

EEO PUBLIC FILE REPORT

For Radio Stations

WTPR (FM), 101.7, McKinnon, TN

WTPR (AM), 710, Paris, TN

WHNY (FM), 104.7, Henry, TN

WHNY (AM), 1000, Paris, TN

WLZK (FM), 94.1, Paris, TN

WHDM (AM), 1440, McKenzie, TN

WRQR (FM), 105.5, Paris, TN

Employment Unit Address:

206 N. Brewer St.

Paris TN 38242

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2020**

This EEO Public File Report is filed in each Stations public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission’s (“FCC”) rules.

During this one-year period, the stations filled the following full-time vacancies:

1 – Account Executive

The station interviewed a total of 3 people for all full-time vacancy during the period covered in this report.

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

Recruitment Source	Address	Contact	Phone Number	#Referr ed by Source	Notification s request
WHNY-FM/FM, WLZK, WHDM, WRQR, WTPR AM/FM (Email/internal posting)	206 N. Brewer St. Paris TN 38242	Jared Mims jmims@forevercom.com	731-427-3316	0	No
WENK/WTPR Facebook Facebook.com/wenkwtp	1729 Nailling Dr. Union City TN 38261	Jared Mims jmims@forevercom.com	731-427-3316	0	No
WENK/WWGY WZGY (on air)	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WBVR/WLYE/WUHU/WB GN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlowe@forevercom.com	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailing Dr. Union City, TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
Employee Referral	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	2	No
Bethel University (email)	325 Cherry Avenue McKenzie, TN 38201	 career-development@bethel.edu	- 731-352-4000	0	No
Univ. of TN Martin (email)	305 Gooch Hall Martin, TN 38238	J. Phillip Bright pbright@utm.edu	731-881-7000	0	No
Dyersburg State Community College (emailed)	1510 Lake Road Dyersburg TN 38024	Larenda Fultz fultz@dsc.edu	731-286-3200	0	No
WENK/WTPR Website www.wenkwtp.com	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WWGY/WZGY Website www.kf99kq105.com	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
Forever Communications Website www.forevercom.com	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No

ATTACHMENT A and B

EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A contains the following information for each full-time vacancy

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
4. The total number of interviewees referred by each recruitment source used in Connection with each vacancy

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive Recruitment Source That Referred the Hiree: Employee Referral
 Date Vacancy Opened: 6/28/19
 Total Number of Persons Interviewed for the Vacancy: 3
 Number of Persons Hired: 1
 Date Vacancy Filled: 9/23/19
 Recruitment Sources Used to Fill the Vacancy: Referral

Recruitment Source	Address	Contact	Phone Number	#Referr ed by Source	Notification s request
WENK/WWGY WZGY (on air)	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WBVR/WLYE/WUHU/WB GN (email/internal posting)	1919 Scottsville Rd., Bowling Green, KY	Lisa Skinner lskinner@forevercom.com	270-843-3333	0	No
WFGS/WNBS/WBZB (email/internal posting))	1500 Diuguid Road, Murray, KY 42071	Risa Lowe rlope@forevercom.com	270-753-2400	0	No
WENK/WTPR (email/internal posting)	1729 Nailling Dr. Union City, TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WHNY/WLZK/WRQR/W HDM (email/internal posting)	206 N. Brewer St. Paris TN 38242	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
Employee Referral	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	2	No
Bethel University (email)	325 Cherry Avenue McKenzie, TN 38201	career- development@bethel.edu	- 731-352-4000	0	No
Univ. of TN (email)	305 Gooch Hall Martin, TN 38238	J. Phillip Bright pbright@utm.edu	731-881-7000	0	No
Dyersburg State Community College (emailed)	1510 Lake Road Dyersburg TN 38024	Larenda Fultz fultz@dscc.edu	731-286-3200	0	No
WENK/WTPR Website www.wenkwtpr.com	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WWGY/WZGY Website www.kf99kq105.com	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
Forever Communications Website	1729 Nailling Dr Union City TN 38261	Becky Gallagher bgallagher@forevercom.com	731-885-1240	0	No
WENK/WTPR Facebook	1729 Nailling Dr Union City TN 38261	Becky Gallagher	731-885-1240	1	No

Facebook.com/wenkwtpr		bgallagher@forevercom.com			
KF99/KQ105 Facebook	1729 Nailling Dr Union City TN 38261	Becky Gallagher	731-885-1240	0	No
Facebook.com/kf99kq105		bgallagher@forevercom.com			

ATTACHMENT B OUTREACH ACTIVITIES

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC’s EEO rules during the time period covered by this report. The stations have engaged in the following outreach activities:

**Outreach commercials are scheduled to run the first two weeks of the month on all radio stations asking area organizations to contact us if they would like to be added to receive our employment openings

CLASSIFICATION TYPE OF ACTIVITY BRIEF DESCRIPTION

8	Regular Sales Department Meetings and Review Sessions.	The sales department staff meets regularly to review sales goals, results, products and promotions. Along with reviews, these sessions include training opportunities in the form of printed materials, webinars
4, 5, 7, 10, 16	KBA/WKU Radio Talent Institute	July 25, 2019 – Christine Hillard, Pres/COO of Forever Communications, Inc. was a guest speaker at the 7th annual KBA WKU Radio Talent Institute. The Institute is a Campus-to-Career connection where most students begin their career. Christine conducted a presentation entitled “From Student to Super Star” for a group of 18 seniors at Western Kentucky University. She was assisted by Preston Willis, a former Radio Talent Institute graduate who is currently a full-time employee of Forever Communications in Bowling Green, KY and Jared Mims, Exec. VP of Operations/Sales and Interactive Services also contributed with a

		<p>presentation about the future of radio and digital synergism.</p> <p>The Radio Talent Institute is a partnership between Western Kentucky University, the Kentucky Broadcasters Association, Dan and LaVonne Valli and several local broadcasts groups. Forever Communications is one of the founding underwriters for this non-profit program and provides multiple scholarships each year.</p>
#16 - Outreach	Union City Junior Auxiliary	December 7, 2019 Co-sponsored toy & coat drive at Food Drive R. Pettiford, C. Wilbanks, L. Brown. We had a booth set up to take donations and interact with the public
#16 - Outreach	Radio Station Group Tours	We give group tours of our facilities to organizations such as the Boys & Girl Scouts, Youth Village, Elementary, High School and College groups, Church groups and other similar groups. The tours provide an introduction to the Radio Broadcasting Industry and are offered for free. A typical tour includes information on the history of radio and our stations. We explain and demonstrate the broadcasting equipment used to transmit programming from the studio to the transmitter site, we explain the studio equipment and how it functions. An introduction and hands on recording of commercial production is demonstrated. An explanation of all positions and responsibility of station personnel is also given. We discuss our stations' formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups
#8 - EEO Policy Review	Update of Career Opportunities Brochure – annual review and update	September 2019 – We reviewed and updated the brochure that defines various positions and career opportunities within the industry. This is distributed at job/career fairs and other community activities. It is also includes our company's EEO policy.
#1, #4, #6	Participated in Job Fair & Career expo at American Job Center.	Oct 31, 2019 participated in Job Fair hosted by American Job Center. Forever Communications promoted the event and was a vendor. T. Reed handed out our employment brochures.
#8 - EEO Policy Review	Review of Handbook and EEO policies/procedures.	July 24, 2019 – Staff meeting to review the revised Forever Communications Employee handbook, as well as EEO policies/procedures. R. Vestal.
#14 – Training	Sales Rally – Cadiz KY	Aug 18 th and 19 th 2019– All managers, account executives and sales assistants attended a two-day sales rally and training event in Cadiz, KY.
#16 – Outreach	Participated Chimes for Charity Event	Dec 2 nd and Dec 3 rd 2019 - Set up at annual charity event in Union City. In addition, WTPR promoted the event and aired broadcast. B. Laws was present to interact with the public.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. Hosting of at least one job fair.
3. Co-Sponsoring of at least one job fair with organizations in the business and profession community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership include substantial participation by women and minorities;
13. Provisions of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provisions of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provisions of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonable calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

If your organization would like to be contacted regarding future vacancies, please contact:

Jared Mims
Forever Communications
1729 Nailling Dr.
Union City TN 38261
Phone: 731-885-1240 Fax: 731-427-8890
jmims@forevercom.com