

WBZB, WFGS, WNBS
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Market Program Director - MURRAY KY	1-5, 7-16	5
WNBS Program Director	1-5, 7, 9-10, 12-13, 15	5
Marketing Consultant	1-2, 4-7, 10, 12-13, 15	6
Marketing Consultant	1-2, 4-7, 10, 12-13, 15	6

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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	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Email : lskinner@forevercom.com Lisa Skinner	N	0
2	WCLU/WLLI/WLYE Internal Posting 229 W. Main St. Glasgow, Kentucky 42141 Phone : 270-651-9149 Email : jsmith@forevercom.com Jordan Smith	N	0
3	WENK WTPR facebook 1729 Nailling Dr. Union City, Tennessee Phone : 731-885-1240 Wilma Payne Manual Posting	N	0
4	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
5	WFGS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Risa Lowe Manual Posting	N	5
6	WFGS On-air 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Email : tpetty@forevercom.com Tammy Petty	N	2
7	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0

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8	WHHG facebook 122 Radio Rd. Jackson, Tennessee Phone : 7314273316 Jared Mims Manual Posting	N	0
9	WHNY WLZK facebook 206 N. Brewer St 38242, Tennessee Phone : 731-644-9455 Lance Pierce Manual Posting	N	0
10	WNBS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Brian Harris Manual Posting	N	0
11	WOGY facebook 122 Radio Rd. Jackson, Tennessee Phone : 731-427-3316 Lucas Brown Manual Posting	N	0
12	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
13	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
14	WWGY facebook 1729 Nailling Dr. Union City, Tennessee Wilma Payne Manual Posting	N	0

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15	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
16	WYJJ facebook 122 Radio Rd. Jackson, Tennessee Tony Reed Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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 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 Sales Manager Marketing Consultant Marketing Consultant Marketing Consultant
2	3/25/2022	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	1	Executive Vice President
3	3/28/2022	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. It is also includes our company's EEO policy.	2	General Sales 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
4	3/29/2022	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	2	General Sales Manager Program Director