

# **EEO PUBLIC FILE REPORT**

## **For Radio Stations**

WOGY (FM), 104.1, Jackson, TN

WHHG (FM) 92.3 Milan, TN

WYJJ (FM) 97.7 Trenton, TN

WLLI (AM) 1390 Jackson, TN

WLLI (FM) 94.3 Dyer, TN

## **Employment Unit Address:**

122 Radio Road

Jackson, TN 38301

**This EEO Public File Report  
Covers the One-Year Period  
Ending on March 31, 2019**

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 filled the following full-time vacancies:

## 2- Account Executives

The station interviewed a total of 5 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Address	Contact	Phone Number	#Referred by Source	Notifications request
WOGY/WYNU/WHHG/FM WYJJ, WLLI AM/FM (on air)	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner <a href="mailto:lskinner@forevercom.com">lskinner@forevercom.com</a>	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe <a href="mailto:rlowe@forevercom.com">rlowe@forevercom.com</a>	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	Jon Williams <a href="mailto:jwilliams@forevercom.com">jwilliams@forevercom.com</a>	731-885-1240	0	No
Employee Referral	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	2	No
University of Memphis, Lambuth (email)	705 Lambuth Blvd. Jackson, TN 38301	Michelle Reddick <a href="mailto:mbrddick@memphis.edu">mbrddick@memphis.edu</a>	-	0	No
Freed Hardeman Univ. (email)	158 E. Main Street Henderson, TN 38340	Jay Satterfield <a href="mailto:jsatterfield@fhu.edu">jsatterfield@fhu.edu</a>	-	0	No
Bethel University (website posting)	325 Cherry Avenue McKenzie, TN 38201	<a href="mailto:career-development@bethel.edu">career- development@bethel.edu</a>	- -	0	No
Jackson State Comm. College (email)	2046 North Parkway Jackson, TN 38305	Amy West <a href="mailto:awest12@jsc.edu">awest12@jsc.edu</a>	(731) 424-3520 -	0	No
Univ. of TN (email)	305 Gooch Hall Martin, TN 38238	J. Phillip Bright <a href="mailto:pbright@utm.edu">pbright@utm.edu</a>	-	0	No
Lane College (email)	545 Lane Avenue Jackson, TN 38301	Darlette Samuels <a href="mailto:dsamuels@lanecollege.edu">dsamuels@lanecollege.edu</a>	(731) 426-7500 -	0	No
Union University (email)	1050 Union University Jackson, TN 38305	Jennifer Howell <a href="mailto:jhowell@uu.edu">jhowell@uu.edu</a>	(731) 668-1818 -	0	No
<a href="http://www.allaccess.com">www.allaccess.com</a> (posted on website)	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Mark Capuano <a href="mailto:mcapuano@allaccess.com">mcapuano@allaccess.com</a>	615-252-6400	0	No
FROGGY 104.1 Website <a href="http://www.froggy1041.com">www.froggy1041.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
JJ977 Website <a href="http://www.jamminjackson.com">www.jamminjackson.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WLLI AM/FM Website <a href="http://www.radiowillie.com">www.radiowillie.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WHHG 92.3 Website <a href="http://www.923thehog.com">www.923thehog.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
Linkedin <a href="http://www.linkedin.com">www.linkedin.com</a>	Jobs- listing@linkedin.com	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	3	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

### FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Account

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 04.02-2018

Total Number of Persons Interviewed for the Vacancy: 5

Number of Persons Hired: 2

Date Vacancy Filled: 05/07/18

Recruitment Sources Used to Fill the Vacancy: referral

Recruitment Source	Address	Contact	Phone Number	#Referred by Source	Notifications request
WOGY/WYNU/WHHG/FM WYJJ, WLLI AM/FM (on air)	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner <a href="mailto:lskinner@forevercom.com">lskinner@forevercom.com</a>	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe <a href="mailto:rlowe@forevercom.com">rlowe@forevercom.com</a>	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	Jon Williams <a href="mailto:jwilliams@forevercom.com">jwilliams@forevercom.com</a>	731-885-1240	0	No
Employee Referral	122 Radio Road, Jackson, TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	2	No
<a href="http://www.allaccess.com">www.allaccess.com</a> (posted on website)	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Mark Capuano <a href="mailto:mcapuano@allaccess.com">mcapuano@allaccess.com</a>	615-252-6400	0	No
FROGGY 104.1 Website <a href="http://www.froggy1041.com">www.froggy1041.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
JJ977 Website <a href="http://www.jamminjackson.com">www.jamminjackson.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WLLI AM/FM Website <a href="http://www.radiowillie.com">www.radiowillie.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
WHHG 92.3 Website <a href="http://www.923thehog.com">www.923thehog.com</a>	122 Radio Rd; Jackson TN 38301	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	0	No
Linkedin <a href="http://www.linkedin.com">www.linkedin.com</a>	Jobs- listing@linkedin.com	Roger Vestal <a href="mailto:rvestal@forevercom.com">rvestal@forevercom.com</a>	731-427-3316	3	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
#16 - Outreach	Participated in Touch a Truck event with City of Jackson	June 15, 2018, R. Donnell & J. Brou took station vans for community event for children to walk through and explore various trucks. Station information packs with employment brochures were available.
#16 – Outreach	Madison County 4 <sup>th</sup> of July Fireworks Show & Carnival co-sponsored with Madison Co Fire Department	July 4, 2018, set up booth for WOGY, WHHG, WYJJ & WLLI at the McKellar Sipes Airport with station information and employment brochures. This is event is from 2p-10p. J. Brou, C. Wilbanks, L. Brown, R. Pettiford attended.
#16 - Outreach	Co Sponsor food drive with THP, County & City Fire Department	December 15, 2018 Co-sponsored food drive at Food Drive J. Mims. A. Blackburn, C. Wilbanks, L. Brown. We had a booth set up to take donations and interact with the public
#16 - Outreach	Radio Station Group Tours	We give group tours of our facilities to organizations such as the Boys & Girl Scouts, Youth Village, Elementary, High School and College groups, Church groups and other similar groups. The tours provide an introduction to the Radio Broadcasting Industry and are offered for free. A typical tour includes information on the history of radio and our stations. We explain and demonstrate the broadcasting equipment used to transmit programming from the studio to the transmitter site, we explain the studio equipment and how it functions. An introduction and hands on recording of commercial production is demonstrated. An explanation of all positions and responsibility of station personnel is also given. We discuss our stations' formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups
#8 - EEO Policy Review	Update of Career Opportunities Brochure – annual review and update	March 2019 – 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.
#8 - EEO Policy Review	Review of Handbook and EEO policies/procedures.	October, 2018 – Christine Hillard, President reviewed and revised the Forever Communications Employee handbook, as well as EEO policies/procedures with market managers R. Vestal.
#14 – Training	Sales Rally – Hardin KY	April 29 <sup>th</sup> and 30 <sup>th</sup> 2018– All managers and all account executives and sales assistants attended a two-day sales rally and training event in Hardin, KY. Jared Mims presented a personalized Digital Training of specific job requirements to all employees present.
#4 - Career Fair	Co-sponsor West TN Business Showcase & Economic Development Fair with African American Chamber	July 14, 2018 – R. Donnell & K. Wise participated in showcase, set up booth, handed out applications and talked about radio with attendees. 2 resumes received.
#16 – Outreach	Participated in 28 <sup>th</sup> African American Street Festival	September 6-8, 2018. Set up booth at African American Street festival, gave out gift bags from Jackson Madison County Health Department & McDonalds and station information and received 3 applications. J. Brou, JJ Mascot in attendance
#1 – Job Fair	Participated in Job Fair at Freed Hardeman University	April 17, 2018 participated in Job Fair hosted by Freed Hardeman. We participated in Career Fair in Gym at College of Education. 9a-12p. 5 resumes received.
#1 – Job Fair	Participated in Job Fair at JSCC	April 11, 2018 J. Brou participated in annual Career & Job Fair at Jackson State Community College 9a-12p. 5 resumes received.
#4 – Career Fair	Participated in Career Fair	March 9, 2019, Lincoln Elementary Community Career Summit. 10:30am-2pm. R. Donnell and K. Wise attended and handed out employment opportunities brochures

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:

Roger Vestal – General Manager  
Forever Communications  
122 Radio Road  
Jackson, TN 38301  
Phone: 731-427-3316  
Fax: 731-427-8890  
[rvestal@forevercom.com](mailto:rvestal@forevercom.com)