

WBZB, WFGS, WNBS
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
On-Air/News Talent in Murray KY	4-6, 9-14, 17, 19-21, 23-30	5
Marketing Consultant-Murray KY	1-5, 7-10, 12, 15-24, 26-27, 29-30	5

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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	Campbelsville University 1 University Dr Campbellsville, Kentucky Phone : 270-789-5192 Teresa Elmore Manual Posting	N	0
3	Centre College 600 West Walnut Street Danville, Kentucky Phone : (859) 238-5283 Joy Asher Manual Posting	N	0
4	Dyersburg St Comm College 1510 Lake Road Dyersburg, Tennessee 38024 Phone : 731-286-3200 Email : fultz@dsc.edu Larenda Fultz	N	0
5	Employee Referral	N	2
6	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky Amber Rhodes Manual Posting	N	0
7	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Maine Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0

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8	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-426-7500 Darlette Samuels Manual Posting	N	0
9	Middle Tennessee State University 1301 East Main Street Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
10	Murray State University 720 N. 12th St. Murray, Kentucky 40271 Phone : 270-809-3375 Matthew Purdy Manual Posting	N	0
11	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
12	The University of Tennessee-Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7000 Katie Mantooth Manual Posting	N	0
13	TN College of Applied Tech (McKenzie) 16940 Highland Dr. McKenzie, Tennessee 38201 Phone : 731-352-5364 Email : workforce@tcatmckenzie.edu Job Listings	N	0
14	TN College of Applied Tech (Paris) 312 South Wilson Street Paris, Tennessee 38242 Phone : 731-644-7365 Email : workforce@tcatparis.edu Job Listings	N	0

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15	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0
16	Union University 1050 Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Stephanie Hawley Manual Posting	N	0
17	University of Kentucky Lexington Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
18	University of Memphis Memphis Memphis, Tennessee Phone : 901-678-2239 Eric Wilson Manual Posting	N	0
19	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Email : lskinner@forevercom.com Lisa Skinner	N	0
20	WCLU/WLLI/WLYE Internal Posting 229 W. Main St. Glasgow, Kentucky 42141 Phone : 270-651-9149 Email : jsmith@forevercom.com Jordan Smith	N	0
21	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky Phone : (270) 745-0111 Adrienne Browning Manual Posting	N	0
23	WFGS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Risa Lowe Manual Posting	N	0
24	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0
25	WNBS facebook 1500 Diuguid Dr. Murray, Kentucky Phone : 270-753-2400 Brian Harris Manual Posting	N	0
26	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
27	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
28	www.AllAccess.com P.O. Box 6587 Malibu, California 90264 Phone : 310-457-6616 Joel Denver 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
29	www.forevercom.com 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Roger Vestal Manual Posting	N	0
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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.	2	Executive Vice President General Manager
2	9/21/2022	Participation in events sponsored by organizations representing the community	Station representatives took part in the SPARK 8th Grade Career Fair. In addition to hands-on examples with students, discussion also focused on opportunities in broadcasting.	2	Production Director Marketing Consultant
3	9/25/2022	Establishment of training programs for station personnel	Annual Sales & Production Retreat - This 2-day event provides training for applicable personnel including managers from all departments as well as sales representatives & production staff.	4	General Manager Production Director Marketing Consultant Program Director
4	3/20/2023	Establishment of training programs for station personnel	EEO Compliance Training - We covered the following areas of record keeping during our training session: - Managing outreach agency contact details, including Prong 2 status - Creating job vacancy notices and sending dated copies to outreach agencies - Proof document retention for any agencies you contact separately from BIS - Recording interview details for accurate referral identification - Tracking Prong 3 (Initiative) points - Running EEO reports and discussion of next steps for filing with FCC.gov - Conducting and recording Self Assessments	2	Executive Vice President General Manager

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5	3/24/2023	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 General Manager Program Director
6	3/29/2023	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. It is also includes our company's EEO policy.	2	Executive Vice President General Manager