

EEO PUBLIC FILE REPORT

For Radio Stations

WFGS (FM), 103.7, Murray, KY

WNBS, 1340 AM & 97.9 FM
(Translator), Murray, KY

WBZB (AM), 1130 & 104.5 FM
(Translator) Murray, KY

Employment Unit Address:

1500 Diuguid Dr.
Murray, KY 42071

**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 did not have any full-time vacancies:

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

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u># Referred by Source</u>	<u>Notification request?</u>
WBGN/WBVR-FM/ WLYE-FM/WUHU Internal Posting	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	rwilliams@forevercom.com Rick Williams	0	No
WHHG/WILLI/WOGY/ WYJJ/WTJF-AM/FM Internal Posting	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercomcom Roger Vestal	0	No
WENK/WWGY Internal Posting	1729 Nailling Drive Union City, TN 38261 731-885-1240	jmims@forevercom.com Jared Mims	0	No
WFGS/WNBS/ WBZB Internal Posting	1500 Diuguid Drive Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty	0	No
WHDM/WHNY/ WHNY-FM/WLZK/ WRQR-FM/WTPR/ WTPR-FM Internal Posting	206 N. Brewer St. Paris, TN 38242 731-644-9455	lpierce@forvercom.com Lance Pierce	0	No
WFGS-FM On-Air Ads	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty	0	No
Referral	1500 Diuguid Drive Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty	0	No
Job Fairs @ MSU	720 N. 12 th Street Murray, KY 42071 270-809-3375	mpurdy1@murraystate.edu Matthew Purdy	0	No
Froggy103.com	1500 Diuguid Drive Murray, KY 42071	tpetty@forevercom.com Tammy Petty	0	No
All Access Online	11 Music Circle South Nashville, TN 37203	www.allaccess.com Joel Denver	0	No

<i>Recruitment Source</i>	<i>Address</i>	<i>Contact</i>	<i># Referred by Source</i>	<i>Notification request?</i>
Radio Advertising Bureau	www.rab.com	jhetherington@rab.com Jean Hetherington	0	No
Forevercom.com	www.forevercom.com	jmims@forevercom.com Jared Mims	0	No

ATTACHMENT A

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 hire 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

FULL-TIME VACANCY EEO INFORMATION

There were no full-time vacancies from April 1, 2020 –March 31, 2021

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u># Int erv iew ed</u>	<u>Request Notificati on</u>
WBGW/WBVR-FM/ WLYE-FM/WUHU Internal Posting	1919 Scottsville Rd Bowling Green, KY 42104 270-843-3333	rwilliams@forevercom.com Rick Williams	0	No
WHHG/WILLI/WOGY/ WYJJ/WTJF-AM/FM Internal Posting	122 Radio Rd Jackson, TN 38301 731-427-3316	rvestal@forevercom.com Roger Vestal	0	No
WENK/WWGY Internal Posting	1729 Nailling Drive Union City, TN 38261 731-885-1240	jmims@forevercom.com Jared Mims	0	No
WFGS/ WNBS/ WBZB Internal Posting	1500 Diuguid Drive Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty	0	No
WHDM/WHNY/ WHNY-FM/WLZK/ WRQR-FM/WTPR/ WTPR-FM Internal Posting	206 N. Brewer St. Paris, TN 38242 731-644-9455	lpierce@forevercom.com Lance Pierce	0	No
WFGS-FM On-Air Ads	1500 Diuguid Dr. Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty	0	No
Referral	1500 Diuguid Drive Murray, KY 42071 270-753-2400	tpetty@forevercom.com Tammy Petty		No
Job Fairs @ MSU	720 N. 12 th Street Murray, KY 42071 270-809-3375	mpurdy1@murraystate.edu Matthew Purdy	0	No
Froggy103.com	1500 Diuguid Drive Murray, KY 42071	tpetty@forevercom.com Tammy Petty	0	No
All Access Online	11 Music Circle South Nashville, TN 37203	www.allaccess.com Joel Denver	0	No
Radio Advertising Bureau	www.rab.com	jhetherington@rab.com Jean Hetherington	0	No
Forevercom.com	1919 Scottsville Rd Bowling Green, KY 42104 270-843- 3333	www.forevercom.com	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.

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:

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. 2) Company policy for employees who have school aged children in case their school is closed.
#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 included in our company's EEO policy.
#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	July 1, 2020 – Virtual Staff meeting

	policies/procedures.	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 on 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:

Tammy Petty
Sales Manager
1500 Diuguid Drive
Murray, KY 42071
Phone: 270-753-2400
Fax 270-753-9434