

Forever South Licenses, LLC 1919 Scottsville Rd. Bowling Green KY 42104 270-843-3333

April 24, 2023

Re: Response to FCC Equal Employment Opportunity Audit WTJF-FM, Dyer TN.

Forever South Licenses, LLC ("Licensee")

Employment Unit Stations: WTJF-FM Dyer, TN, Facility ID 20390 WOGY-FM, Jackson, TN, Facility ID 14743 WHHG-FM, Milan, TN, Facility ID 50125 WYJJ-FM, Trenton, TN, Facility ID 54899 WTJF, Jackson, TN, Facility ID 14742

The following information will respond to the FCC's Public Notice of the EEO audit dated April 24, 2023, of which a copy follows this response letter, requesting information regarding the employment information and EEO recruitment program of Radio Station WTJF-FM, Dyer, TN, and the above-referenced stations which constitute the collective stations in the Employment Unit. The following information, data and documents will respond to the Commission's letter in order of request from the Commission's letter:

Paragraph 2. (a): Does not apply.

Paragraph 2(b)(i)(ii)(iii)(iv)(v): Attached as Exhibit A and Exhibit B, the two most recent Annual EEO reports and supporting back up information have been uploaded in two separate files along with this file as requested by these paragraphs of the Commission's letter. These EEO reports answer the Commission's questions from its April 24, 2023 letter.

Paragraph 2(b)(ii) The website for all stations listed above <u>www.radio731.com</u>, and it does contain the most recent Annual EEO Report.

Paragraph 2(b)(iii)(iv) During the April 1, 2022 – March 31, 2023, reporting period, there were no full-time positions filled. During the April 1, 2021- March 31, 2022, reporting period, there were no full-time positions filled. We have placed considerable focus on increasing our number of recruitment sources which can be seen in Exhibit A. We continue our efforts to make our group a source of employment. Additionally, beginning in November of 2021, our group began to utilize an EEO Compliance and electronic Public File Management platform in Broadcast1Source to ensure our adherence to policy.

Paragraph 2(b)(v) The Employment Unit currently has 13 full-time employees. The market size is less than 250,000 people. Therefore, the Employment Unit requirements are to perform two (2) recruitment points worth of initiatives over a two-year period. The Licensee has performed at least 16 separate initiatives for the two-year period. Date documentation for outreach initiatives can be reviewed in Exhibits A & B of this response.

Paragraph 2(b)(vi): The licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of stations.

Paragraph 2(b)(vii): The Executive Vice President of Forever Communications, Jared Mims, has ultimate responsibility for the Employment Unit's EEO Program. The Employment Unit's General Manager, Roger Vestal, in direct coordination with and the assistance and oversight of Executive Vice President, Jared Mims, are responsible for the Employment Unit's EEO policies, its EEO program and the enforcement of those policies and programs. The Executive Vice President is responsible for overseeing that reports are filed, and documentation completed and is directly responsible for the implementation of the Employment Unit's EEO program. This includes the coordination and contact of recruitment sources, notification of vacancies, collection, and maintenance of all documents regarding vacancies, announcements and interviewees, analysis of the recruitment process and recruitment sources, the coordination of supplemental recruitment activities and the preparation of the Annual EEO Reports. The Employment Unit has informed employees and job applicants of its EEO policies and program through (1) job postings and ads which bear the statement "Forever Communications, Inc." is an Equal Opportunity Employer" and (2) by the posting of posters in the employee's general gathering space regarding equal pay, EEO and other federal and state labor laws, and which are supplied by the state's Department of Labor and the EEOC.

Paragraph 2(viii): The Employment Unit's EEO Recruitment Program is reviewed at least quarterly and more frequently when a job opening occurs. The General Manager of the Employment Unit, in coordination with the Executive Vice President, review and update the list of recruitment sources that will be notified of pending or future job vacancies. If deemed necessary, new sources will be added to replace ineffective sources. A list of current recruitment sources is attached in Exhibits A and B and is included in each EEO Report when and where applicable.

Paragraph 2(ix): The Employment Unit does not have a union or any collective bargaining agreements. The Licensee's management analyzes wages and benefits for appropriate wage increases, promotions, etc. at its yearly budget meetings. The appropriate wage increases take effect at varying times associated with the budgeting process. To date, all vacancies are simultaneously opened to applicants inside the company and to outside applicants. The best candidate is hired. All raises and promotions are based on merit. Since the company is relatively small, any "analysis" of the "measures taken to examine" pay, benefits, etc. are relatively informal.

Paragraph 2(x): The Licensee is not a religious broadcaster.

Paragraph 2(c): Our company handbook has not been supplied for this audit.

Paragraphs 3. and 4. do not apply.

I, Jared Mims, Executive Vice President of Forever South Licenses, LLC, do hereby swear under penalty of perjury that the forgoing is true and accurate to the best of my knowledge. I can be reached at jmims@forevercom.com and/or 931-561-3501.

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May 1, 2023 Date

Exhibit A

WHHG, WOGY, WTJF, WTJF, WYJJ 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
NO JOB OPENINGS WERE	OSTED AND FILLED DURING THIS REPORTING	PERIOD.

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WHHG, WOGY, WTJF, WTJF, WYJJ EEO PUBLIC FILE REPORT April 1, 2022 - March 31, 2023

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	N SECTION I, NO JOB OPENINGS WERE POSTED AND	FILLED DURING THIS	REPORTING PERIOD.

WHHG, WOGY, WTJF, WTJF, WYJJ EEO PUBLIC FILE REPORT April 1, 2022 - March 31, 2023

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.	1	General Manager
2	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.	8	General Manager Operations Manager Program Director Marketing Consultant
3	9/26/2022	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 and online. (Dates 9/26/22- 9/30/22)	1	General Manager
4	9/29/2022	Participation in other activities designed by the station employment unit	Our stations were represented at the Bolivar Works Career and Job Fair hosted by the City of Bolivar, TN.	1	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

WHHG, WOGY, WTJF, WTJF, WYJJ EEO PUBLIC FILE REPORT April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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
7	3/27/2023	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 and online. (Dates 3/27/23- 3/29/23)	1	General Manager
8	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

Current Recruitment Agencies

Arkansas State University Bethel University 2105 East Aggie Rd., Jonesboro Arkansas - Phone: Contact Name: Arkansas State University Arkansas State Tennessee - 38201 Phone: Phone: 731-352-4000 Contact Itemail: Fast #.1		
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Jonesboro Arkansas - Phone: McKenzie Tennessee - 38201 Ontact Name: Arkansas State University Arkansas State University Contact Email: Fax #: 1 McKenzie Tennessee - 38201 Opersburg Fone: 731-382-4200 Contact Email: Fourth State Freed Hardeman University 150 Lake Road, Opersburg Freed Hardeman University 158 E Main St, Phone: 731-286-3200 Contact Email: Statefield Contact Email: fult2@dsc.edu Contact Email: fult2@dsc.edu Fax #: 1 Sackson State Comm College Jobs4TN gov 2046 North Parkway, Jackson Tennessee - 38305 Phone: 731.424-3520 Fone: WA Contact Name: Jeff McCord Contact Email: Careerservices@jscc.edu Fax #: 1 Eane College Voor Eval State University Lane College Voor Eval State University State Contact Email: Fax #: 1 Kentucky State University Jackson Tennessee - 38301 Phone: 731-426-7500 Frankfort Kentucky State University Middle Tennessee State University Gortact Email: Fax #: 1 State Contact Email: Fax #: 1 Kentucky State University Contact Email: Email: Fax #: 1 Freesee - 38301 Phone: 71.426-7500 Contact Email: Fax #: 1	2105 East Aggie Rd.	325 Cherry Ave
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Contact Name: Matthew PurdyContact Name: Brena HeidtContact Email:Contact Email:	University Contact Email: Fax #: 1 LinkedIN 605 W. Maude Ave., Sunnyvale California - Phone: N/A Contact Name: Job Postings Contact Email: Fax #: 1 Murray State University 720 N. 12th St., Murray	Fax #: 1 Middle Tennessee State University 1301 E Main St., Murfreesboro Tennessee - Phone: Contact Name: Middle Tennessee State University Middle Tennessee State University Contact Email: Fax #: 1 Tennessee Association of Brodcasters Two International Plaza Dr., Nashville
Contact Email: Contact Email:	University Contact Email: Fax #: 1 LinkedIN 605 W. Maude Ave., Sunnyvale California - Phone: N/A Contact Name: Job Postings Contact Email: Fax #: 1 Murray State University 720 N. 12th St., Murray Kentucky - 40271	Fax #: 1 Middle Tennessee State University 1301 E Main St., Murfreesboro Tennessee - Phone: Contact Name: Middle Tennessee State University Middle Tennessee State University Contact Email: Fax #: 1 Tennessee Association of Brodcasters Two International Plaza Dr., Nashville Tennessee - 37217
	University Contact Email: Fax #: 1 LinkedIN 605 W. Maude Ave., Sunnyvale California - Phone: N/A Contact Name: Job Postings Contact Email: Fax #: 1 Murray State University 720 N. 12th St., Murray Kentucky - 40271 Phone: 270-809-3375	Fax #: 1 Middle Tennessee State University 1301 E Main St., Murfreesboro Tennessee - Phone: Contact Name: Middle Tennessee State University Middle Tennessee State University Contact Email: Fax #: 1 Tennessee Association of Brodcasters Two International Plaza Dr., Nashville Tennessee - 37217 Phone: 615-365-1840
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Current Recruitment Agencies

TN College of Applied Tech (Jackson)	TN College of Applied Tech (McKenzie)
2468 Technology Dr,	16940 Highland Dr.,
Jackson	McKenzie
Tennessee - 38301	Tennessee - 38201
Phone: 731-424-0691	Phone: 731-352-5364
Contact Name: Job Listings	Contact Name: Job Listings
Contact Email: admissions@tcatjackson.edu	Contact Email: workforce@tcatmckenzie.edu
Fax #: 1	Fax #: 1
TN College of Applied Tech (Paris)	Union University
312 South Wilson Street,	1050 Union University,
Paris	Jackson
Tennessee - 38242	Tennessee - 38305
Phone: 731-644-7365	Phone: 731-668-1818
Contact Name: Job Listings	Contact Name: Jennifer Howell
Contact Email: workforce@tcatparis.edu	Contact Email: jhowell@uu.edu
Fax #: 1	Fax #: 1
I historicht, of Kontuclus	I have we the of Managehia // and have
University of Kentucky	University of Memphis/Lambuth
10 Funkhouser Building,	705 Lambuth Blvd,
Lovington	Jackson
Lexington	Tennessee - 38301
Kentucky - Phone:	Phone: 901-678-5087
Contact Name: Univeristy of Kentucky Univeristy of	Contact Name: Michelle Reddick
Kentucky	Contact Marie: Michele Reduck
Contact Email:	Fax #: 1
Fax #: 1	Fax #. 1
Liniversity of TN/Martin	W/BV/R/WLIHLI/W/BGN Internal Posting
University of TN/Martin	WBVR/WUHU/WBGN Internal Posting
University of TN/Martin 305 Gooch Hall,	WBVR/WUHU/WBGN Internal Posting 1919 Scottsville Road,
305 Gooch Hall,	1919 Scottsville Road,
305 Gooch Hall, Martin	1919 Scottsville Road, Bowling Green
305 Gooch Hall, Martin Tennessee - 38238	1919 Scottsville Road, Bowling Green Kentucky - 42104
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400
305 Gooch Hall, Martin Tennessee - 38238	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email:	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com
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305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149 Contact Name: Tammie Haney	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240 Contact Name: Wilma Payne
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240 Contact Name: Wilma Payne Contact Email: wpayne@forevercom.com
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305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149 Contact Name: Tammie Haney Contact Email:thaney@forevercom.com WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road, Murray Kentucky - 42071 Phone: 270-753-2400 Contact Name: Risa Lowe	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240 Contact Name: Wilma Payne Contact Email: wpayne@forevercom.com Fax #: 1 WHHG Facebook page 122 Radio Road, Jackson Tennessee - 38301 Phone: 731-427-3316 Contact Name: Roger Vestal
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149 Contact Name: Tammie Haney Contact Email:thaney@forevercom.com WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road, Murray Kentucky - 42071 Phone: 270-753-2400 Contact Name: Risa Lowe Contact Email: rlowe@forevercom.com	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240 Contact Name: Wilma Payne Contact Email: wpayne@forevercom.com Fax #: 1 WHHG Facebook page 122 Radio Road, Jackson Tennessee - 38301 Phone: 731-427-3316 Contact Name: Roger Vestal Contact Email:
305 Gooch Hall, Martin Tennessee - 38238 Phone: 731-881-7000 Contact Name: J. Phillip Bright Contact Email: Fax #: 1 WCLU/WLLI/WLYE Internal Posting 229 W. Main St., Glasgow Kentucky - 42141 Phone: 270-651-9149 Contact Name: Tammie Haney Contact Email:thaney@forevercom.com WFGS/WNBS/WBZB Internal Posting 1500 Diuguid Road, Murray Kentucky - 42071 Phone: 270-753-2400 Contact Name: Risa Lowe	1919 Scottsville Road, Bowling Green Kentucky - 42104 Phone: 270-753-2400 Contact Name: Lisa Skinner Contact Email: Iskinner@forevercom.com Fax #: 1 WENK/WWGY Internal Posting 1729 Nailling Dr, Union City Tennessee - 38261 Phone: 731-885-1240 Contact Name: Wilma Payne Contact Email: wpayne@forevercom.com Fax #: 1 WHHG Facebook page 122 Radio Road, Jackson Tennessee - 38301 Phone: 731-427-3316 Contact Name: Roger Vestal

Current Recruitment Agencies

WOGY Facebook page	WOGY/WHHG/WYJJ/WTJF Internal Posting
122 Radio Road.	122 Radio Road,
,	,
Jackson	Jackson
Tennessee - 38301	Tennessee - 38301
Phone: 731-427-3316	Phone: 731-427-3316
Contact Name: Roger Vestal	Contact Name: Roger Vestal
Contact Email:	Contact Email: rvestal@forevercom.com
Fax #: 1	Fax #: 1
	1
WTPR/WLZK/WHNY/WHDM/WRQR Internal Posting	www.AllAccess.com
206 N Brewer St,	P.O. Box 6587,
Devie	Malihu
Paris Tennessee - 38242	Malibu California - 90264
Phone: 731-644-9455	Phone: 310-457-6616
Contact Name: Lance Pierce	Contact Name: Joel Denver
Contact Rail: Ipierce@forevercom.com	Contact Fmail:
Fax #: 1	Fax #: 1
	1 dA #. 1
www.forevercom.com	WYJJ Facebook page
122 Radio Road,	122 Radio Road,
Jackson	Jackson
Tennessee - 38301	Tennessee - 38301
Phone: 731-427-3316	Phone: 731-427-3316
Contact Name: Roger Vestal	Contact Name: Roger Vestal
Contact Email:	Contact Email:
Fax #: 1	Fax #: 1

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	Ongoing Event	Participation in other activities designed by the station employment unit	1	Roger Vestal	Yes	1.00
	Description	1:				
		adcast messaging encouraging groups equesting notifications is detailed in th articipation:		r Communications, Inc. job	vacancy notificatio	ons. The
		adcast messaging encouraging groups equesting notifications is detailed in th	*	r Communications, Inc. job	vacancy notificatio	ons. The
2	09/25/2022	Establishment of training programs for station personnel	8	Roger Vestal Lucas Brown Rose Petiford Heather Witherspoon	Yes Yes Yes No	1.00
	Description	1:				
		es & Production Retreat - This 2-day events as well as sales representatives & participation:	-	ning for applicable personne	el including manage	ers from
		es & Production Retreat - This 2-day events as well as sales representatives & p	*	ning for applicable personne	el including manage	ers from
3	09/26/2022	Participation in Job Fairs	1	Roger Vestal	Yes	.25
	Description	1:				
		s participated in a Virtual Job Fair host e through this event. Each of our station articipation:				
		s participated in a Virtual Job Fair host e through this event. Each of our station				
4	09/29/2022	Participation in other activities designed by the station employment unit	1	Tony Reed	No	1.00
	Description	1:				

Outreach Initiatives Details between 4/1/2022 to 3/31/2023

SI.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
	Scope of Pa	rticipation:				
	Our stations	were represented at the Bolivar Work	ts Career and Job I	Fair hosted by the City of	Bolivar, TN.	
5	03/20/2023	Establishment of training programs for station personnel	2	Jared Mims Roger Vestal	Yes Yes	1.00
	Description	:				
	 Managing Creating jo Proof docu Recording Tracking P Running E Conducting Scope of Pa EEO Compl Managing 	iance Training - We covered the follo outreach agency contact details, inclu ob vacancy notices and sending dated unent retention for any agencies you conterview details for accurate referral brong 3 (Initiative) points EO reports and discussion of next step g and recording Self Assessments articipation: iance Training - We covered the follo outreach agency contact details, inclu ob vacancy notices and sending dated	ding Prong 2 statu copies to outreach contact separately f identification ps for filing with F owing areas of reco ding Prong 2 statu	s agencies from B1S CC.gov ord keeping during our tra s		
	- Proof docu - Recording - Tracking P	interview details for accurate referral prong 3 (Initiative) points EO reports and discussion of next step	contact separately f identification	rom B1S		
	- Conducting	g and recording Self Assessments				
6	03/24/2023	Establishment of training programs for station personnel	4	Jared Mims Roger Vestal Lucas Brown Rose Petiford	Yes Yes Yes Yes	1.00
					100	

- Forever contest rules policy
 Prize eligibility
 Mandatory on-air elements
- General contest rules information

Date#/24/2023 Page2/3

Sl.No.	Date	Activity Type	No. Of Sta Participan	tions Participant Name Its	Hiring Authority?	Points
	Scope of Pa	articipation:				
	regarding co employmen - FCC guide - Forever co - Prize eligi - Mandatory	es Webinar - This served as managontest rules & execution. Materials t opportunities. Topics covered ind elines regarding Contest Rules ontest rules policy bility y on-air elements ontest rules information	s reviewed will a			
7	03/27/2023	Participation in Job Fairs	1	Roger Vestal	Yes	.25
	Description	1:				
	apply online	s participated in a Virtual Job Fair e through this event. Each of our s articipation:				
		s participated in a Virtual Job Fair e through this event. Each of our s	•		**	
8	03/29/2023	Participation in other activities	2	Jared Mims Boger Vestal	Yes Ves	1.00

Outreach Initiatives Details between 4/1/2022 to 3/31/2023

03/29/2023	Participation in other activities designed by the station employment	2	Jared Mims Roger Vestal	Yes Yes	1.00
	unit				

Description:

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.

Scope of Participation:

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.

> **Total Points:** 6.50

Date#/24/2023 Page3/3

Job Opening Notification Script - EEO

00	COPY			
C	LIENT: FOREVER COMMUNICATIONS	REP:		
L	ENGTH: 30 TITLE: JOB OPENING NOTIFIC	ATIONS		
				<u> </u>
	FOREVER COMMUNICATIONS IS LOOKING FOR ORC			1
	REGULARLY DISTRIBUTE INFORMATION ABOUT EM			2
	OPPORTUNITIES TO JOB APPLICANTS OR HAVE JO		NTS TO	3
	REFER IF YOUR ORGANIZATION WOULD LIKE TO	RECIEVE		4
	NOTIFICATION OF JOB VACANCIES AT OUR STATIO	NS, PLEASI	Ē	5
	NOTIFY FOREVER COMMUNICATIONS AT 122 RADIO) ROAD, JA	CKSON	6
	TENNESSEE 38301 OR EMAIL R VESTAL AT FORE	/ERCOM.CO	OM OR	7
	CALL 731-427-3316FOREVER COMMUNICATIONS	S AN EQUA	L	8
	OPPORTUNITY EMPLOYER, AND ENCOURAGES FEM	ALES AND		9
:30	MINORITIES TO APPLY.			10
				11
				12
				13
				14
				14
				16
				17
:60				18
				1

Forever Media 122 Radio Rd Jackson, Tennessee 38301-3465 Phone: (731) 427-3316



	Advertiser:	FOREVER COMMUNICATIONS-
		JACKSON
	Order #:	442381716716
	Contract #:	6710917
FOREVER COMMUNICATIONS-JACKSON 122 RADIO ROAD	Date Entered:	01/13/2021
IZZ RADIO ROAD IACKSON, TN 38301	Last Modified:	11/14/2022
JACKSON, IN SOSOI	Product:	EEO 2021
	Salesperson:	House House
	Billing Cycle:	Calendar Month
	Estimate #:	

Order Date Range: 01/18/2021 through 12/15/2023 (152 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

On-Air Schedule

_	Schedule															
<u>#</u>	<u>Dates</u>	<u>Station</u>	<u>Time/Prog</u>			Mo							<u>Rate</u>	<u>Qty</u>		
1	01/18/21-12/19/21	WHHG-FM	12:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	336	0.00	0
	Run Weeks of:															
	01/18, 01/25, 02/08,	02/15, 03/01,	03/08, 04/05,	04/12,	05/03,	05/10,	06/07	7, 06/3	14, 0)7/05,	07/1	2, 08/02,	08/09,	09/06,	09/13, 10/04,	
	10/11, 11/08, 11/15,															
2	01/01/22-12/15/23	WHHG-FM	12:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	672	0.00	0
	Run Weeks of:															
	01/01, 01/08, 02/05,															
	10/08, 11/05, 11/12,						03/11	., 04/0	D1, C	04/08,	05/0	6, 05/13,	06/03,	06/10,	07/01, 07/08,	
	08/05, 08/12, 09/02,															
3	01/18/21-12/19/21	WOGY-FM	12:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	336	0.00	0
	Run Weeks of:															
	01/18, 01/25, 02/08,		03/08, 04/05,	04/12,	05/03,	05/10,	06/07	7, 06/3	14, 0)7/05,	07/1	2, 08/02,	08/09,	09/06,	09/13, 10/04,	
	10/11, 11/08, 11/15,															
4	01/01/22-12/15/23	WOGY-FM	12:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	672	0.00	0
	Run Weeks of:															
	01/01, 01/08, 02/05,															
	10/08, 11/05, 11/12,						03/11	., 04/0	D1, C	04/08,	05/0	6, 05/13,	06/03,	06/10,	07/01, 07/08,	
	08/05, 08/12, 09/02,															
5	01/18/21-12/19/21	WTJF-AM-FM	112:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	336	0.00	0
	Run Weeks of:															
	01/18, 01/25, 02/08,		03/08, 04/05,	04/12,	05/03,	05/10,	06/07	7, 06/3	14, 0)7/05,	07/1	2, 08/02,	08/09,	09/06,	09/13, 10/04,	
	10/11, 11/08, 11/15,								-							
6	01/01/22-12/15/23	WTJF-AM-FM	112:00AM-12	2:00AM	30	2	2	22	2	2	2	14	0.00	672	0.00	0
	Run Weeks of:															
	01/01, 01/08, 02/05,	- 1 1 - 1 - 1 - 1		/	/ - /			, ,				- / / /			1 - 1 - 1 - 1	
	10/08, 11/05, 11/12,						03/11	., 04/0)1, C)4/08,	05/0	6, 05/13,	06/03,	06/10,	07/01,07/08,	
_	08/05, 08/12, 09/02,								-	~	-		0.00	226	0.04	~
7	01/18/21-12/19/21	WYJJ-FM	12:00AM-12	2:00AM	30	2	2	2 2	2	2	2	14	0.00	336	0.00	0
	Run Weeks of:															
	01/18, 01/25, 02/08,		03/08, 04/05,	04/12,	05/03,	05/10,	06/07	, 06/.	14, ()7/05,	07/1	2, 08/02,	08/09,	09/06,	09/13, 10/04,	
-	10/11, 11/08, 11/15,					-			-	-	-					_
8	01/01/22-12/15/23	WYJJ-FM	12:00AM-12	2:00AM	30	2	2	2 2	2	2	2	14	0.00	672	0.00	0
	Run Weeks of:			0.4/0.5	0 - 10 -	0 - 17 -	0.010				07.0	0.00/07	00/1-	00/07	00/10 10/0-	
	01/01, 01/08, 02/05,															
	10/08, 11/05, 11/12,						03/11	., 04/0	J1, C)4/08,	05/0	6, 05/13,	06/03,	06/10,	07/01,07/08,	
	08/05, 08/12, 09/02,	09/09, 10/07,	10/14, 11/04,	11/11,	12/02,	12/09										

Station Totals

Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	1,008	0	0	0	\$0.00	\$0.00
WOGY-FM	1,008	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	1,008	0	0	0	\$0.00	\$0.00
WYJJ-FM	1,008	0	0	0	\$0.00	\$0.00
Totals	4,032	0	0	0	\$0.00	\$0.00
				То	tal Charges:	\$0.00
					Total Net:	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

<u>Month</u>	<u>Year</u>	<u>Gross Billing</u>	Net Billing
January	2021	\$0.00	\$0.00
February	2021	\$0.00	\$0.00
March	2021	\$0.00	\$0.00
April	2021	\$0.00	\$0.00
Мау	2021	\$0.00	\$0.00
June	2021	\$0.00	\$0.00
July	2021	\$0.00	\$0.00
August	2021	\$0.00	\$0.00
September	2021	\$0.00	\$0.00
October	2021	\$0.00	\$0.00
November	2021	\$0.00	\$0.00
December	2021	\$0.00	\$0.00
January	2022	\$0.00	\$0.00
February	2022	\$0.00	\$0.00
March	2022	\$0.00	\$0.00
April	2022	\$0.00	\$0.00
Мау	2022	\$0.00	\$0.00
June	2022	\$0.00	\$0.00
July	2022	\$0.00	\$0.00
August	2022	\$0.00	\$0.00
September	2022	\$0.00	\$0.00
October	2022	\$0.00	\$0.00
November	2022	\$0.00	\$0.00
December	2022	\$0.00	\$0.00
January	2023	\$0.00	\$0.00
February	2023	\$0.00	\$0.00
March	2023	\$0.00	\$0.00
April	2023	\$0.00	\$0.00
Мау	2023	\$0.00	\$0.00
June	2023	\$0.00	\$0.00
July	2023	\$0.00	\$0.00
August	2023	\$0.00	\$0.00
September	2023	\$0.00	\$0.00
October	2023	\$0.00	\$0.00
November	2023	\$0.00	\$0.00
December	2023	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

Name

Annual Sales & Production Retreat Summary

AGENDA

Sunday Sontombor 25th

Sunday	, September 25th
4:00pm	Check in
6:00pm	Dinner in main room downstairs
6:45pm	Welcome and Awards Presentation - The Garden Room
·	Welcome to Guests and First Time Attendees - Christine Hillard
	Master of Ceromonies - Jared Mims, Exec. Vice President
	Murray, KY - Tammy Petty, General Manager
	NWTN - Lance Pierce, Station Manager, Becky Gallagher, General Manager
	Jackson, TN - Roger Vestal, General Manager
	Bowling Green, KY - Tammie Haney, General Manager
	Corporate Awards - Christine Hillard, Pres/COO & Jared Mims, Exec. VP
8:00pm	Music Jam in Cabin 269
	ر, September 26th
7:30am	Breakfast Buffet - Downstairs Dining Room
8:15am	Check out
8:45am	Welcome and Special Guest Introductions
8:50am	Keynote Speaker - Mr. Donald Alt, Partner "Where we ARE and Where we ARE GOING"
9:30am	Break
9:40am	Stupendous, Spectacular, Superb "SPOT SHOW"
	Hosted by:
	Alan Austin and Dan Jackson, Production Directors - Bowling Green/Glasgow
	Brandon Brockwell, Production Director - Murray
	Tim Forrest and Cricket, Production Director/WHHG PD - Jackson, TN
10:40am	Break
10:50am	Market Presentations - Part One
	Bowling Green/Glasgow "Power of Video"
p	resented by Tammie Haney, General Manager
	Murray "Rebuilding Froggyland - Community is Everything"
44.00	presented by Tammy Petty, General Manager
11:30am	Lunch Buffet - Downstairs Dining Room
12:30pm	Market Presentations - Part Two
	Jackson - "Project Podcast" - presented by Roger Vestal, General Manager NWTN - "High School Sports - Kids + Pride = Success" presented by Becky
	Gallagher, NWTN General Manager and Lance Pierce, Station Manager, Paris
1:30pm	Market Awards - Jared Mims, Exec. VP
1:45pm	Break
2:00pm	Success Stories and Door Prizes
2:00pm	Special Thanks and Head Home!
0.000011	

Congratulations to:

Becky Gallagher on her promotion to General Manager, NWTN Tammy Petty on her promotion to General Manager, Murray, KY Tammie Haney on her promotion to General Manager, Bowling Green/Glasgow Kirk Patrick on his promotion to Operations Manager, Bowling Green/Glasgow Amanda Branstetter on her promotion to Promotions Director, Bowling Green/Glasgow

Welcome to our First Time Attendees

Becky Gallagher, NWTN General Manager · Jordan Taylor, Sales, NWTN & Jackson John Thornton, Programming/Union City · Dean Elliott, Sales/Promotions, Union City Sherry Mustain, Traffic Director/Paris · April Moore-Wilson, Sales/Paris Cricket, PD WHHG/Jackson · Tony Reed, On-air Talent & Digital Specialist/Jackson Lucas Brown, PD WOGY/Jackson · Justin Wright, Programming/Murray Risa Lowe, Office Manager and Co-host of Mornings/Murray · Amber Watson, Traffic/Murray Amanda Murphy, Assistant Business Manager/Corp · Chantal Honeycutt, Sales/Glasgow Brandon Jarrett, Sales/Bowling Green · Allison Edwards, Sales/Bowling Green Kevin Alt, Special Guest



Kenlake State Resort Park September 25th & 26th, 2022

THE STARS OF OUR SHOW

Northwest, TN











Murray, KY



Bowling Green/Glasgow, KY



Forever Media 122 Radio Rd Jackson, Tennessee 38301-3465 Phone: (731) 427-3316



TAB-TNASSOCIATIONS/BROADCASTER 2 INTERNATIONAL PLAZA DRIVE SUITE 902 NASHVILLE, Tennessee 37217

Advertiser:	TAB-TNASSOCIATIONS/BROADCASTER
Order #:	442381716987
Contract #:	6716599
Date Entered:	09/22/2022
Last Modified:	11/14/2022
Product:	TAB VIRTUAL JOB FAIR
Salesperson:	House House
Billing Cycle:	Calendar Month

Order Date Range: 09/26/2022 through 09/30/2022 (1 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

Estimate #:

On-Air Schedule

<u>#</u>	<u>Dates</u>	Station	Time/Program	Len	Mo	<u>Tu</u>	We	Th	Fr	Sa	<u>Su </u>	5/W	<u>Rate</u>	<u>Qty</u>	<u>Total</u>
1	09/26/22-09/30/22	WHHG-FM	06:00AM-12:00AM	60	12	12	12	12	12			60	0.00	60	0.00
2	09/26/22-09/30/22	WOGY-FM	06:00AM-12:00AM	60	8	8	8	8	8			40	0.00	40	0.00
3	09/26/22-09/30/22	WTJF-AM-FM	06:00AM-12:00AM	60	12	12	12	12	12			60	0.00	60	0.00
4	09/26/22-09/30/22	WYJJ-FM	06:00AM-12:00AM	60	12	12	12	12	12			60	0.00	60	0.00

Station Totals

Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	60	0	0	0	\$0.00	\$0.00
WOGY-FM	40	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	60	0	0	0	\$0.00	\$0.00
WYJJ-FM	60	0	0	0	\$0.00	\$0.00
Totals	220	0	0	0	\$0.00	\$0.00

Total Charges: Total Net: \$0.00

\$0.00

	Projected Bi	illing By Calendar Month Month	
<u>Month</u>	Year	<u>Gross Billing</u>	Net Billing
September	2022	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

Name

Tennessee Association of Broadcasters Virtual Job Fair September 2022 Continued



Tennessee Association of Broadcasters

Roger Vestal Forever Media 122 Radio Road Jackson, TN

RE: Tennessee Broadcasters Virtual Job Fair Participation, September 26-30, 2022

October 5, 2022

Dear Roger Vestal,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of September 26, 2022. Your hiring agent of record was Roger Vestal and the stations that participated were WOGY|WHHG|WYJJ|WTJF.

Please keep this letter for your records

Thank you again for participating in the Broadcasters Virtual Job Fair

Best Regards,

r, President Tennessee Association of Broadcasters Two International Plaza Drive, Suite 902 Nashville, TN 37217

TAB VIRTUAL JOB FAIR RADIO SCRIPT (:60)

9/26/22-9/30/22

IF YOU THINK THE ONLY JOB AT A BROADCAST STATION IS IN FRONT OF A MICROPHONE. YOU'RE MISSING SOME GREAT OPPORTUNITIES! THE BROADCASTING INDUSTRY IN TENNESSEE IS THRIVING AND OFFERS EXCITING CAREER OPPORTUNITIES IN MANY AREAS, INCLUDING ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE. LEARN ABOUT THESE CAREER OPPORTUNITIES BY VISITING THE TENNESSEE BROADCASTERS VIRTUAL JOB FAIR GOING ON NOW THROUGH SEPTEMBER 30TH AT BROADCASTERSVIRTUALJOBFAIR.COM. THIS JOB FAIR WILL PROVIDE INFORMATION ABOUT JOBS AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS HERE AT FOREVER COMMUNICATIONS. YOU'LL HAVE THE OPPORTUNITY TO APPLY FOR GREAT JOBS ONLINE AND BEGIN YOUR CAREER IN TENNESSEE'S EXCITING BROADCAST INDUSTRY, MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT US. STOP BY THE TENNESSEE'S BROADCASTERS VIRTUAL JOB FAIR BROUGHT TO YOU BY FOREVER COMMUNICATIONS AT WWW.BROADCASTERSVIRTUALJOBFAIR.COM, THAT'S BROADCASTERSVIRTUALJOBFAIR.COM

Job fair

Roger Vestal <rogervestal@yahoo.com> Thu 3/9/2023 3:59 PM To: Jared Mims <jmims@forevercom.com>



Sent from my iPhone

EEO Reporting & Compliance Training for Managers

B1S EEO Training Refresher for Forever Comm.

Terrie Knight Gura <tgura@bc1source.com> Mon 3/13/2023 11:49 AM To: Jared Mims <jmims@forevercom.com>

1 attachments (5 KB) image001.jpg;

Hi Jared—please forward to all who should attend. Thank you!

Hello!

These are the login details for the Broadcast1Source EEO Administrator Training. Please expect this meeting to last approximately 60 minutes, depending on volume of questions. It will include all the essential functions of our system, including:

- Managing outreach agency details, including Prong 2 (entitled) status
- Creating job vacancy notices and notifying to outreach agencies
- Recording interview details for accurate referral identification
- Tracking Prong 3 (initiative) points
- Running EEO reports and discussion of next steps
- Conducting and recording Self-Assessments

To join this meeting, click on the blue GoTo link below my signature (or in the location line) and follow instructions as prompted on your screen. If you're not using a headset, consider switching to the phone call method of audio, and dial into the call using the number shown with the meeting codes. If you have any questions prior to this meeting, please don't hesitate to contact me directly!

Terrie Gura Client Services & Integrations Supervisor (336) 553-0620 x159 www.broadcast1source.com



B1S EEO Training Refresher for Forever Comm.

Mar 20, 2023, 3:00 – 4:00 PM (America/New York)

Please join my meeting from your computer, tablet or smartphone. <u>https://meet.goto.com/368196461</u>

You can also dial in using your phone. Access Code: 368-196-461 United States: <u>+1 (872) 240-3311</u>

Re: Contest Rules Webinar

Jared Mims <jmims@forevercom.com>

Fri 3/24/2023 9:46 AM

To: Kirk Patrick <kirk@wuhu107.com>;Bailey Brooks <bbrooks@forevercom.com>;Tammie Haney <thaney@forevercom.com>;Amanda Branstetter <abranstetter@forevercom.com>;Brian Harris <bharris@forevercom.com>;Tammy Petty <tpetty@forevercom.com>;Becky Gallagher
<bgallagher@forevercom.com>;Dean Elliott <delliott@forevercom.com>;Lance Pierce <lpierce@forevercom.com>;Roger Vestal <rvestal@forevercom.com>;Luc Brown <lbrown@forevercom.com>;Rose Pettiford <cricket@forevercom.com>;Chris Hillard <chris@forevercom.com>

Cc: Roger Vestal <rogervestal@yahoo.com>

1 attachments (279 KB) Forever Communications Contest Rules Webinar.pdf;

Thanks again for your time today! Again, if you have any questions, please call. We don't need any surprises. Today's presentation is attached. Thanks again, and have a great weekend!

Jared-

From: Jared Mims

Sent: Monday, March 20, 2023 2:33 PM

To: Kirk Patrick <kirk@wuhu107.com>; Bailey Brooks <bbrooks@forevercom.com>; Tammie Haney

<thaney@forevercom.com>; Amanda Branstetter <abranstetter@forevercom.com>; Brian Harris

<bharris@forevercom.com>; Tammy Petty <tpetty@forevercom.com>; Becky Gallagher

<bgallagher@forevercom.com>; Dean Elliott <delliott@forevercom.com>; Lance Pierce

<lpierce@forevercom.com>; Roger Vestal <rvestal@forevercom.com>; Luc Brown <lbrown@forevercom.com>;

Rose Pettiford <cricket@forevercom.com>; Chris Hillard <chris@forevercom.com>

Cc: Roger Vestal <rogervestal@yahoo.com>

Subject: Contest Rules Webinar

When: Friday, March 24, 2023 9:00 AM-9:30 AM.

Where:

Hello all! It's time for our annual Contest Rules Webinar. Meeting info is below:

https://us02web.zoom.us/j/8071250472?pwd=bWVFUDd1SDRId0JCWWJhaUhpa0djQT09

Meeting ID: 807 125 0472 Passcode: 6CT2fc One tap mobile +13017158592,,8071250472#,,,,*160116# US (Washington DC) +13052241968,,8071250472#,,,,*160116# US

Dial by your location +1 301 715 8592 US (Washington DC) +1 305 224 1968 US +1 309 205 3325 US +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York)

Tennessee Association of Broadcasters Virtual Job Fair - MARCH 2023

Fw: Broadcasters Virtual Job Fair Registration: Tennessee MARCH 2023

Roger Vestal <rvestal@forevercom.com> Mon 5/1/2023 3:45 PM To: Jared Mims <jmims@forevercom.com>

Roger Vestal

General Manager Director of Sales Forever Communications 122 Radio Road Jackson, TN 38301 D: 731.421.6644 | O: 731.427.3316 WOGY 104.1 | WHHG 92.3 WYJJ 97.7 | WTJF 94 & 1390 radio731.com

From: broadcom@host.sprhdns.com <broadcom@host.sprhdns.com> on behalf of Broadcasters Virtual Job Fair <suzanstrong@nmba.org>
 Sent: Thursday, March 23, 2023 3:28 PM
 To: Roger Vestal <rvestal@forevercom.com>
 Subject: Broadcasters Virtual Job Fair Registration: Tennessee

Tennessee Association of Broadcasters Virtual Job Fair MARCH 2023 Continued



Thank you for registering to participate in the upcoming Tennessee Broadcasters Virtual Job Fair.

Please add any open job postings to CareerPage.org. If you need help with your login credentials, click here.

Be sure to promote the job fair during that week. If you need an example of promotional copy, <u>click here</u>. You can create a general spot (without a date... just "next week") so you can run the same spot every time you participate. Then during the week of your job fair, you can have your on air teams do live reads. Just document how and when you promoted the event and keep that documentation in your EEO file.

During the week you will receive email notifications from each visitor who registers. You are not required to contact those applicants, but you should keep the email in your EEO folder for this outreach effort. However, if you have posted a job for the job fair you might receive an application for that job, **you MUST reply to any emails regarding specific jobs within 24 hours** - even if it's simply to say "Thank you for your information. We will make a determination soon."

If you have any questions, please feel free to <u>contact Suzan Strong</u> at BroadcastersVirtualJobFair.com or the coordinator at the Tennessee Broadcasters Association.

Sent from Broadcasters Virtual Job Fair

Forever Media 122 Radio Rd Jackson, Tennessee 38301-3465 Phone: (731) 427-3316



TAB-TNASSOCIATIONS/BROADCASTER 2 INTERNATIONAL PLAZA DRIVE SUITE 902 NASHVILLE, Tennessee 37217

Advertiser:	TAB-TNASSOCIATIONS/BROADCASTER
Order #:	442381731184
Contract #:	6718146
Date Entered:	03/20/2023
Last Modified:	03/21/2023
Product:	
Salesperson:	House House
Billing Cycle:	Calendar Month

Order Date Range: 03/27/2023 through 03/31/2023 (1 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

Estimate #:

On-Air Schedule

<u>#</u>	<u>Dates</u>	Station	Time/Program	Len	Mo	<u>Tu \</u>	Ne	<u>Th</u>	Fr	<u>Sa</u>	<u>Su </u>	5/W	<u>Rate</u>	Qty	<u>Total</u>
1	03/27/23-03/31/23	WHHG-FM	12:00AM-12:00AM	60	10	10	10	10	10			50	0.00	50	0.00
2	03/27/23-03/31/23	WOGY-FM	12:00AM-12:00AM	60	10	10	10	10	10			50	0.00	50	0.00
3	03/27/23-03/31/23	WYJJ-FM	12:00AM-12:00AM	60	12	12	12	12	12			60	0.00	60	0.00
4	03/27/23-03/31/23	WTJF-AM-FM	12:00AM-12:00AM	60	12	12	12	12	12			60	0.00	60	0.00

Station Totals

Station	<u>On-Air Count</u>	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	50	0	0	0	\$0.00	\$0.00
WOGY-FM	50	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	60	0	0	0	\$0.00	\$0.00
WYJJ-FM	60	0	0	0	\$0.00	\$0.00
Totals	220	0	0	0	\$0.00	\$0.00

Total Charges: Total Net: \$0.00

\$0.00

	Projected Bi	illing By Calendar Month Month	
<u>Month</u>	Year	<u>Gross Billing</u>	<u>Net Billing</u>
March	2023	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

Name

TAB VIRTUAL JOB FAIR RADIO SCRIPT (:60)

3/27/23-3/31/23

IF YOU THINK THE ONLY JOB AT A BROADCAST STATION IS IN FRONT OF A MICROPHONE. YOU'RE MISSING SOME GREAT OPPORTUNITIES! THE BROADCASTING INDUSTRY IN TENNESSEE IS THRIVING AND OFFERS EXCITING CAREER OPPORTUNITIES IN MANY AREAS, INCLUDING ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE. LEARN ABOUT THESE CAREER OPPORTUNITIES BY VISITING THE TENNESSEE BROADCASTERS VIRTUAL JOB FAIR NOW THROUGH MARCH 31st AT BROADCASTERSVIRTUALJOBFAIR.COM . THIS JOB FAIR WILL PROVIDE INFORMATION ABOUT OPPORTUNITIES AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS HERE AT FOREVER COMMUNICATIONS. YOU'LL HAVE THE OPPORTUNITY TO APPLY FOR GREAT JOBS ONLINE AND BEGIN YOUR CAREER IN TENNESSEE'S EXCITING BROADCAST INDUSTRY, MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT US. STOP BY THE **TENNESSEE BROADCASTERS JOB FAIR - BROUGHT TO YOU** BY FOREVER COMMUNICATIONS AT

WWW.BROADCASTERSVIRTUALJOBFAIR.COM.

THE FOREVER CREED

Our mission at Forever Communications is to serve. We must be good broadcasting citizens, understanding that we are guests in the peoples' homes and cars, that our audiences are families like our own. We must participate in civic activities in our private as well as our public lives. We must promote better health, education, and government and make our community aware of our high standards and desire to be of service.

We also believe it is our responsibility to exceed the expectations of the advertisers who invest in our stations. Our product and service must always meet the highest standard of excellence and professionalism. We must deliver added value at a fair price. We must remember that the customer expects and deserves results and increased profits.

EMPLOYMENT CONTACTS

President: Chris Hillard chris@forevercom.com General Manager: Roger Vestal rvestal@forevercom.com Office/HR Manager: Chris Huffman chuffman@forevercom.com Sales Manager: Roger Vestal rvestal@forevercom.com Operations: Jared Mims jmims@forevercom.com Engineering/Tech: Dave Hacker dhacker@forevercom.com

COMMUNICATIONS

EMPLOYMENT & INTERN OPPORTUNITIES

From time to time, Forever Communications, Inc. has full time openings. Area organizations are invited to contact us to be put on a mailing list for future openings. This includes civic organizations, women's groups, churches and minority organizations. To be put on our mailing list, call us at: (731) 427-3316 during regular business hours Monday through Friday or email us at rvestal@forevercom.com

Forever Communications is an equal opportunity employer and makes hiring decisions without regard to race, color, national origin or gender.

122 Radio Road | Jackson, TN 38301 Phone: (731) 427-3316, Fax: (731) 427-8890

FREGCY 104 123 J INETWORK

ABOUT US

Farever Communications, Inc. was founded in 1984 with the first station purchased, WBVR-FM "The Beaver 96.7" in Bowling Green, KY. The company now consists of 16 radio stations in four different markets: Bowling Green, KY, Murray, KY, Union City, TN and Jackson, TN. Our corporate office is located on Scottsville Road in Bowling Green.

The company is privately owned by three broadcasters. Radio is our only business and, as our name suggests, will continue to be our only business "forever". Two of our three stockholders also have major interests in two additional broadcast companies, Forever Broadcasting, Inc., headquartered in Altoona, PA with 34 radio stations in four different markets and Keymarket Communications, Inc., headquartered in Pittsburgh, PA, with 14 radio stations in and around Pittsburgh.

FOREVER COMMUNICATIONS' PROPERTIES INCLUDE:

BOWLING GREEN, KY WBVR-FM 96.7, WUHU 107.1 & WLYE-THE WILLIE NETWORK 94.1 FM, 107.9 FM & 1340 AM, WBGN 94.5 FM

MURRAY, KY WFGS-FM 103.7, WNBS-AM 1340 &WBZB B104.5 FM

JACKSON, TN WOGY-FM 104.1, WYJJ-FM 97.7, WHHG-FM 92.3, WTJF- THE TJ NETWORK 94.1 FM, 1390 AM & 94.3 FM

UNION CITY, TN/MARTIN, TN WWGY 99.3 FM, FROGGY 99.3 FM,WENK 95.5 FM & 1240 AM

GLASGOW, KY WCLU-AM 1490 AM & 103.1 FM, WCLU-FM 102.3, WLYE- WILLE 94.1 FM

PARIS, TN/MCKENZIE, TN WHNY-AM/FM 104.7 FM, 97.5 FM & 1000 AM, WLZK 94.1FM, WRQR 105.5 FM, WTPR 101.7 FM &710 AM, WHDM 98.9 FM & 1440 AM

Forever Communications is continuing to grow and acquire new stations as opportunities arise and look forward to presenting opportunities to individuals interested in joining our broadcasting family!

JOB DESCRIPTIONS

PROGRAM DIRECTOR — This position requires extensive on air experience and music scheduling experience. Radio ratings and research experience is also required. The program director is the manager of all the announcers/personalities and handles the hiring and training of the on-air staff. ON AIR ANNOUNCER/NEWS DIRECTOR — Depending upon the opening, this position may require extensive experience or limited experience. The on air announcer is the personality for a particular day part or time period. This individual hosts his/ her program and is required to make live appearances and handle commercial and promotional production duties. On air announcers operate their own studio equipment. In some stations there are separate News Directors who are responsible for gathering, writing and delivering the news on a daily basis. The News Director reports to the Program Director.

PROMOTIONS DIRECTOR/ASSISTANTS — The individual works closely with the Programming Department and the Sales Department. Duties include creating, executing and follow up documentationfor all on-air promotions and major contests. Attendance at major on location events is required.

PRODUCTION DIRECTOR/ASSISTANTS — The director is responsible for all commercials and promotional announcements for the station. Creativity and superb writing and on air production experience is required. In most situations, the Production Director is also an on air personality.

BOARD OPERATORS — This is a position that normally does not require announcing experience. A board operator is responsible for running the equipment at the station during live broadcasts of sporting events, syndicated music programs, church programs, etc. This is an entry-level, parttime position and is a good launching pad for those hoping to be an on-air announcer.

SALES MANAGER — Experience and a proven track record is required to hold this position. The general sales manager is responsible for hiring and training the individual account executives/marketing consultants...sales representatives. This person is also responsible for a station's gross revenue and must be able to create attractive sales presentations and creative sales promotions. He/She must also be able to sell advertising and handle local, regional and national accounts. This person should also have knowledge and experience with radio ratings and research.

SALES REPRESENTATIVE — Also known as Account Executive or Marketing Consultant. This position may or may not require prior sales experience. A sales representative is responsible for sellingadvertising to local and regional businesses. This position most often is compensated with a salary and/or commission. An outgoing personality with a competitive nature is preferred for this position. Sales representatives are given goals that are expected to be met and are continuously trained through inhouse programs and outside seminars. INTERNSHIP — We have a lot of opportunities for anyone looking to earn college credit, gain valuable work experience and learn more about the radio industry. Interns will have the chance to learn about promotions, programming, production (advertisement & imaging), sales and morel All applicants looking for on-air experience should have a short (2-3 minute) air check available.

RECEPTIONIST — This position varies from station to station based on internal operations and the individual's capabilities. It may include everything from answering the phone, greeting listeners and clients, assisting with personnel files, monthly billing and various other duties. Oftentimes, the receptionist may assist the traffic director in entering sales contracts into the computer and learning how to develop a commercial "log". This position may also be combined with the Sales Assistant's position, which includes working with the sales manager and the sales staff.

TRAFFIC DIRECTOR — A traffic director is a critical position in any radio station. This person is responsible for entering all of the contracts sold by the sales department, generating the monthly billing that is sent out to clients and working with the programming department to create a computerized document that combines the on-air commercials with the music that will be played the following day. This position requires a person with great attention to detail and someone who can work under pressure. The majority of the time is a spent on a computer and working with numbers.

CHIEF ENGINEER/TECHNICAL ASSISTANTS — Extensive experience is required for this position. This person is responsible for keeping the radio stations operational. This person must be a certified audio engineer and also have IT experience and on-the-job training. Assistants for this position are most often on air announcers or board operators with computer or electronic engineering backgrounds. The chief engineer is also required to keep the radio station in technical compliance with the Federal Communications Commission rules and regulations.

GENERAL MANAGER — Also referred to as Market Manager if multiple stations are under his/her control. This person is manager of all the other department heads. It is his/her responsibility to protect the FCC license and meet all financial budgets that are outlined by the stockholders. The General Manager is required to have extensive experience in both sales and programming and knowledge of all other areas of operation. Exhibit B

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.

WHHG, WOGY, WTJF, WTJF-FM, WYJJ EEO PUBLIC FILE REPORT April 1, 2021 - March 31, 2022

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	N SECTION I, NO JOB OPENINGS WERE POSTED AND	FILLED DURING THIS	REPORTING PERIOD.

WHHG, WOGY, WTJF, WTJF-FM, WYJJ EEO PUBLIC FILE REPORT April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Training-Meeting 1:1 Mentor Sessions for Marketing Consultants - These meetings/training sessions are designed to foster growth for Marketing Consultants as well as to prepare them for any future opportunities. The staff meets weekly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities.	4	GM Marketing Consultant Marketing Consultant Marketing Consultant
2	4/26/2021	Participation in Job Fairs	Our stations participated in a 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 and online.	1	General Manager
3	6/17/2021	Participation in Job Fairs	American Job Center of Jackson Job Fair at the Jackson-Madison County Library. Station representative distributed employment brochures on behalf of Forever Communications. This event was promoted on-air and facebook.	1	On-Air
4	8/2/2021	Participation in Job Fairs	Our stations participated in a 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 and online.	1	General Manager
5	Ongoing Event	Establishment of training programs for station personnel	Programming Mangers meet weekly with market leadership for review and training sessions regarding programming, products, digital content and promotions. These sessions also assist program directors and brand managers in helping them to prepare for any future advancement or employment opportunities.	4	General Manager Executive Vice President Operations Manager Program Director
6	3/21/2022	Participation in Job Fairs	Our stations participated in a 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 and online. (Dates 3/21/22-3/25/22)	1	General Manager

WHHG, WOGY, WTJF, WTJF-FM, WYJJ EEO PUBLIC FILE REPORT April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/25/2022	Provision of training to management	 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	General Manager Executive Vice President
8	3/29/2022	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 also includes our company's EEO policy.	1	General Manager
9	3/29/2022	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	General Manager Operations Manager Program Director On-Air

Outreach Initiatives Details between 4/1/2021 to 3/31/2022

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	Ongoing Event	Establishment of training programs for station personnel	4	Roger Vestal Heather Whitherspoon	Yes No	1.00
				Dave Parker Ralph Thomas	No No	

Description:

Training-Meeting 1:1 Mentor Sessions for Marketing Consultants - These meetings/training sessions are designed to foster growth for Marketing Consultants as well as to prepare them for any future opportunities. The staff meets weekly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities.

Scope of Participation:

Training-Meeting 1:1 Mentor Sessions for Marketing Consultants - These meetings/training sessions are designed to foster growth for Marketing Consultants as well as to prepare them for any future opportunities. The staff meets weekly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities.

2	04/26/2021	Participation in Job Fairs	1	Roger Vestal	Yes	.25
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Description:

Our stations participated in a 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 and online.

Scope of Participation:

Our stations participated in a Job Fair hosted by the Tennessee Association of Broadcasters. Each of our stations promoted the event on-air and online.

3 06/17/202	l Participation in Job Fairs	1	Tony Reed	No	.25
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Description:

American Job Center of Jackson Job Fair at the Jackson-Madison County Library. Station representative distributed employment brochures on behalf of Forever Communications. This event was promoted on-air and facebook. **Scope of Participation:**

American Job Center of Jackson Job Fair at the Jackson-Madison County Library. Station representative distributed employment brochures on behalf of Forever Communications. This event was promoted on-air and facebook.

4	08/02/2021	Participation in Job Fairs	1	Roger Vestal	Yes	.25
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Description:

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
	online throu	s participated in a Job Fair hosted by igh this event. Each of our stations p articipation:			Applicants were able t	o apply
		s participated in a Job Fair hosted by igh this event. Each of our stations p			Applicants were able t	o apply
5	Ongoing Event	Establishment of training program for station personnel	s 4	Roger Vestal Jared Mims Lucas Brown Rose Pettiford	Yes Yes No No	1.00
	Description	1:				
	to prepare for Scope of Pa Programmin products, di	gital content and promotions. These or any future advancement or emplo articipation: ng Mangers meet weekly with marke gital content and promotions. These or any future advancement or emplo	yment opportunities et leadership for rev sessions also assist	iew and training sessions program directors and bra	regarding programming	ng,
6	03/21/2022	Participation in Job Fairs	1	Roger Vestal	Yes	.25
	Description	1:				
	online throu	s participated in a Job Fair hosted by igh this event. Each of our stations p articipation:			* *	o apply
		s participated in a Job Fair hosted by igh this event. Each of our stations p			* *	o apply
7	03/25/2022	Provision of training to management	2	Roger Vestal Jared Mims	Yes Yes	1.00
	Description	1:				
	- Managing - Creating jo	liance Training - We covered the fol outreach agency contact details, inc ob vacancy notices and sending date ument retention for any agencies you	luding Prong 2 statu d copies to outreach	agencies	aining session:	

- Proof document retention for any agencies you contact separately from B1S

Date5/1/2023 Page2/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	s Participant Name	Hiring Authority?	Points
	- Tracking F - Running F	interview details for accurate refer Prong 3 (Initiative) points EO reports and discussion of next s g and recording Self Assessments		FCC.gov		
	Scope of Pa	rticipation:				
	- Creating jo - Proof docu - Recording - Tracking F - Running E	outreach agency contact details, in ob vacancy notices and sending data ument retention for any agencies yo interview details for accurate refer Prong 3 (Initiative) points EEO reports and discussion of next s g and recording Self Assessments	ed copies to outreact ou contact separately ral identification	h agencies 7 from B1S		
8	03/29/2022	Participation in other activities designed by the station employme	1 ent	Roger Vestal	Yes	1.00
		unit				

Outreach Initiatives Details between 4/1/2021 to 3/31/2022

Scope of Participation:

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.

9 03/29/2022	Establishment of training programs	4	Roger Vestal	Yes	1.00
	for station personnel		Lucas Brown	No	
	-		Rose Pettiford	No	
			Tony Reed	No	

Description:

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

Scope of Participation:

Date5/1/2023 Page3/4

From: Jackson,TN Date5/1/2023 Page#/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		Rules Webinar - This served as g contest rules & execution. M	6 6	e	U	

Outreach Initiatives Details between 4/1/2021 to 3/31/2022

regarding contest rules & execution. Materials review employment opportunities. Topics covered included:
FCC guidelines regarding Contest Rules
Forever contest rules policy prep iy

- Prize eligibility

- Mandatory on-air elements

- General contest rules information

Total Points: 6.00



Meeting Summary: One on One Meeting

Weekly meetings are conducted with the station account executives in the Jackson TN Employment Unit. These meetings are each Monday at 9:00am throughout the reporting period of April 1, 2021 thru March 31, 2022. The agenda promotes growth in the following areas:

- Sales and Marketing
- Digital
- Promotions
- Community Involvement
- Recruitment
- Contest Rules

Those in attendance include the following account executives: Dave Parker, Heather Witherspoon, Karen Wise, Ralph Thomas and GM/Director of Sales Roger Vestal.

Roger Vestal General Manager/Director of Sales Forever Communications, Inc.



	Advertiser:	FOREVER COMMUNICATIONS-
		JACKSON
	Order #:	442381716716
	Contract #:	6710917
FOREVER COMMUNICATIONS-JACKSON 122 RADIO ROAD	Date Entered:	01/13/2021
IZZ RADIO ROAD IACKSON, TN 38301	Last Modified:	11/14/2022
JACKSON, IN SOSOI	Product:	EEO 2021
	Salesperson:	House House
	Billing Cycle:	Calendar Month
	Estimate #:	

Order Date Range: 01/18/2021 through 12/15/2023 (152 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

On-Air Schedule

1 01/18/21-12/19/21 WHHG-FM 12:00AM-12:00AM 30 2 2 2 2 2 1 0.00 Run Weeks of: 01/18, 01/25, 02/08, 02/15, 03/01, 03/08, 04/05, 04/12, 05/03, 05/10, 06/07, 06/14, 07/05, 07/12, 08/02, 08/09, 09 10/11, 11/08, 11/15, 12/06, 12/13 2 01/01/22-12/15/23 WHHG-FM 12:00AM-12:00AM 30 2 2 2 2 1 0.00 Run Weeks of: 01/01, 01/08, 02/05, 02/12, 03/05, 03/12, 04/02, 04/09, 05/07, 05/14, 06/04, 06/11, 07/02, 07/09, 08/06, 08/13, 09 10/08, 11/05, 11/12, 12/03, 12/10, 01/07, 01/14, 02/04, 02/11, 03/04, 03/11, 04/01, 04/08, 05/06, 05/13, 06/03, 06 08/05, 08/12, 09/02, 09/09, 10/07, 10/14, 11/04, 11/11, 12/02, 12/09 3 01/18/21-12/19/21 WOGY-FM 12:00AM-12:00AM 30 2 2 2 2 14 0.00 Run Weeks of: 01/01, 21/9/21 WOGY-FM 12:00AM-12:00AM 30 2 2 2 2 14 0.00 Run Weeks of: 01/01/22-12/15/23 WOGY-FM 12:00AM-12:00AM 30 2 2 2 2 14 0.00 01/01/21-21/215/23 WOGY-FM 12:00AM-12:00AM 30	-	Scheuule									-						
Run Weeks of: 01/18, 01/25, 02/08, 02/15, 03/01, 03/08, 04/05, 04/12, 05/03, 05/10, 06/07, 06/14, 07/05, 07/12, 08/02, 08/09, 09 10/11, 11/08, 11/15, 12/06, 12/13 2 01/01/22-12/15/23 WHHG-FM 12:00AM-12:00AM 30 2 2 2 2 2 14 0.00 Run Weeks of: 01/01, 01/08, 02/05, 02/12, 03/05, 03/12, 04/02, 04/09, 05/07, 05/14, 06/04, 06/11, 07/02, 07/09, 08/06, 08/13, 09 10/01, 01/08, 02/05, 02/12, 03/05, 03/12, 04/02, 04/09, 05/07, 05/14, 06/04, 06/11, 07/02, 07/09, 08/06, 08/13, 06 08/05, 08/12, 09/02, 09/09, 10/07, 10/14, 11/04, 11/11, 12/02, 12/09 3 01/18/21-12/19/21 WOGY-FM 12:00AM-12:00AM 30 2 2 2 2 14 0.00 Run Weeks of: 01/01, 01/08, 11/15, 12/06, 12/13 12:00AM-12:00AM 30 2 2 2 2 14 0.00 01/01, 01/08, 02/05, 02/12, 03/01, 03/08, 04/05, 04/12, 05/03, 05/10, 06/07, 06/14, 07/05, 07/12, 08/02, 08/09, 09 10/01/11, 11/08, 11/15, 12/06, 12/13 4 01/01/22-12/15/23 WOGY-FM 12:00AM-12:00AM 30 2 2 2 2 14 0.00 Run Weeks of: 01/01, 01/08, 02/05, 02/12, 03/05, 03/12, 04/02, 04/09, 05/07, 05/14, 06/04, 06/11, 07/02, 07/09, 08/06, 08/13, 09 10/01/11, 04/01, 04/08, 05/06, 05/13, 06/03, 06															<u>Qty</u>		
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Station Totals

Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	1,008	0	0	0	\$0.00	\$0.00
WOGY-FM	1,008	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	1,008	0	0	0	\$0.00	\$0.00
WYJJ-FM	1,008	0	0	0	\$0.00	\$0.00
Totals	4,032	0	0	0	\$0.00	\$0.00
				То	tal Charges:	\$0.00
					Total Net:	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

<u>Month</u>	<u>Year</u>	Gross Billing	<u>Net Billing</u>
January	2021	\$0.00	\$0.00
February	2021	\$0.00	\$0.00
March	2021	\$0.00	\$0.00
April	2021	\$0.00	\$0.00
May	2021	\$0.00	\$0.00
June	2021	\$0.00	\$0.00
July	2021	\$0.00	\$0.00
August	2021	\$0.00	\$0.00
September	2021	\$0.00	\$0.00
October	2021	\$0.00	\$0.00
November	2021	\$0.00	\$0.00
December	2021	\$0.00	\$0.00
January	2022	\$0.00	\$0.00
February	2022	\$0.00	\$0.00
March	2022	\$0.00	\$0.00
April	2022	\$0.00	\$0.00
May	2022	\$0.00	\$0.00
June	2022	\$0.00	\$0.00
July	2022	\$0.00	\$0.00
August	2022	\$0.00	\$0.00
September	2022	\$0.00	\$0.00
October	2022	\$0.00	\$0.00
November	2022	\$0.00	\$0.00
December	2022	\$0.00	\$0.00
January	2023	\$0.00	\$0.00
February	2023	\$0.00	\$0.00
March	2023	\$0.00	\$0.00
April	2023	\$0.00	\$0.00
May	2023	\$0.00	\$0.00
June	2023	\$0.00	\$0.00
July	2023	\$0.00	\$0.00
August	2023	\$0.00	\$0.00
September	2023	\$0.00	\$0.00
October	2023	\$0.00	\$0.00
November	2023	\$0.00	\$0.00
December	2023	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name



TAB-TNASSOCIATIONS/BROADCASTER 2 INTERNATIONAL PLAZA DRIVE SUITE 902 NASHVILLE, Tennessee 37217 Advertiser:TAB-TNASSOCIATOrder #:442381718426Contract #:6711837Date Entered:04/20/2021Last Modified:11/14/2022Product:TAB 2021 VIRTUASalesperson:House HouseBilling Cycle:Calendar Month

TAB-TNASSOCIATIONS/BROADCASTER 442381718426 6711837 04/20/2021 11/14/2022 TAB 2021 VIRTUAL JOB FAIR House House Calendar Month

Order Date Range: 04/26/2021 through 04/30/2021 (1 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

Estimate #:

On-Air Schedule

<u>#</u>	<u>Dates</u>	Station	Time/Program	Len	Mo	<u>Tu</u>	We	<u>Th</u>	Fr	Sa	<u>Su </u>	5/W	<u>Rate</u>	Qty	<u>Total</u>
1	04/26/21-04/30/21	WHHG-FM	12:00AM-12:00AM	30	8	8	8	8	8			40	0.00	40	0.00
2	04/26/21-04/30/21	WOGY-FM	12:00AM-12:00AM	30	6	6	6	6	6			30	0.00	30	0.00
3	04/26/21-04/30/21	WTJF-AM-FM	12:00AM-12:00AM	30	10	10	10	10	10			50	0.00	50	0.00
4	04/26/21-04/30/21	WYJJ-FM	12:00AM-12:00AM	30	9	9	9	9	9			45	0.00	45	0.00

Station Totals

Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	40	0	0	0	\$0.00	\$0.00
WOGY-FM	30	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	50	0	0	0	\$0.00	\$0.00
WYJJ-FM	45	0	0	0	\$0.00	\$0.00
Totals	165	0	0	0	\$0.00	\$0.00

Total Charges: Total Net: \$0.00

\$0.00

DO NOT MAIL

	Projected B	illing By Calendar Month Month	
<u>Month</u>	Year	Gross Billing	<u>Net Billing</u>
April	2021	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for advertiser OR agency as agent for the advertiser

Name

TAB VIRTUAL JOB FAIR RADIO SCRIPT (:30)

4/26/21-4/30/21

BEGIN YOUR EXCITING CAREER IN BROADCASTING TODAY. JOBS IN ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE ARE AVAILABLE THROUGHOUT THE STATE. FIND OUT ABOUT CAREER OPPORTUNITIES BY VISITING THE TENNESSEE BROADCASTERS VIRTUAL JOB FAIR AT BROADCASTERS VIRTUAL JOB FAIR DOT COM. GET INFORMATION ABOUT OPPORTUNITIES AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS AT FOREVER COMMUNICATIONS. APPLY ONLINE NOW TO BEGIN THE PROCESS OF ESTABLISHING A CAREER IN TENNESSEE'S EXCITING BROADCAST INDUSTRY. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT BROADCASTERS VIRTUAL JOB FAIR DOT COM

American Job Center Job Fair

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Roger Vestal Forever Communications 122 Radio Road Jackson TN 38301

RE: Tennessee Broadcasters Virtual Job Fair Participation, August 2-6, 2021

August 9, 2021

Dear Roger Vestal,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of August 2, 2021. Your hiring agent of record was Roger Vestal and the stations that participated were WOGY-FM WHHG-FM WYJJ-FM WTJF-AM/FM.

This job fair included the postings of , , , , , and .

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

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Chris Baker, President Tennessee Association of Broadcasters Two International Plaza Drive, Suite 902 Nashville, TN 37217



TAB-TNASSOCIATIONS/BROADCASTER 2 INTERNATIONAL PLAZA DRIVE SUITE 902 NASHVILLE, Tennessee 37217

TAB-TNASSOCIATIONS/BROADCASTER
442381718162
6712778
07/27/2021
11/14/2022
TAB VIRTUAL JOB FAIR
House House
Calendar Month

Order Date Range: 08/02/2021 through 08/06/2021 (1 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

Estimate #:

On-Air Schedule

<u>#</u>	<u>Dates</u>	Station	Time/Program	Len	Mo	<u>Tu</u>	We	<u>Th</u>	Fr	Sa	<u>Su </u>	5/W	<u>Rate</u>	<u>Qty</u>	<u>Total</u>
1	08/02/21-08/06/21	WHHG-FM	06:00AM-12:00AM	30	8	8	8	8	8			40	0.00	40	0.00
2	08/02/21-08/06/21	WOGY-FM	06:00AM-12:00AM	30	6	6	6	6	6			30	0.00	30	0.00
3	08/02/21-08/06/21	WTJF-AM-FM	06:00AM-12:00AM	30	10	10	10	10	10			50	0.00	50	0.00
4	08/02/21-08/06/21	WYJJ-FM	06:00AM-12:00AM	30	8	8	8	8	8			40	0.00	40	0.00

Station Totals

Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	40	0	0	0	\$0.00	\$0.00
WOGY-FM	30	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	50	0	0	0	\$0.00	\$0.00
WYJJ-FM	40	0	0	0	\$0.00	\$0.00
Totals	160	0	0	0	\$0.00	\$0.00

Total Charges: Total Net: \$0.00

\$0.00

	Projected B	illing By Calendar Month Month	
Month	Year	Gross Billing	Net Billing
August	2021	\$0.00	\$0.00
Totals		\$0.00	\$0,00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

TAB VIRTUAL JOB FAIR RADIO SCRIPT (:30)

8/2/21-8/6/21

BEGIN YOUR EXCITING CAREER IN BROADCASTING TODAY. JOBS IN ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE ARE AVAILABLE THROUGHOUT THE STATE. FIND OUT ABOUT CAREER OPPORTUNITIES BY VISITING THE TENNESSEE BROADCASTERS VIRTUAL JOB FAIR AT BROADCASTERS VIRTUAL JOB FAIR DOT COM. GET INFORMATION ABOUT OPPORTUNITIES AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS AT FOREVER COMMUNICATIONS. APPLY ONLINE NOW TO BEGIN THE PROCESS OF ESTABLISHING A CAREER IN TENNESSEE'S EXCITING BROADCAST INDUSTRY. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT BROADCASTERS VIRTUAL JOB FAIR DOT COM



Meeting Summary: Programming Managers Meetings

Weekly meetings are conducted with programming leadership in the Jackson TN Employment Unit. These meetings take place each Tuesday at 9:50am, and the weekly agenda promotes growth in the following main areas:

- Programming
- Digital
- Promotions
- Branding
- Technical
- Community Involvement
- EEO Practices
- Contest Rules

Those in attendance include Operations Director Lucas Brown, Program Director Rose Pettiford, General Manager Roger Vestal, and Executive Vice President Jared Mims. Meeting dates 9/21/21-3/29/31.

(m)Mm)

Forever Communications, Inc.



TAB-TNASSOCIATIONS/BROADCASTER 2 INTERNATIONAL PLAZA DRIVE SUITE 902 NASHVILLE, Tennessee 37217

TAB-TNASSOCIATIONS/BROADCASTER
442381717537
6714880
03/11/2022
11/14/2022
TAB VIRTUAL JOB FAIR
House House
Calendar Month

Order Date Range: 03/21/2022 through 03/25/2022 (1 weeks) Media Outlets: WHHG-FM, WOGY-FM, WTJF-AM-FM, WYJJ-FM

Estimate #:

On-Air Schedule

<u>#</u>	<u>Dates</u>	Station	Time/Program	Len	Mo	Tu	We	<u>Th</u>	Fr	Sa	<u>Su </u>	5/W	<u>Rate</u>	<u>Qty</u>	<u>Total</u>
1	03/21/22-03/25/22	WHHG-FM	06:00AM-12:00AM	30	10	10	10	10	10			50	0.00	50	0.00
2	03/21/22-03/25/22	WOGY-FM	06:00AM-12:00AM	30	8	8	8	8	8			40	0.00	40	0.00
3	03/21/22-03/25/22	WTJF-AM-FM	06:00AM-12:00AM	30	14	14	14	14	14			70	0.00	70	0.00
4	03/21/22-03/25/22	WYJJ-FM	06:00AM-12:00AM	30	12	12	12	12	12			60	0.00	60	0.00
4	03/21/22-03/25/22	WYJJ-FM	06:00AM-12:00AM	30	12	12	12	12	12			60	0.00	60	0.00

Station Totals

Station	<u>On-Air Count</u>	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WHHG-FM	50	0	0	0	\$0.00	\$0.00
WOGY-FM	40	0	0	0	\$0.00	\$0.00
WTJF-AM-FM	70	0	0	0	\$0.00	\$0.00
WYJJ-FM	60	0	0	0	\$0.00	\$0.00
Totals	220	0	0	0	\$0.00	\$0.00

Total Charges: Total Net: \$0.00

\$0.00

	Projected Bi	lling By Calendar Month Month	
Month	Year	Gross Billing	Net Billing
March	2022	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Accepted for Forever Media

Accepted for advertiser OR agency as agent for the advertiser

Name

Fw: 2022 TAB Quarterly Virtual Job Fair / March 21-25

Roger Vestal <rvestal@forevercom.com> Tue 5/2/2023 10:58 AM To: Jared Mims <jmims@forevercom.com>

Roger Vestal General Manager Director of Sales Forever Communications 122 Radio Road Jackson, TN 38301 D: 731.421.6644 | O: 731.427.3316 WOGY 104.1 | WHHG 92.3 WYJJ 97.7 | WTJF 94 & 1390 radio731.com

From: Google Forms <forms-receipts-noreply@google.com>
Sent: Thursday, March 10, 2022 2:15 PM
To: Roger Vestal <rvestal@forevercom.com>
Subject: 2022 TAB Quarterly Virtual Job Fair / March 21-25



Thanks for filling out <u>2022 TAB Quarterly Virtual Job Fair / March</u> 21-25

Here's what was received.

Edit response

2022 TAB Quarterly Virtual Job Fair / March 21-25

The TAB will be facilitating a quarterly virtual job fair during the week of March 21-25. Please fill out this form if you wish to participate. Once you have filled out this form your next step is to post any job openings that you'd like to include at the National Alliance of State Broadcasters Association's www.CareerPage.org. If you are new to CareerPage.org, simply click on the "Register" link on the home page. Use the access code 3Sdg54 to complete your registration.

TAB VIRTUAL JOB FAIR RADIO SCRIPT (:30)

3/21/22-3/25/22

BEGIN YOUR EXCITING CAREER IN BROADCASTING TODAY. JOBS IN ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE ARE AVAILABLE THROUGHOUT THE STATE. FIND OUT ABOUT CAREER OPPORTUNITIES BY VISITING THE TENNESSEE BROADCASTERS VIRTUAL JOB FAIR AT BROADCASTERSVIRTUALJOBFAIR.COM. GET INFORMATION ABOUT OPPORTUNITIES AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS HERE AT FOREVER COMMUNICATIONS <u>.</u>APPLY ONLINE NOW TO BEGIN THE PROCESS OF ESTABLISHING A CAREER IN TENNESSEE'S EXCITING BROADCAST INDUSTRY. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT - BROUGHT TO YOU BY FOREVER COMMUNICATIONS AT <u>WWW.BROADCASTERSVIRTUALJOBFAIR.COM</u>. Beginning the Monday of the job fair, your participating stations promote the event and drive visitors to the site. You can link to the site from your website, or send listeners/viewers directly to www.BroadcastersVirtualJobFair.com We suggest all stations air their promos DURING the week of the job fair March 21-25. Note: The Association does not require any documentation of this insertion, we only ask that make a good faith effort to air them and help get the word out. The success for this virtual job fair will depend upon you promoting the event. Thank you and good luck on finding your next big superstar! If you have not received the customizable promo scripts, or if you have any questions, please email Lexie at Lexie@tabtn.org and she will get you everything you need.

Email *

rvestal@forevercom.com

Please enter the call letters for ALL participating stations. *

WOGY/WYJJ/WHHG/WTJF

Group Owner *

Forever Communications

Name of the HIRING AGENT at your station *

Roger Vestal

Email address of the HIRING AGENT *

rvestal@forevercom.com

Mailing address for ALL stations participating (please list the station call letters next to the address if you have more than one) *

122 Radio Road Jackson TN 38301

Short job description or EEO statement *

Forever Communications is an Equal Opportunity Employer

Please upload ALL participating station's logos *

Submitted files

FOREVER-and-stations - Roger Vestal.png

Create your own Google Form Report Abuse

THE FOREVER CREED

Our mission at Forever Communications is to serve. We must be good broadcasting citizens, understanding that we are guests in the peoples' homes and cars, that our audiences are families like our own. We must participate in civic activities in our private as well as our public lives. We must promote better health, education, and government and make our community aware of our high standards and desire to be of service.

We also believe it is our responsibility to exceed the expectations of the advertisers who invest in our stations. Our product and service must always meet the highest standard of excellence and professionalism. We must deliver added value at a fair price. We must remember that the customer expects and deserves results and increased profits.

EMPLOYMENT CONTACTS

President: Chris Hillard chris@forevercom.com General Manager: Roger Vestal rvestal@forevercom.com Office/HR Manager: Chris Huffman chuffman@forevercom.com Sales Manager: Roger Vestal rvestal@forevercom.com Operations: Jared Mims jmims@forevercom.com Engineering/Tech: Dave Hacker dhacker@forevercom.com

COMMUNICATIONS

EMPLOYMENT & INTERN OPPORTUNITIES

From time to time, Forever Communications, Inc. has full time openings. Area organizations are invited to contact us to be put on a mailing list for future openings. This includes civic organizations, women's groups, churches and minority organizations. To be put on our mailing list, call us at: (731) 427-3316 during regular business hours Monday through Friday or email us at rvestal@forevercom.com

Forever Communications is an equal opportunity employer and makes hiring decisions without regard to race, color, national origin or gender.

122 Radio Road | Jackson, TN 38301 Phone: (731) 427-3316, Fax: (731) 427-8890

FREGCY 104 13 METWORK

ABOUT US

Farever Communications, Inc. was founded in 1984 with the first station purchased, WBVR-FM "The Beaver 96.7" in Bowling Green, KY. The company now consists of 16 radio stations in four different markets: Bowling Green, KY, Murray, KY, Union City, TN and Jackson, TN. Our corporate office is located on Scottsville Road in Bowling Green.

The company is privately owned by three broadcasters. Radio is our only business and, as our name suggests, will continue to be our only business "forever". Two of our three stockholders also have major interests in two additional broadcast companies, Forever Broadcasting, Inc., headquartered in Altoona, PA with 34 radio stations in four different markets and Keymarket Communications, Inc., headquartered in Pittsburgh, PA, with 14 radio stations in and around Pittsburgh.

FOREVER COMMUNICATIONS' PROPERTIES INCLUDE:

BOWLING GREEN, KY WBVR-FM 96.7, WUHU 107.1 & WLYE-THE WILLIE NETWORK 94.1 FM, 107.9 FM & 1340 AM, WBGN 94.5 FM

MURRAY, KY WFGS-FM 103.7, WNBS-AM 1340 &WBZB B104.5 FM

JACKSON, TN WOGY-FM 104.1, WYJJ-FM 97.7, WHHG-FM 92.3, WTJF- THE TJ NETWORK 94.1 FM, 1390 AM & 94.3 FM

UNION CITY, TN/MARTIN, TN WWGY 99.3 FM, FROGGY 99.3 FM,WENK 95.5 FM & 1240 AM

GLASGOW, KY WCLU-AM 1490 AM & 103.1 FM, WCLU-FM 102.3, WLYE- WILLE 94.1 FM

PARIS, TN/MCKENZIE, TN WHNY-AM/FM 104.7 FM, 97.5 FM & 1000 AM, WLZK 94.1FM, WRQR 105.5 FM, WTPR 101.7 FM &710 AM, WHDM 98.9 FM & 1440 AM

Forever Communications is continuing to grow and acquire new stations as opportunities arise and look forward to presenting opportunities to individuals interested in joining our broadcasting family!

JOB DESCRIPTIONS

PROGRAM DIRECTOR — This position requires extensive on air experience and music scheduling experience. Radio ratings and research experience is also required. The program director is the manager of all the announcers/personalities and handles the hiring and training of the on-air staff. ON AIR ANNOUNCER/NEWS DIRECTOR — Depending upon the opening, this position may require extensive experience or limited experience. The on air announcer is the personality for a particular day part or time period. This individual hosts his/ her program and is required to make live appearances and handle commercial and promotional production duties. On air announcers operate their own studio equipment. In some stations there are separate News Directors who are responsible for gathering, writing and delivering the news on a daily basis. The News Director reports to the Program Director.

PROMOTIONS DIRECTOR/ASSISTANTS — The individual works closely with the Programming Department and the Sales Department. Duties include creating, executing and follow up documentationfor all on-air promotions and major contests. Attendance at major on location events is required.

PRODUCTION DIRECTOR/ASSISTANTS — The director is responsible for all commercials and promotional announcements for the station. Creativity and superb writing and on air production experience is required. In most situations, the Production Director is also an on air personality.

BOARD OPERATORS — This is a position that normally does not require announcing experience. A board operator is responsible for running the equipment at the station during live broadcasts of sporting events, syndicated music programs, church programs, etc. This is an entry-level, parttime position and is a good launching pad for those hoping to be an on-air announcer.

SALES MANAGER — Experience and a proven track record is required to hold this position. The general sales manager is responsible for hiring and training the individual account executives/marketing consultants...sales representatives. This person is also responsible for a station's gross revenue and must be able to create attractive sales presentations and creative sales promotions. He/She must also be able to sell advertising and handle local, regional and national accounts. This person should also have knowledge and experience with radio ratings and research.

SALES REPRESENTATIVE — Also known as Account Executive or Marketing Consultant. This position may or may not require prior sales experience. A sales representative is responsible for sellingadvertising to local and regional businesses. This position most often is compensated with a salary and/or commission. An outgoing personality with a competitive nature is preferred for this position. Sales representatives are given goals that are expected to be met and are continuously trained through inhouse programs and outside seminars. INTERNSHIP — We have a lot of opportunities for anyone looking to earn college credit, gain valuable work experience and learn more about the radio industry. Interns will have the chance to learn about promotions, programming, production (advertisement & imaging), sales and morel All applicants looking for on-air experience should have a short (2-3 minute) air check available.

RECEPTIONIST — This position varies from station to station based on internal operations and the individual's capabilities. It may include everything from answering the phone, greeting listeners and clients, assisting with personnel files, monthly billing and various other duties. Oftentimes, the receptionist may assist the traffic director in entering sales contracts into the computer and learning how to develop a commercial "log". This position may also be combined with the Sales Assistant's position, which includes working with the sales manager and the sales staff.

TRAFFIC DIRECTOR — A traffic director is a critical position in any radio station. This person is responsible for entering all of the contracts sold by the sales department, generating the monthly billing that is sent out to clients and working with the programming department to create a computerized document that combines the on-air commercials with the music that will be played the following day. This position requires a person with great attention to detail and someone who can work under pressure. The majority of the time is a spent on a computer and working with numbers.

CHIEF ENGINEER/TECHNICAL ASSISTANTS — Extensive experience is required for this position. This person is responsible for keeping the radio stations operational. This person must be a certified audio engineer and also have IT experience and on-the-job training. Assistants for this position are most often on air announcers or board operators with computer or electronic engineering backgrounds. The chief engineer is also required to keep the radio station in technical compliance with the Federal Communications Commission rules and regulations.

GENERAL MANAGER — Also referred to as Market Manager if multiple stations are under his/her control. This person is manager of all the other department heads. It is his/her responsibility to protect the FCC license and meet all financial budgets that are outlined by the stockholders. The General Manager is required to have extensive experience in both sales and programming and knowledge of all other areas of operation. EEO Reporting & Compliance Training for Managers

EEO Compliance Training completed

Terrie Knight Gura <tgura@bc1source.com>

Mon 3/28/2022 9:19 AM To: Jared Mims <jmims@forevercom.com>

1 attachments (7 KB)
 Broadcast1Source EEO Compliance Training for Forever Communications Attendees.xls;

Good morning, Jared!

Thanks to you and your management team for your participation Friday in our EEO Administrators' compliance training. To recap, our system provides you full capability for managing your records for EEO reporting and audit response. We covered the following areas of recordkeeping 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

I have attached proof of attendance for Friday's meeting so you have it for your records. If you and your team have any additional questions as you move forward in Broadcast1Source, please don't hesitate to reach out.

Have a great week,

Terrie Knight Gura Client Services & Integrations Supervisor (336) 553-0620 x159 tgura@bc1source.com www.broadcast1source.com



Contest Rules Webinar Follow-up

Jared Mims <jmims@forevercom.com>

Tue 3/29/2022 11:53 AM

To: Tammie Haney <thaney@forevercom.com>;Roger Vestal <rvestal@forevercom.com>;Jon Ingram <jingram@forevercom.com>;Tammy Petty <tpetty@forevercom.com>;Rose Pettiford <cricket@forevercom.com>;Becky Gallagher <bgallagher@forevercom.com>;Chris Hillard <chris@forevercom.com>;Bailey Brooks <bbrooks@forevercom.com>;Kirk Patrick <kirk@wuhu107.com>;Jordan Smith <jsmith@forevercom.com>;Becky Gallagher <bgallagher@forevercom.com>;Lance Pierce <lpierce@forevercom.com>;Luc Brown <lbrown@forevercom.com>;Tony Reed <treed@forevercom.com>

2 attachments (442 KB)

Forever Communications Contest Rules Webinar.pdf; Prize Winner Event Acknowlegment NWTN.pdf;

Hello all! Thanks again for carving out time for our chat this morning. Again, if you have any questions regarding contest rules or execution, please reach out to me.

Attached to this email you will find:

- 1. Editable Prize Winner Acknowledgement Form
- 2. PDF of the Contest Rules Presentation

Thanks again!

Jared Mims Executive Vice President Forever Communications O - 731.427.3316 M - 931-561-3501 Jackson TN | Bowling Green-Glasgow KY | Murray KY | Union City TN | Paris TN

