

**WHDM, WHNY, WHNY-FM, WLZK, WRQR, WRQR-FM, WTPR, WTPR-FM****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Director/Office Assistant	1-3	1

WHDM, WHNY, WHNY-FM, WLZK, WRQR, WRQR-FM, WTPR, WTPR-FM

## EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

### 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	WENK/WTPR facebook 206 N Brewer St Paris, Tennessee 38242 Job Listings Manual Posting	N	1
2	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
3	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

*At time of the recruitment listed above, this SEU consisted of only 4 employees designating it exempt from reporting.*

WHDM, WHNY, WHNY-FM, WLZK, WRQR, WRQR-FM, WTPR, WTPR-FM

## EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

### 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.	4	General Sales Manager Station Manager Marketing Consultant Marketing Consultant
2	3/10/2022	Participation in other activities designed by the station employment unit	Station representatives met with a representative of Henry County High School to discuss a sports broadcast partnership to include participation from media program students.	2	Executive Vice President Station Manager
3	3/21/2022	Participation in Job Fairs	Our stations participated in a 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 and online. (Dates 3/21/22-3/25/22)	1	Executive Vice President
4	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
5	3/29/2022	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	Station Manger General Sales Manager

WHDM, WHNY, WHNY-FM, WLZK, WRQR, WRQR-FM, WTPR, WTPR-FM

## EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

### 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>
6	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: <ul style="list-style-type: none"> <li>- FCC guidelines regarding Contest Rules</li> <li>- Forever contest rules policy</li> <li>- Prize eligibility</li> <li>- Mandatory on-air elements</li> <li>- General contest rules information</li> </ul>	1	Station Manger