

EEO PUBLIC FILE REPORT

For Radio Stations

WFGS (FM) 103.7, Murray, KY
WNBS (AM) 1340, Murray, KY
WOFC(AM) 1130, Murray, KY

Employment Unit Address:

1500 Diuguid Dr.
Murray, Ky 42071

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2010**

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:

PROGRAM DIRECTOR 2*
 MARKETING CONSULTANT 5
 SALES ASSISTANT 1

Note: * one of the Program Director positions was an extigent hire.

The station interviewed a total of 21 People all full-time vacancies during the period covered in this report.

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

Recruitment Source	Address	Contact	# Referred by Source	Notification request?
Bowling Green Radio Stations WBVR//WLYE/WUHU/ WBGN	1919 Scottsville Rd. Bowling Green, KY 42104	mark@forevercomm.com pjohanson@forevercomm.com		
Frankfort Radio Stations WFKY/WSTV/WKYW Radio stations	115 West Main St. Frankfort, KY 40601	bsands@Forevercomm.com , jmeyer@Forevercomm.com		
Jackson Radio Stations WOGY/WYNU/WTJJ/ WTJW/WTJS/WLLI	122 Radio Rd. Jackson, TN 38301	vprice@Forevercomm.com sbell@Forevercomm.com		
Shane Media	2500 Tanglewilde, Ste 106 Houston, TX 77063	www.shanemedia.com	1	NO
Ky. Broadcasters Assoc.	101 Enterprise Dr. Frankfort, KY 40601	kba@kba.org		
On-Air Recruitment Ad	1500 Diuguid Dr. Murray, KY 425071	Scott Swalls	3	NO
MSU Job Fair Career Services	210 Ordway Hall Murray, KY 42071	Ray.karraker@murraystate.edu		
Walk In	1500 Diuguid Dr. Murray, KY 42071	Scott Swalls		
University of Tennessee at Martin	305 Gooch Hall Martin, TN 38238	G. Adams gadams@utm.edu		

Recruitment Source	Address	Contact	# Referred by Source	Notification request?
Indiana Broadcasters Association	3003 E. 98 th St., Ste 161, Indianapolis, IN 46280	indba@aol.com		
Ohio Broadcasters Association	88 E. Broad St., Ste 111, Columbus, OH 43215	www.oab.org		
Tennessee Association Broadcasters www.tabtn.org	50 Music Square West, Ste. 900 Nashville, TN 37203	tabtn@bellsouth.net		
Inside Radio www.insideradio.com	365 Union St. Littleton, NH 03561	genemckay@Insideradio.com		
Employee Referral	1500 Diuguid Dr. Murray, KY 42071	Scott Swalls	2	NO
Internal Posting	1500 Diuguid Dr. Murray, KY 42071	Scott Swalls		
Unsolicited Word of Mouth	N/A	Scott Swalls	2	NO
All Access Music Group Inc.	28955 Pacific Coast Hwy. 210, Malibu, CA 90265	www.allaccess.com	4	NO
Murray Career Center	208 South 5 th Murray, KY 42071	Loretta Madden loretta.madden@ky.gov		
Integrity Employment Solutions	4590 USA Hwy 62 Calvert City, KY 42029	Christina Gooch cgooch@iskymich.com		
Mayfield Career Center	319 South 7 th Mayfield, KY 42066	Terry Foss terryl.floss@ky.gov		
Radio Grit www.radiogrit.com				
www.allaboutcountry.com				
www.radio-online.com				
Traffic Directors Guild of America www.tdga@cox.net				
Radio Business Report www.rbr.com				

www.allaboutcountry.com				
www.tvandradiojobs.com				
www.indeed.com	Linked to station websites			
www.froggy103.com		Scott Swalls	9	NO
www.1340wnbs.com		Scott Swalls		
www.1130theoffice.com		Scott Swalls		
www.froggylandsports.com		Scott Swalls		
www.vanderbilt-csm.symplicity.com		Tiffany Franklin		

ATTACHMENT A

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: Program Director

Recruitment Source That Referred the Hiree: Shane Media

Date Vacancy Opened: April 20, 2009

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: June 1, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
Shane Media	2500 Tanglewilde, Ste 106,	Houston, TX 77063	www.shanemedia.com Pam Shane	713-952-9221	1	No
All Access www.froggy103.com	28955 Pacific Coast, Hwy Ste 210	Mailbu, CA 90265	Allaccess.com Scott Swalls	310-457-6616 270-753-2400	4 2	No No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
On Air Promotion	1500 Diuguid Dr.	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
Internal Posting www.1340wnbs.com	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: On Air Ad

Date Vacancy Opened: May 18, '09

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: June 1, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	2	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Recruitment Source That Referred the Hiree: On Air Ad

Date Vacancy Opened: October 20, 2009

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: November 23, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	2	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No
Indiana Broadcasters Assoc.	indba@aol.com					
Inside Radio	genemckay@insideradio.com					
Integrity Employment Solutions	cgooch@iskymich.com					
Ky. Broadcasters Assoc.	kba@kba.org					

Mayfield Career Center	Terry.foss@ky.gov					
MSU Career Services	Regina. Hudspeth@murraystate.edu					
MSU Job Fair Career Servies	Ray.karraker@murraystate.edu					
Murray Career Center	Lorettam.madden@ky.gov					
TN Assoc. Broadcasters	tabth@bellsouth.net					
University of TN @ Martin	gadams@utm.edu					
www.allaccess.com						
Radio-online.com						
Vanderbilt-csm.symlicity.com						
Shanemedia.com						

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Froggy On Air Ad

Date Vacancy Opened: November 1, 2009

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: November 23, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Interviewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	3	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
Employee Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
Outside Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No
Indiana Broadcasters Assoc.	indba@aol.com					
Inside Radio	genemckay@insideradio.com					

Integrity Employment Solutions	cgooch@iskymich.com					
Ky. Broadcasters Assoc.	kba@kba.org					
Mayfield Career Center	Terry.foss@ky.gov					
MSU Career Services	Regina. Hudspeth@murraystate.edu					
MSU Job Fair Career Servies	Ray.karraker@murraystate.edu					
Murray Career Center	Lorettam.madden@ky.gov					
TN Assoc. Broadcasters	tabth@bellsouth.net					
University of TN @ Martin	gadams@utm.edu					
www.allaccess.com						
Radio-online.com						
Vanderbilt-csm.symplicity.com						
Shanemedia.com						

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Froggy Web Site

Date Vacancy Opened: November 1, 2009

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: November 23, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	3	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
Employee Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
Outside Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No
Indiana Broadcasters Assoc.	indba@aol.com					
Inside Radio	genemckay@insideradio.com					

Integrity Employment Solutions	cgooch@iskymich.com					
Ky. Broadcasters Assoc.	kba@kba.org					
Mayfield Career Center	Terry.foss@ky.gov					
MSU Career Services	Regina. Hudspeth@murraystate.edu					
MSU Job Fair Career Servies	Ray.karraker@murraystate.edu					
Murray Career Center	Lorettam.madden@ky.gov					
TN Assoc. Broadcasters	tabth@bellsouth.net					
University of TN @ Martin	gadams@utm.edu					
www.allaccess.com						
Radio-online.com						
Vanderbilt-csm.symplicity.com						
Shanemedia.com						

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Outside Reference

Date Vacancy Opened: November 1, 2009

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: November 23, 2009

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	3	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
Employee Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
Outside Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No
Indiana Broadcasters Assoc.	indba@aol.com					
Inside Radio	genemckay@insideradio.com					

Integrity Employment Solutions	cgooch@iskymich.com					
Ky. Broadcasters Assoc.	kba@kba.org					
Mayfield Career Center	Terry.foss@ky.gov					
MSU Career Services	Regina. Hudspeth@murraystate.edu					
MSU Job Fair Career Servies	Ray.karraker@murraystate.edu					
Murray Career Center	Lorettam.madden@ky.gov					
TN Assoc. Broadcasters	tabth@bellsouth.net					
University of TN @ Martin	gadams@utm.edu					
www.allaccess.com						
Radio-online.com						
Vanderbilt-csm.symplicity.com						
Shanemedia.com						

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Outside Reference

Date Vacancy Opened: November 1, 2009

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: February 2, 2010

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Address	Contact Person	Telephone Number	Total # of Inter-viewed	Re-quest Notificati on
www.froggy103.com			Scott Swalls	270-753-2400	3	No
WOGY/NYU/WTJJ/WTJW/WTJS/WLLI (internal posting)	122 Radio Road	Jackson, TN 38301	Verla Price	731-427-3316	0	No
WBVR/WLYE/WUHU/WBGN (internal posting)	1919 Scottsville Road	Bowling Green, KY 42104	Mark Mackey	270-843-3333	0	No
WFKY/WSTV/WKYW (internal posting)	115 Main Street	Frankfort, KY 40601	Brian Sands	502-875-1130	0	No
WFGE/WNBS/WOFC Radio Ad	1500 Diuguid Dr.	Murray KY	Scott Swalls	270-753-2400	1	No
Internal Posting	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	0	No
Employee Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
Outside Referral	1500 Diuguid Drive	Murray, KY 42071	Scott Swalls	270-753-2400	2	No
www.1340wnbs.com			Scott Swalls	270-753-2400	0	No
www.1130theoffice.com			Scott Swalls	270-753-2400	0	No
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Integrity Employment Solutions	cgooch@iskymich.com					
Ky. Broadcasters Assoc.	kba@kba.org					
Mayfield Career Center	Terry.foss@ky.gov					
MSU Career Services	Regina. Hudspeth@murraystate.edu					
MSU Job Fair Career Servies	Ray.karraker@murraystate.edu					
Murray Career Center	Lorettam.madden@ky.gov					
TN Assoc. Broadcasters	tabth@bellsouth.net					
University of TN @ Martin	gadams@utm.edu					
www.allaccess.com						
Radio-online.com						
Vanderbilt-csm.symplicity.com						
Shanemedia.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:

CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#1 – Job Fair Program	Participation in MSU Career Service Job Fair	Tuesday, Aug. 18 th '09 1pm-4pm at MSU Curris Center, Murray, KY by Phil Reeder
#1-Job Fair Program	Participation in MSU Career Service Job Fair	Wednesday, Oct. 7 th '09 10 am-2 pm at MSU Curris Center, Murray, KY by Phil Reeder
#8 - Training	Tour of Studios to the Cub Scouts	Monday, Sept 21 st 09 4-5pm at WFGS Studios in Murray, KY by Ryan. Johnson and Adam. Bittel
#8 - Training	Mock Interviews MSU Students Professional Day	Saturday, Feb 27th 10 11-3pm at MSU Curris Center, Murray KY by Scott Swalls
#5- Internship	Internship	Aug 15 th 09 to Present, Emily C. a student from Murray State participated in an Internship with Forever Communications
#8 - Training	St. Judes Cares Radiothon Seminar	Jan 15-17, 2010, A. Flood and W. Swalls, attended the St. Jude Country Cares Radiothon Seminar in Memphis, TN. The Seminar included effective methods of planning and implementing fundraisers

#12 – Media Newsletter Trade Groups	American Women in Radio and TV	On November 12, 2009, from 9am-10am, Organization was Discussed with Employees during staff meeting
#16 – EEO Notice Seeking Organizations	On air ads and station websites	Radio ads ran on a regular basis informing the community that we regularly distribute employment opportunities and encouraged women and minorities to apply also put onto websites
#8 - Training	Center for Sales Strategy (CSS)	Forever Communications contracted an outside consulting & training firm specializing in media advertising sales. This service is made available to all employees involved in sales and employment hiring.
#8 - Training	Forever Communications	Jan 14-15, 2010 S. Swalls attended a two day orientation on the ongoing training course that will continue throughout the year on. The courses consist of internet, specialized recruitment, seminars and interaction with personal trainers
#8 - Training	Tour of Studios to the Cub Scouts	March 9 th 2010 6-7pm at WFGS Studios in Murray, KY by Phil. Reeder
#3 – Job Fair Program	Co-Sponsor in MSU Career Service Job Fair	Mar 3 rd 2010 10-2pm at MSU Curris Center, Murray, KY by Phil Reeder

#8 - Training	Tour of Studios to Future Leaders, a division of the leadership Murray program	March 31 st 2010 1-2 at WFGS Studio, Murray KY, by entire Staff.
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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 on 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:

Scott Swalls, General Manager Forever Communications, WFGS, WNBS,
WOFC

1500 Diuguid Drive

Murray, KY 42071

Phone number (270) 753-2400

Fax number (270) 753-9434