

WBGN, WBVR, WUHU
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
Traffic Director & Office Assistant	1-3, 6-14	6
Bowling Green - Glasgow General Manager	2-5, 7-9, 11-13, 15	15
GENERAL SALES MANAGER-Bowling Green/Glasgow KY	2-3, 7-9, 11-13	7
Marketing Consultant-Bowling Green KY	1-2, 6-9, 11-14	2
Marketing Consultant-Bowling Green KY	1-2, 6-9, 11-14	1

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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	Employee Referral	N	2
2	Forevercom.com 1919 Scottsville Rd. Bowling Green, Kentucky Email : jmims@forevercom.com Jared Mims	N	3
3	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502-848-0426 Email : amber@kba.org Amber Rhodes	N	1
4	LinkedIn 605 W. Maude Ave. Sunnyvale, California 94085 Job Postings Manual Posting	N	0
5	MediaRecruiter.com 9457 So. University Blvd. #303 Littleton, Colorado Art Scott Manual Posting	N	1
6	WBVR On-Air 1919 Scottsville Rd. Bowling Green, Kentucky Email : jingram@forevercom.com Jon Ingram	N	5
7	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Email : lskinner@forevercom.com Lisa Skinner	N	2
8	WCLU/WLLI/WLYE Internal Posting 229 W. Main St. Glasgow, Kentucky 42141 Phone : 270-651-9149 Email : jsmith@forevercom.com Jordan Smith	N	0

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9	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
10	Western Kentucky University (Advising & Career Development Center) 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Email : ashley.brown@wku.edu Ahsley Brown	N	0
11	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	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	WUHU On-Air 1919 Scottsville Rd. Bowling Green, Kentucky Phone : 270-843-3333 Email : jingram@forevercom.com Jon Ingram	N	0
15	www.AllAccess.com P.O. Box 6587 Malibu, California 90264 Phone : 310-457-6616 Joel Denver Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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 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.	1	GSM Marketing Consultant Marketing Consultant
2	Ongoing Event	Establishment of training programs for station personnel	Programming Mangers meet weekly with market leadership for review and training sessions regarding programming, products, digital content and promotions. These sessions also assist program directors and brand managers in helping them to prepare for any future advancement or employment opportunities.	4	General Manager Executive Vice President Program Director Program Director
3	3/16/2022	Participation in events or programs sponsored by educational institutions	The Forever Communications Bowling Green Glasgow General Manager participated in the Glasgow High School Career Exploration Day to educate students about the broadcast/media industry.	1	General Manager
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	2	General 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
5	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	4	General Manager General Sales Manager Program Director Program Director
6	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	General Manager General Sales Manager