

**WENK, WWGY**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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### 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>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Stations broadcast commercials encouraging groups to request Forever Communications, Inc. job vacancy notifications. The process of requesting notifications is detailed in these messages.	2	General Manager Executive Vice President
2	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 practices/EEO, community involvement initiatives, promotional opportunities, personnel, and other applicable subjects. (4/1/23-12/31/23)	3	President/COO General Manager Executive Vice President
3	Ongoing Event	Establishment of training programs for station personnel	Meeting 1:1 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.	3	General Manager Marketing Consultant Marketing Consultant
4	4/12/2023	Participation in events or programs sponsored by educational institutions	Station representatives spoke to a group from the Department of Mass Media and Strategic Communication at University of Tennessee at Martin. Seven students were in attendance and were juniors and seniors. Shared about our experience, career path, sales tips, day in the life of, important characteristics of a successful marketing consultant. The instructor for the program is Dr. Richard Robinson.	2	General Manager Marketing Consultant
5	9/8/2023	Participation in Job Fairs	Representatives were present for the Union City High School College & Career Fair on September 8, 2023. Employment brochures were available for those in attendance. Our representatives discussed employment opportunities in radio/media. Additionally, we provided applications for part-time roles on our sports video streaming team.	2	General Manager Promotions Director

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	<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	10/2/2023	Participation in Job Fairs	Our stations participated in a Virtual 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. (Dates 10/2/23-10/6/23)	1	Executive Vice President
7	10/26/2023	Participation in Job Fairs	Station representatives took part in the Career & Technical Education Expo produced by Brighton High School in TN. Brighton, Munford and Covington High School students were in attendance and some parents of students. There were approximately 200 students in attendance. Our team made employment brochures available to students. Additionally, we directed students to our website for current openings and shared with those headed to UT Martin and others details regarding internships and video stream team opportunities.	2	General Manager Promotions Director
8	3/20/2024	Participation in events or programs sponsored by educational institutions	Station representatives spoke to a Broadcast Management and Sales Class at the University of Tennessee at Martin regarding opportunities in radio/media. This is a senior level class. Dr. Richard Robinson is the instructor.	3	General Manager Marketing Consultant Marketing Consultant
9	3/22/2024	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	3	General Manager Promotions Director Executive Vice President
10	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 includes our company's EEO policy.	2	General Manager Executive Vice President