

WBGN, WBVR, WUHU
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
Marketing Consultant-Bowling Green KY	5-6, 22, 24-26, 29-30, 34	5
Marketing Consultant-Bowling Green KY	5, 11, 22, 24-31, 34	5
Multimedia Marketing Consultant-Bowling Green KY	2-8, 10, 12-16, 20, 22-25, 29-32, 34	4
Traffic Assistant/Promotions Director	1-3, 5-10, 12-22, 24-25, 29-34	21

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas State University Aggid 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	Employee Referral	N	1
5	Forevercom.com 1919 Scottsville Rd. Bowling Green, Kentucky Phone : 931-561-3501 Jared Mims Manual Posting	N	2
6	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502-848-0426 Amber Rhodes Manual Posting	N	0
7	Kentucky State University 400 E Main St Frankfort, Kentucky Phone : 5025976700 Chris Cribbs Manual Posting	N	0

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8	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Kentucky Phone : 270-852-3222 Laura Rudolph Manual Posting	N	0
9	Lipscomb University 1 University Park Drive Nashville, Tennessee Phone : 615-966-1000 Monica Wentworth Manual Posting	N	0
10	Middle Tennessee State University 1301 East Main Street Murfreesboro, Tennessee Phone : 615-898-2500 Beka Crocket Manual Posting	N	0
11	Murray State University 720 N. 12th St. Murray, Kentucky 40271 Phone : 270-809-3375 Matthew Purdy Manual Posting	N	0
12	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Phone : (615) 963-5981 Angela Davis Manual Posting	N	0
13	The University of Tennessee-Martin University St Martin, Tennessee Phone : 731-881-7712 Katie Mantooth Manual Posting	N	0
14	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee Phone : (615) 248-1316 Becky Farley Manual Posting	N	0

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15	University of Kentucky Lexington Lexington, Kentucky Phone : 859-257-2746 Ray Clere Manual Posting	N	0
16	University of Louisville Louisville Louisville, Kentucky Phone : (502) 852-6701 Karen Boston Manual Posting	N	0
17	University of Memphis Memphis Memphis, Tennessee Phone : 901-678-2239 Eric Wilson Manual Posting	N	0
18	University of Mississippi University of Mississippi Oxford, Mississippi Phone : 662-915-7174 Bailey Bracken Manual Posting	N	0
19	WBGN Facebook 1919 Scottsville Rd. Bowling Green, Kentucky Phone : 270-843-3333 Tammie Haney Manual Posting	N	0
20	WBVR Facebook 1919 Scottsville Rd. Bowling Green, Kentucky 42104 Phone : 207-753-2400 Lisa Skinner Manual Posting	N	0
21	WBVR On-Air 1919 Scottsville Rd. Bowling Green, Kentucky Email : jingram@forevercom.com Jon Ingram	N	2

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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	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Email : lskinner@forevercom.com Lisa Skinner	N	0
23	WCLU facebook 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Lisa Skinner Manual Posting	N	0
24	WCLU/WLLI/WLYE Internal Posting 229 W. Main St. Glasgow, Kentucky 42141 Phone : 270-651-9149 Email : jsmith@forevercom.com Jordan Smith	N	0
25	WENK/WWGY Internal Posting 1729 Nailling Dr Union City, Tennessee 38261 Phone : 731-885-1240 Email : wpayne@forevercom.com Wilma Payne	N	0
26	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Ahsley Brown Manual Posting	N	0
27	Western Kentucky University (Elizabethtown) 610 College Street Rd Elizabethtown, Kentucky 42701 Phone : 270-706-8870 Email : etown-ftknox@wku.edu Career Listings	N	0
28	Western Kentucky University (Glasgow) 500 Hilltopper Way Glasgow, Kentucky 42141 Phone : 270-861-6900 Email : glasgow@wku.edu Career Listings	N	0

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29	WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road Murray, Kentucky 42071 Phone : 270-753-2400 Email : rlowe@forevercom.com Risa Lowe	N	0
30	WOGY/WHHG/WYJJ/WTJF Internal Posting 122 Radio Road Jackson, Tennessee 38301 Phone : 731-427-3316 Email : rvestal@forevercom.com Roger Vestal	N	0
31	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
32	WUHU facebook 1919 Scottsville Road Bowling Green, Kentucky 42104 Phone : 270-753-2400 Lisa Skinner Manual Posting	N	0
33	WUHU On-Air 1919 Scottsville Rd. Bowling Green, Kentucky Phone : 270-843-3333 Email : jingram@forevercom.com Jon Ingram	N	3
34	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:			8

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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	4/15/2022	Participation in events or programs sponsored by educational institutions	Attended Career Day at Plano Elementary School, to speak with students about a career in broadcasting and the role broadcasting plays in society.	1	General Manager
3	4/21/2022	Participation in events or programs sponsored by educational institutions	A station representative attended Career Day at Highland Elementary School to speak with students about the broadcast radio industry.	1	Station Manager
4	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.	9	General Manager Operations Manager Program Director Digital Specialist
5	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 B1S - 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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6	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	4	Executive Vice President General Manager Operations Manager Program Director