

WHHG, WOGY, WTJF, WTJF-FM, WYJJ
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
Videographer/Graphic Designer	1-37	6
DIGITAL CONTENT SPECIALIST/VIDEO PRODUCTION ASSIST	1-37	6
Traffic Director (Commercial scheduling)/Office As	1-5, 7-11, 13-19, 21-37	7
Marketing Consultant in Jackson TN	1-5, 7-19, 21-37	7

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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 Arkansas State University Manual Posting	N	0
2	Bethel University 325 Cherry Ave McKenzie, Tennessee 38201 Phone : 731-352-4000 Email : loudens@bethelu.edu Sandy Louden	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	Employee Referral	N	2
7	Forever Communications facebook 122 Radio Rd. Jackson, Tennessee Roger Vestal Manual Posting	N	6
8	Freed Hardeman University 158 E Main St Henderson, Tennessee 38340 Phone : 800-348-3481 Amy Sewell Manual Posting	N	0

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9	Kentucky State University 400 E Main St. Frankfort, Kentucky Phone : (502) 597-6000 Chris Cribbs Manual Posting	N	0
10	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Kentucky Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
11	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-426-7500 Lane College Lane College Manual Posting	N	0
12	LinkedIN 605 W. Maude Ave. Sunnyvale, California Job Postings Manual Posting	N	0
13	Lipscomb University 1 University Park Drive Nashville, Tennessee Phone : 615-966-1000 Monica Wentworth Manual Posting	N	0
14	Middle Tennessee State University 1301 E Main St. Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
15	Murray State University 720 N. 12th St. Murray, Kentucky 40271 Phone : 270-809-3375 Matthew Purdy Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Tennessee Association of Broadcasters Two International Plaza Dr. Nashville, Tennessee 37217 Phone : 615-365-1840 Brena Heidt Manual Posting	N	0
17	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
18	TN College of Applied Tech (Jackson) 2468 Technology Dr Jackson, Tennessee 38301 Phone : 731-424-0691 Email : admissions@tcatjackson.edu Job Listings	N	0
19	TN College of Applied Tech (McKenzie) 16940 Highland Dr. McKenzie, Tennessee 38201 Phone : 731-352-5364 Email : workforce@tcatmckenzie.edu Job Listings	N	0
20	TN College of Applied Tech (Paris) 312 South Wilson Street Paris, Tennessee 38242 Phone : 731-644-7365 Email : workforce@tcatparis.edu Job Listings	N	0
21	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0
22	Union University 1050 Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0

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23	Univeristy of Kentucky 10 Funkhouser Building Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
24	University of Louisville 2301 S 3rd St Louisville, Kentucky Phone : (502) 852-6701 Karen Boston Manual Posting	N	0
25	University of Memphis 3720 Alumni Ave Memphis, Tennessee Phone : 901-678-2239 Deja B. Manual Posting	N	0
26	University of Mississippi University of Mississippi Oxford, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0
27	University of TN/Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7000 Katie Mantooth Manual Posting	N	0
28	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
29	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky Phone : (270) 745-0111 Adrienne Browning Manual Posting	N	0

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30	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0
31	WHHG Facebook page 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
32	WOGY Facebook page 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	1
33	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
34	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
35	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0

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36	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
37	WYJJ Facebook page 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	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	General Manager Executive Vice President President
2	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. (4/1/24-3/31/25)	4	General Manager Marketing Consultant Marketing Consultant Marketing Consultant
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.	3	General Manager Executive Vice President Business Manager
4	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	General Manager Executive Vice President
5	5/15/2024	Participation in Job Fairs	Station representatives took part in the JCM Middle School Career Day. Our team discussed opportunities in radio as well as video streaming with students in attendance.	2	Sports Director Video Stream Director
6	7/1/2024	Establishment of an intern program designed to assist members of the community	Our stations partnered with the Jackson-Madison County African American Chamber of Commerce for a 6-week internship program throughout the month of July. The intern learned valuable skills in department of our operation. (Month of July 2024)	3	General Manager Business Manager Operations Manager

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7	9/16/2024	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 9/16/24-9/20/24)	2	General Manager Executive Vice President
8	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	General Manager Executive Vice President
9	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	General Manager Operations Manager Program Director Business Manager
10	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

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11	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