

WBZB, WFGS, WNBS
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Digital Marketing & Promotions Specialist in Murra	1-26, 28, 30-34	11
Marketing Consultant-Murray KY	1-4, 6-30, 33-34	27

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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 Aggie Road Jonesboro, Arkansas Phone : 8709723025 Tiffany Johnson Manual Posting	N	0
2	Bethel University 325 Cherry Ave. McKenzie, Tennessee Email : loudens@bethelu.edu Sandy Louden	N	0
3	Campbelsville 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	Freed Hardeman University 158 E Main St Henderson, Tennessee 38340 Phone : 800-FHU-FHU1 Amy Sewell Manual Posting	N	0
7	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky Amber Rhodes Manual Posting	N	0

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8	Kentucky State University 400 E Main St Frankfort, Kentucky Phone : 502-597-6700 Chris Cribbs Manual Posting	N	0
9	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Maine Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
10	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-426-7500 Darlette Samuels Manual Posting	N	0
11	LinkedIN 605 W. Maude Ave. Sunnyside, California LinkedIN LinkedIN Manual Posting	N	1
12	Lipscomb University 1 University Park Drive Nashville, Tennessee Phone : 615-966-1000 Monica Wentworth Manual Posting	N	0
13	Middle Tennessee State University 1301 East Main Street Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
14	Murray State University 720 N. 12th St. Murray, Kentucky 40271 Phone : 270-809-3375 Matthew Purdy Manual Posting	N	0

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15	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
16	The University of Mississippi Oxford MS Oxford, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0
17	The University of Tennessee-Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7000 Katie Mantooth Manual Posting	N	0
18	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0
19	Union University 1050 Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0
20	University of Kentucky Lexington Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
21	University of Louisville University of Louisville Louisville, Kentucky Phone : (502) 852-6701 Karen Boston Manual Posting	N	0

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22	University of Memphis Memphis Memphis, Tennessee Phone : 901-678-2239 Eric Wilson Manual Posting	N	0
23	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Email : lskinner@forevercom.com Lisa Skinner	N	0
24	WCLU/WLLI/WLYE Internal Posting 229 W. Main St. Glasgow, Kentucky 42141 Phone : 270-651-9149 Email : thaney@forevercom.com Tammie Haney	N	0
25	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
26	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky Phone : (270) 745-0111 Adrienne Browning Manual Posting	N	0
27	WFGS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Risa Lowe Manual Posting	N	1
28	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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29	WNBS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Brian Harris Manual Posting	N	0
30	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
31	Word of Mouth Referral	N	1
32	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
33	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
34	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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, community involvement initiatives, promotional opportunities, personnel, and other applicable subjects. (4/1/23-12/31/23)	3	President/COO Executive Vice President General Manager
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.	2	General Manager Marketing Consultant
3	9/20/2023	Participation in Job Fairs	We were part of the Murray-Calloway County SPARK Career Exploration Day at the CFSB Center at Murray State University. SPARK is designed specifically for eighth grade students in Murray & Calloway County School Districts. SPARK provides students a hands-on learning experience, intended to spark their interests and passions. SPARK introduces students to local career options they may not be aware of in an effort to strengthen our local workforce of the future. Nearly 500 students will participate in this one-day event.	3	Program Director Production Director Marketing Consultant
4	11/17/2023	Participation in Job Fairs	We were part of Henry Elementary Career Day. Staff members discussed opportunities in radio. Students took part in examples of production and more.	2	Program Director On-Air Talent

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5	3/21/2024	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 Manager Program Director
6	3/28/2024	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.	2	General Manager Executive Vice President