

BROWNSVILLE, PA ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: April 1, 2021- March 31, 2022	Employer: Forever Media, Inc.	Job Search to: careers@forevermediainc.com
65709 33828	Stations, City of License: WOGG-FM, Oliver, PA WPKL-FM-Uniontown, PA	Employment Unit Address: 123 Blaine Road Brownsville, PA 15417 On-Line Public File location: www.foreverpittsburgh.com	Contact Person, Title, email, phone number: David Pavlic, LSM <u>dpavlic@forevermediainc.com</u> 724-938-2000

This EEO Public File Report is filed in each Station’s online FCC Public File.

Employer is an equal opportunity employer and does not discriminate in the recruiting, hiring, training, or promotion of employees or, in its advertising practices by reason of race, color, religion, sex, or national origin. We engage in a continuing and evolving effort to seek out prospective applicants for employment. The Annual EEO Reports herein exemplify those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of diverse and qualified employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. We periodically re-evaluate the recruitment process to enhance wide dissemination. As a result, we believe our overall package of recruiting initiatives has been successful over the past two reporting periods.

Full-Time Vacancies Filled:

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
Account Executive	08/2/21	1	3	1,2,3,4,5,6,7,8,9,1,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,27,31,32,33,34,35,37,38,39,40, 41	2

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, email, URL	Source Requested Notification	Referrals from this source
1	Forever Media Web Anna Steele 123 Blaine Road Brownsville, PA 15417 Foreverpittsburgh.com	No	0
2	Forever Media ON-AIR RADIO STATIONS WOGG/WPKL 123 Blaine Road Brownsville, PA 15417 724-938-2000 www.careers@forevermediainc.com	No	2
3	Walk-Ins, Employee/ Client Referrals/Other David Pavlic, Sales Manager 123 Blain Road Brownsville, PA 15417 724-938-2000 careers@forevermediainc.com	No	0
4	Indeed 177 Broad Street,6 th Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	No	1
5	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 tmartin@forevermediainc.com	No	0
6	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 410-822-3301 ptibbitt@forevermediainc.com	No	0
7	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 nbrino@forevermediainc.com	No	0
8	Forever Media – Internal Posting – Wheeling Judy Vavrek 56325 High Ridge Road Bellaire, OH 43906 740-676-5661 jvavrek@forevermediainc.com * Sold 10/31/21	No	0
9	Internal Job Posting – Hollidaysburg 1 Forever Drive, Hollidaysburg, PA 1664 Jody Downing 814-941-9800 jdowning@forevermediainc.com	No	0
10	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417	No	0

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	Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com		
11	Internal Job Posting – Johnstown 109 Plaza Drive, Johnstown, PA 15905 Shelly Lovenduski 814-255-4186 slovenduski@forevermediainc.com	No	0
12	Internal Job Posting – Lebanon, PA 440 Rebecca Street Lebanon, PA 17046 717-272-7651 tritchie@forevermediainc.com	No	0
13	Internal Job Posting – Meadville/Franklin 900 Water St. Meadville, PA 16335 814-724-1111 jhamilton@forevermediainc.com	No	0
14	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 sgay@forevermediainc.com	No	0
15	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 dmccartney@foreverpittsburgh.com	No	0
16	Internal Job Posting – State College 2551 Park Center Blvd. State College, PA 16801 814-237-9800 lspecht@forevermediainc.com	No	0
17	Internal Job Posting – Sharon 87 Stambaugh Ave., Suite 3 Sharon, PA 16146 724-308-7208 jhamilton@forevermediainc.com	No	0
18	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com	No	0
19	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 302-478-2700 bclifford@forevermediainc.com	No	0
20	Bethany College John E. Osborne 31 E. Campus Drive Bethany WV 26032 304-829-7395 josborne@bethanywv.edu	No	0
21	California Univ of Pennsylvania Rhonda Gifford, Director 250 University Avenue California PA 15419	No	0

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	724-938-1510 https://app.joinhandshake.com		
22	CareerLink – Washington PA C. North 90 W. Chestnut Street, Suite 190 LL Washington, PA 15301 724-223-4500 cnorth@pa.gov	No	0
23	CareerLink Centers-Beaver Falls, PA James Mackin 2103 Ninth Avenue Beaver Falls, PA 15010 724-728-4860 jobtraining@jtbc.org	No	0
24	OhioValleyHelpWanted.com Eric Straus, President 14 Moonstone Lane Lagrangeville, NY 12540 800-365-8630 Eric.straus@regionalhelpwanted.com	No	0
25	Clarion University Bill Bailey, Director 419 Becht Hall, 840 Wood Street Clarion PA 16214 814-393-2323 recruit@clarion.edu	No	0
26	Eastern Gateway Comm College Career Services Center 400 Sunset Blvd. Steubenville, OH 43952 740-266-9665 adaly@egcc.edu	No	0
27	Franciscan University of Steubenville Dr. Dave Schaeffer 1235 University Boulevard Steubenville OH 43952 740-284-5391 https://app.joinhandshake.com	No	0
28	Media Association of Pittsburgh Trisha Duffy Pittsburgh, PA VPCommunication@mediaPittsburgh.com	No	0
29	PA Association of Broadcasters Gail Ponti 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 www.pab.org	No	0
30	Penn State - Fayette Campus Brittany Will 2201 University Drive LeMont Furnace PA 15456 724-430-4100 Bmw6394@psu.edu	No	0
31	Pittsburgh Technical College Career Services Center 1111 McKee Road Oakdale PA 15071	No	0

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	412-809-5100 careerservices@ptcollege.edu		
32	Regional Economic Dev Assoc. Service Rep 110 Main St. 3 rd Floor-P.O. Box 1029 Wheeling WV 26003 304-232-7722 tmarking@redp.org	No	0
33	Robert Morris University Career & Professional Develop Ctr 6001 University Boulevard Moon Twp, Pittsburgh PA 15108 412-397-6333 careers@rmu.edu	No	0
34	West Liberty State College Christopher McPherson, Director PO Box #295, Route #88 West Liberty WV 26074 304-336-8018 christopher.mcperson@westliberty.edu lsdc@westliberty.edu	No	0
35	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, PA 15260 412-624-4141 https://app.joinhandshake.com	No	0
36	Indiana University of Pennsylvania 1101 South Drive Indiana, PA 15705 724-357-2100 https://app.joinhandshake.com	No	0
37	Carlow University 3333 Fifth Avenue Pittsburgh, PA 15213 412-578-6000 https://app.joinhandshake.com	No	0
38	Geneva College 3200 College Avenue Beaver Falls, PA 15010 721-846-5100 https://app.joinhandshake.com	No	0
39	Youngstown State University 1 University Plaza Youngstown, OH 44555 330-941-3000 https://app.joinhandshake.com	No	0
40	Linked In www.linkedin.com	No	0
41	Slippery Rock University 1 Morrow Way Slippery Rock, P 16057 800-778-9111 https://app.joinhandshake.com	No	0
		Total	3

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/21/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Wilmington University - Participated in the 2021 Virtual Spring Career Fair- Colleges of Business, Technology, Art & Sciences. This event was designed to bring students together with employers and alumni from hundreds of businesses, industry and public service to discuss student career options, internships and full-time employment opportunities.	Diane Fetty, CHRD represented all of the Forever Media stations
2	4/29/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	OhioMeansJobs Area 16 Virtual Job Fair- Job fair was open to all employers regardless of industry to connect job seekers with employers in the region.	Diane Fetty, CHRD represented Bellaire, OH, Robinson Twp., PA and Brownsville, PA stations
3	8/12/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Pennsylvania CareerLink Day- The event featured open interviews and information on employment and career opportunities. Information on all current employment opportunities with Forever Media Inc. was offered to attendees. In addition, the information was left with Pennsylvania CareerLink of Greene County to be used with future candidates looking for employment.	Jennifer Martin represented all of the Forever Media stations.
4	8/17 and 8/18/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	APG Chesapeake Virtual Job Fair- open to all employers to connect with job seekers.	Diane Fetty, CHRD represented all of the Forever Media stations
5	9/29/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	MD-PA College Center Alliance- Opportunity to Connect with thousands of students at the Fall 2021 Virtual Career Fair for the MD-PA College Career Center Alliance: Dickinson College, Gettysburg College, Goucher College, Hood College, McDaniel College, Mount St. Mary's University, Muhlenberg College, Notre Dame of Maryland University, St. John's College, and Washington College	Diane Fetty, CHRD represented all of the Forever Media stations
6	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Point Park University- connected with students of Roland School of Business to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
7	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Thomas Jefferson University- Jefferson Falls East-connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
8	10/13/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Fall Job Fair @ PA CareerLink Greene County- Wednesday October 13, 2021. 11am-2pm. Forever Media-Brownsville participated in the Fall Job Fair @ PA CareerLink Greene County at 200 Greene Plaza; Waynesburg, PA 15370. The event featured open interviews and information on employment and career	David Pavlic, GSM, represented all of the Forever Media stations

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			opportunities from nearly 30 vendors in a variety of fields. These included automotive repair, banking, county government, energy (coal, oil & gas), healthcare, hospitality, graphic design, maintenance, manufacturing, media, retail, social services, teaching, and transportation. Information on all current employment opportunities with Forever Media Inc. was offered to attendees. In addition, the information was left with PA CareerLink of Greene County to be used with future candidates looking for employment	
9	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair - opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
10	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Seton Hill University - opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
11	10/27/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	DOL JF at Chase Center- opportunity to discuss career opportunities and full-time employment with the attendees.	Don Dalesio and Steve Viehmeyer represented all of the Forever Media stations.
12	11/11/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Point Park University- opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
13	2/16/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 NE Ohio Regional Career Exploration Fair (school attendees: The University of Akron Baldwin Wallace, Walsh University, Youngstown State University, Mount Union, Cleveland State University, Ursuline, Hiram College, Lake Erie College, Cuyahoga Community College, Stark State). Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
14	2/25/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>Juniata Career Day</u> - Participation in the virtual 2 Juniata College Career Day virtual event. This event was designed to bring students together with employers and alumni from 120+ business, industry and public service to discuss student career options, internships and full-time employment opportunities.	Bethany Hildebrand, GSM. represented all of the Forever Media stations
15	2/28/2022	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS</u> Virtual participation in the 2022 PSU College of communications Virtual JobExpo. The Pennsylvania State University's College of Communications is the largest ACEEJMC accredited undergraduate communications program in the country. This Job Expo is	Diane Fetty, CHRD represented all of the Forever Media stations

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			<p>9designed for Penn State’s top-notch a10dvertising, public relations, film/video, journalism, media studied and telecommunications students and alumni to meet with Radio Broadcasting Groups, public relations firms, newspapers, magazines, production companies and broadcast and cable organizations. We have found that participation in this Job Expo has provided us an opportunity to meet strong candidates with relevant experience in an extremely efficient manner covering the entire mid-Atlantic region.</p>	
16	3/1/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 McDaniel College Virtual Job & Internship Fair. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
17	3/8/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Delaware’s 2022 Communications, Marketing & Media Career Meetup. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
18	3/30/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	The Greater Connellsville Chamber of Commerce. Opportunity to meet with job seekers.	David Pavlic represented all of the Forever Media stations
19	Ongoing	#2 Hosted Job Fairs	FOREVER MEDIA hosts an on-going job fair on its website www.forevermediainc.com where applicants have an opportunity to view open positions, by market, and submit a resume.	Diane Fetty, CHRDR
20	None this period.	#5 Forever Media Internship Program	Forever Media Radio helps prepare students to take their place in society as active, critical and engaged media professionals. We provide internship opportunities to students every year. We work to design a program that allows students to earn college credit for hands on experience at the radio station. The Internships are designed to meet the needs of the radio station and academic requirements of the college or university where the student is enrolled. Each internship is uniquely designed to help prepare students to take their place in society as active, critical and engaged media professionals. Students may work with the News Director, Program Director, Business Manager, Chief Engineer, Sales Manager or the General Manager to fulfill their internship. Promotional interns. They helped develop, plan, implement, and recap ways to market and promote the station group. They attend Live Action Broadcasts for the radio network and	

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			help promote the event.	
21	4/21/21 & 4/22/21	#8 Establishment of Training Programs for Station Personnel	All Access Radio Summit Webinar. 2 days of Programming, Promotions, production, and research topics presented by industry professionals. The information was shared with Forever Media's Program Directors during their bi-monthly telephone conference calls	Mike Stevens, Corporate Program Director
22	5/20/21	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a virtual meeting. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike Sherry, VP of Sales
23	12/9/21	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a virtual meeting. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike Sherry, VP of Sales
24	Bi-Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media Corporate Program Director, Mike Stevens, conducts a bi-monthly telephone conference call with the Program Directors and General Managers to review, guide and train in order to help them succeed in their careers and the overall operation of the Radio Stations. These calls routinely include coaching and support from Forever Media President Lynn Deppen and Radio Consultant Joel Raab.	Program Directors and GMs with Mike Stevens
25	Weekly	#8 Establishment of Training Programs for Station Personnel	A weekly telephone conference call is held on Thursdays at 10:31 am with Production Directors and copywriters, who are divided into group, to share ideas for commercials and promos.	Production Directors and Copywriters
26	Weekly	#8 Establishment of Training Programs for Station Personnel	A weekly telephone conference call is held on Tuesdays at 10:31 am with the programming air staff, who are divided into group, to share ideas on air content.	Programming Staff
27	Occasionally	#8 Establishment of Training Programs for Station Personnel	Mike Stevens will occasionally share a webinar or presentation to programming and/or production directors and copywriters as they are held by consultants and other broadcast organizations.	Programming/Production Staff
28	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media Corporate Program Director, Mike Stevens conducts a monthly telephone conference call with Production Directors and Copy Writers to guide, and train in order to help them succeed in their careers, as well as share ideas and talk about trends in copy writing and production. These calls include coaching and support from Mike.	Production Directors and Copywriters with Mike Stevens
29	Daily	#8 Establishment of Training Programs for Station Personnel	Account Executives are provided with daily group sales meetings to further their understanding of sales, communication, marketing	Sales Staff

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			trends/opportunities and sales information. These morning meetings are usually led by the General Sales Manager or General Manager. When individual training is required, the Account Executives are assisted by the General Sales Manager and/or the General Manager.	
30	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch (previously Matrix Solutions) to the Sales Department. Matrix offers a web-based media-specific software platform that enables the sales department to maximize their advertising opportunities. The program provides media sales workflow while giving the exact information needed for prospecting, managing, evaluating, and closing business. Training tools for all aspects of sales are provided and available within this program.	All Management and sales staff
31	Annually and upon hire	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principals of equal employment opportunity and intends to provide a work environment free from unlawful discrimination of any kind. In keeping with this commitment, upon hire, all new employees are put through Sexual Harassment training and every employee trained annually.	All Employees
32	Weekly	#8 Establishment of Training Programs for Station Personnel	Forever Media incorporates an additional level of employee training with the ThinkZoom-P1Learning program. P1Learning provides on-line training and operations development solutions focused exclusively on the media industry. P1 provides selling techniques and concepts, tips, training, development leadership advice and legal compliance requirements to salespersons, human resources, supervisors and management. All Forever Media employees have access to hundreds of interactive courses, tests and written materials on a variety of topics relevant to the industry.	All Employees
33	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media General Managers schedule weekly, daily and individual meetings with Sales Account Executives to review, guide and train in order to help each succeed in their career. Additionally, every Tuesday morning, the Vice-President of Sales conducts a telephone-conferenced webinar to mentor all Forever Media station General Managers, General Sales Managers, Market Managers through a process of informal discussion of	VP of Sales, GM's, GSM's, Sales Staff, Market Managers

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			knowledge, education, coaching and support as it relates to work, career, or professional development.	
34	Ongoing	#8 Establishment of Training Programs for Station Personnel	The station's General Manager, General Sales Manager and Account Executives routinely train on-line with the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. These educational and instructional courses are designed to improve our sales team's knowledge about radio and offers educational/instructional courses designed to improve management, daily operations and leadership of the Radio Stations.	Sales Staff
35	Ongoing	#8 Establishment of Training Programs for Station Personnel	The General Manager and General Sales Manager have routinely trained on-line with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling).	GM's, GSM's
36	Ongoing	#8 – Establishment of Training Programs for Station Personnel	Forever Media makes available Marketron. Marketron offers a web-based media-specific software platform that enables the traffic departments, production departments, and business managers to maximize their managing and invoicing of commercials, non-traditional revenue and digital. Training tools for all aspects are provided and available within this program.	Traffic Staff, Programming Staff, and Business Managers
37	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Nielsen. Nielsen offers platform training for the sales department. Training tools for all aspects are provided and available within this program including a monthly calendar of training sessions.	Sales Staff
38	10/27/21	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University-Future of Broadcast Day-program for broadcast students. Panelists from the PAB's Board of Directors gave their valuable input to the students to help prepare and encourage them for a career in broadcasting.	Mike Sherry, VP of Sales
39	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 123 Blaine Road, Brownsville, PA 15417 to organizations such as the Boy and Girl Scouts, elementary and high school 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	

			<p>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 station formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups. To request a tour contact: Forever Media, Inc. 123 Blaine Road Brownsville, PA 15417, Attention: GSM or call 724-938-2000</p>	
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