

WHHG, WOGY, WTJF, WTJF-FM, WYJJ
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WHHG, WOGY, WTJF, WTJF-FM, WYJJ**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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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.	4	GM Marketing Consultant Marketing Consultant Marketing Consultant
2	4/26/2021	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.	1	General Manager
3	6/17/2021	Participation in Job Fairs	American Job Center of Jackson Job Fair at the Jackson-Madison County Library. Station representative distributed employment brochures on behalf of Forever Communications. This event was promoted on-air and facebook.	1	On-Air
4	8/2/2021	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.	1	General Manager
5	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 Operations Manager Program Director
6	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	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/25/2022	Provision of training to management	EEO Compliance Training - We covered the following areas of record keeping during our training session: <ul style="list-style-type: none"> - 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
8	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 also includes our company's EEO policy.	1	General Manager
9	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"> - 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 On-Air