

WHDM, WHNY, WHNY-FM, WLZK, WRQR-FM, WTPR, WTPR-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	4/1/2023	Establishment of training programs for station personnel	1:1 Meeting Sessions designed to further develop station management. These weekly meetings include overall management practices, staff development discussions, planning, revenue growth opportunities, recruitment practices/EEO, community involvement initiatives, promotional opportunities, personnel, and other applicable subjects. (4/1/23-12/31/23)	4	Station Manager General Manager President/COO Executive Vice President
2	Ongoing Event	Establishment of training programs for station personnel	Meeting Sessions with Marketing Consultants - These meetings/training sessions are designed to foster growth for Marketing Consultants. The staff meets weekly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities.	6	Station Manager General Manager Marketing Consultant Marketing Consultant
3	Ongoing Event	Participation in other activities designed by the station employment unit	Stations broadcast commercials encouraging groups to request Forever Communications, Inc. job vacancy notifications. The process of requesting notifications is detailed in these messages.	2	Station Manager Traffic Director
4	10/2/2023	Participation in Job Fairs	Our stations participated in a Virtual Job Fair hosted by the Tennessee Association of Broadcasters. Applicants were able to apply online through this event. Each of our stations promoted the event on-air. (Dates 10/2/23-10/6/23)	1	Executive Vice President
5	1/29/2024	Participation in other activities designed by the station employment unit	A station representative spoke at the Paris TN Rotary Interact Club which includes 9th grade students from Grove School. The discussion was based on utilizing talents to possibly be in marketing and broadcasting.	1	Marketing Consultant/On-Air Talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/22/2024	Establishment of training programs for station personnel	<p>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.</p> <p>Topics covered included: - FCC guidelines regarding Contest Rules - Forever contest rules policy - Prize eligibility - Mandatory on-air elements - General contest rules information</p>	3	Station Manager General Manager Executive Vice President
7	3/28/2024	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. This piece includes our company's EEO policy.	3	Station Manager General Manager Executive Vice President
8	3/28/2024	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.	3	Station Manager General Manager Executive Vice President