

WHDM, WHNY, WHNY-FM, WLZK, WRQR-FM, WTPR, WTPR-FM
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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
Marketing Consultant-Paris TN	1-33	6

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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 : 870-972-3025 Tiffany Johnson Manual Posting	N	0
2	Bethel University 325 Cherry Ave McKenzie, Tennessee 38201 Phone : 731-352-4000 Email : loudens@bethelu.edu Sandy Louden	N	0
3	Campbellsville 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@dscce.edu Larenda Fultz	N	0
6	Employee Referral	N	1
7	Freed-Hardeman University 158 East Main Street Henderson, Tennessee Phone : 800-FHU-FHU1 Amy Sewell Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	HenryCountyNow.com 206 N Brewer St. Paris, Tennessee 38242 Phone : 9315613501 Url : www.HenryCountyNow.com Email : jmims@forevercom.com Jared Mims	N	0
9	Kentucky State University 400 E Main St Frankfort, Kentucky Phone : 502-597-6700 Chris Cribbs Manual Posting	N	0
10	Kentucky Wesleyan College 3000 Frederica St Owensboro, Kentucky Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
11	Lane College 545 Lane Avenue Jackson, Tennessee Phone : 731-426-7500 Lane College Lane College Manual Posting	N	0
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

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14	Murray State University 1375 Chestnut St Murray, Kentucky Phone : 270-809-3735 Matt Purdy Manual Posting	N	0
15	RadioNWTN.com facebook 206 N Brewer St Paris, Tennessee 38242 Job Listings Manual Posting	N	0
16	Tennessee Association of Broadcasters Two International Plaza Dr. Nashville, Tennessee 37217 Phone : 615-365-1840 Brena Heidt Manual Posting	N	0
17	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
18	TN College of Applied Tech (Jackson) 2468 Technology Dr Jackson, Tennessee 38301 Phone : 731-424-0691 Email : admissions@tcatjackson.edu Job Listings	N	0
19	TN College of Applied Tech (McKenzie) 16940 Highland Dr. McKenzie, Tennessee 38201 Phone : 731-352-5364 Email : workforce@tcatmckenzie.edu Job Listings	N	0
20	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0

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21	Union University 1050 Union University Dr Jackson, Tennessee Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0
22	University of Kentucky Lexington Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
23	University of Memphis 3720 Alumni Ave Memphis, Tennessee Deja B. Manual Posting	N	0
24	University of Mississippi University of Mississippi Oxford, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0
25	University of Tennessee-Martin University St Martin, Tennessee Phone : 731-881-7712 Katie Mantooth Manual Posting	N	0
26	WENK/WTPR facebook 206 N Brewer St Paris, Tennessee 38242 Job Listings Manual Posting	N	1
27	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0

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28	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky Phone : (270) 745-0111 Adrienne Browning Manual Posting	N	0
29	WHNY/WLZK facebook 206 N Brewer St Paris, Tennessee 38242 Job Listings Manual Posting	N	1
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	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
32	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
33	www.mediagignow.com 625 West Adams St. Suite 20-110 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	Participation in other activities designed by the station employment unit	Stations broadcast messaging encouraging groups to request Forever Communications, Inc. job vacancy notifications. The process of requesting notifications is detailed in these messages. (4/1/25-3/31/26)	2	Executive Vice President Station Manager
2	5/7/2025	Participation in other activities designed by the station employment unit	Forever Communications representatives met with students interested in working for our sports video stream team at Huntingdon High School in Huntingdon TN. With this, our team provided an overview of opportunities relating to this field.	3	Executive Vice President Sports Director Video Streaming Director
3	9/8/2025	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 9/8/25-9/12/25)	2	Executive Vice President Station Manager
4	2/23/2026	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 2/23/26-2/27/26)	2	Executive Vice President Station Manager
5	3/25/2026	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	Executive Vice President Station Manager
6	3/27/2026	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	Executive Vice President President/COO