	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0
17	Union University 1050 Union University Dr Jackson, Tennessee Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0
18	University of Kentucky Lexington Lexington, Kentucky Phone : (502) 852-6701 Ray Clere Manual Posting	N	0
19	University of Louisville Louisville Louisville, Kentucky Phone : (502) 852-6701 Karen Boston Manual Posting	N	0
20	University of Memphis Memphis Memphis, Tennessee Phone : 901-678-2239 Eric Wilson Manual Posting	N	0
21	University of Mississippi 1111 West Jackson Avenue Oxfore, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0

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22	University of Tennessee-Martin University St Martin, Tennessee Phone : 731-881-7712 Katie Mantooth Manual Posting	N	0
23	WENK/WTPR facebook 1729 Nailling Dr Union City, Tennessee 38261 Job Listings Manual Posting	N	1
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 Adrienne Browning Manual Posting	N	0
26	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0
27	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
28	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

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29	WWGY facebook 1729 Nailling Dr Union City, Tennessee 38261 Job Listings Manual Posting	N	4
30	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
31	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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)	1	Executive Vice President
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. (4/1/24-12/31/24)	4	General Manager Station Manager Executive Vice President General Manager
3	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
4	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.	4	General Manager Station Manager Marketing Consultant Marketing Consultant
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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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	4	Station Manager Promotions 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	2	Station Manager Executive Vice 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