

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

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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WYJJ EEO PUBLIC FILE REPORT**

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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	General Manager Operations Manager
2	Ongoing Event	Establishment of training programs for station personnel	Meeting Sessions designed to further develop station management. These 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. (4/1/25-3/31/26)	2	Executive Vice President General Manager
3	Ongoing Event	Establishment of training programs for station personnel	The sales department staff meets regularly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities in the form of printed materials, webinars and recorded educational materials.	5	General Manager Marketing Consultant Marketing Consultant Marketing Consultant
4	9/13/2025	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	General Manager Executive Vice President
5	10/21/2025	Hosting of Job Fair	Forever Communications hosted an Open House/Hiring Event at our Jackson TN location. People from our community interested in working in our industry were encouraged to stop during the event. Forever Communications personnel discussed various opportunities in our industry.	5	General Manager Operations Manager Executive Vice President Personnel
6	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	General Manager Executive Vice President

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7	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	4	Executive Vice President General Manager Operations Manager President
8	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.	3	Executive Vice President General Manager President