

EEO PUBLIC FILE REPORT

For Radio Stations:

WBVR, 96.7 FM, Bowling Green, KY

WUHU, 107.1 FM, Bowling Green, KY

WBGN, 1340 AM & 94.5 FM (Translator), Bowling Green, KY

WLYE, 94.1 FM, Glasgow, KY

WCLU AM, 1490 AM & 103.1 FM (Translator), Glasgow, KY

WCLU FM, 102.3 FM & 98.5 FM (Translator), Glasgow, KY

Employment Unit Address:

1919 Scottsville Road

Bowling Green, KY 42104

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2021**

This EEO Public File Report is filed in each Stations public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During this one-year period, the stations had two full-time vacancies. There were three hires made for the two positions with one of those hires resigning shortly after her initial hire date. Both vacancies were in the sales department.

The following are the recruitment sources used when the stations have a job vacancy:

Recruitment Source	Address	Contact	Phone Number	# Referred by Source	Notifications request
WOGY/WHHG WYJJ/WTJF AM & FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN /WCLU (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting)	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WWGY/WTPR/WLZK /WHNY/WHDM/WRQR (email/internal posting)	206 N. Brewer St., Paris, TN 38242	Lance Pierce lpierce@forevercom.com	731-644-9455	0	No
Employee Referral	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	1	No
WBVR/WLYE/WUHU/WBGN (On-air ads)	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBVR FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WUHU FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	2	No
WLYE FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBGN AM/FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

ATTACHMENT A and B

**EEO INFORMATION FOR
FULL-TIME VACANCIES**

Attachment A contains the following information for each full-time vacancy

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
4. The total number of interviewees referred by each recruitment source used in Connection with each vacancy

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

ATTACHMENT A

FULL-TIME VACANCY EEO INFORMATION

Salesperson: Tiffany Deaton

Date-of-hire: January 4, 2021

No other candidates applied for or were interviewed for this vacancy

Recruitment Source	Address	Contact	Phone Number	# Referred by Source	Notifications request
WOGY/WHHG WYJJ/WTJF AM & FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN /WCLU (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WWGY/WTPR/WLZK /WHNY/WHDM/WRQR (email/internal posting)	206 N. Brewer St., Paris, TN 38242	Lance Pierce lpierce@forevercom.com	731-644-9455	0	No
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WBVR FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WUHU FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	1	No
WLYE FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBGN AM/FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

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ATTACHMENT A

FULL-TIME VACANCY EEO INFORMATION

Salesperson: Ashley Huff

Date-of-hire: February 8, 2021

No other candidates applied for or were interviewed for this vacancy

Recruitment Source	Address	Contact	Phone Number	# Referred by Source	Notifications request
WOGY/WHHG WYJJ/WTJF AM & FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN /WCLU (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WWGY/WTPR/WLZK /WHNY/WHDM/WRQR (email/internal posting)	206 N. Brewer St., Paris, TN 38242	Lance Pierce lpierce@forevercom.com	731-644-9455	0	No
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WBVR FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WUHU FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	1	No
WLYE FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBGN AM/FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

ATTACHMENT A

FULL-TIME VACANCY EEO INFORMATION

Salesperson: Jamie Dobbs

Date-of-hire: March 15, 2021

No other candidates applied for or were interviewed for this vacancy

Recruitment Source	Address	Contact	Phone Number	# Referred by Source	Notifications request
WOGY/WHHG WYJJ/WTJF AM & FM (email/internal posting)	122 Radio Road, Jackson, TN 38301	Roger Vestal rvestal@forevercom.com	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN/WCLU (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting)	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WWGY/WTPR/WLZK/WHNY/WHDM/WRQR (email/internal posting)	206 N. Brewer St., Paris, TN 38242	Lance Pierce lpierce@forevercom.com	731-644-9455	0	No
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WBVR FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

WUHU FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WLYE FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBGN AM/FM website www.radiosoky.com	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Rd, Bowling Green, KY	Rick Williams rwilliams@forevercom.com	270-843-3333	0	No

ATTACHMENT B OUTREACH ACTIVITIES

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. The stations have engaged in the following outreach activities:

**Outreach commercials are scheduled to run the first two weeks of the month on all radio stations asking area organizations to contact us if they would like to be added to receive our employment openings

CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#14, #16,	Coronavirus and Pandemic Planning	April 1, 2020. Met with staff regarding our coronavirus procedures. Reviewed the following: 1) Our leave policy in case someone is required to self quarantine at home or has become infected with the virus.

		<p>2) Company policy for employees who have school aged children in case their school is closed.</p> <p>3) Working from home procedures. Making sure employees have access to our systems from home.</p>
#8, #14	Update of Career Opportunities Brochure – annual review and update	February 17, 2021 – 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 is also includes our company’s EEO policy.
#14	Participated in KBA Seminar: EEO 2021 – Staying on Top of Your EEO Requirements.	March 24, 2021. Presented by David Oxenford, Attorney-at-Law of Wilkinson-Baker-Knauer, LLP, Washington D.C. Discussed FCC requirements toward EEO regulations, outreach and reporting.
#8	Radio Advertising Bureau (RAB)	All sales reps and some office staff participated in training opportunities in the form of printed materials, webinars and recorded educational materials. In addition to regular on-going sales training, sales reps participated in several webinars regarding selling during the coronavirus pandemic.
#8, #14	Review of Handbook and EEO policies/procedures.	July 1, 2020 – Virtual Staff meeting to review the revised Forever Communications Employee handbook, as well as EEO policies/procedures.
#8, #14	Contest Rules Webinar	April 30, 2020 - The programming department and management team were trained on contest rules policy in accordance with FCC guidelines. Training included a review of procedures and available resources.
#8	Regular Sales Department Meetings and Review Sessions	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.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

2. Hosting of at least one job fair.
3. Co-Sponsoring of at least one job fair with organizations in the business and profession community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership include substantial participation by women and minorities;
13. Provisions of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provisions of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provisions of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonable calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

If your organization would like to be contacted regarding future vacancies, please contact:

Lisa Skinner – Human Resources Director
Forever Communications
1919 Scottsville Road
Bowling Green, KY 42104
Phone: 270-843-3333