

**Robinson Township, PA      ANNUAL EEO PUBLIC FILE REPORT**

<b>Facility ID:</b>	<b>Date Report Covers:</b> April 1, 2021- March 31, 2022	<b>Employer:</b> Forever Media, Inc.	<b>Job Search to:</b> careers@forevermediainc.com
<b>13711</b>	<b>Stations, City of License:</b> WOGI-FM-Moon Township, PA	<b>Employment Unit Address:</b> 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15025	<b>Contact Person, Title, email, phone number:</b> Michael Vennare, GM
<b>24999</b>	WKPL-FM-Ellwood City, PA	<b>On-Line Public File location:</b> www.foreverpittsburgh.com	<a href="mailto:mvenarre@forevermediainc.com">mvenarre@forevermediainc.com</a>
<b>13710</b>	WOHI-East Liverpool, OH		412-275-3393
<b>65408</b>	WLYI-FM-Burgettstown, PA		

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	7/16/21	1	1	1,3,4,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,31,32,34,35,36,37,38,39,40,48,49	3
Account Executive	1/18/22	1	4	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,42,43,47,48	47
On-Air Personality	7/6/21	1	4	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,22,23,24,25,26,27,28,29,31,32,33,34,36,37,38,41,45,46,48,50	3
On-Air Personality	1/18/22	1	3	1,3,4,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,44,48,50	4
Total		4	12		

**Full-Time Recruitment Sources Master List:**

<b>Recruitment Source Number</b>	<b>Recruitment Source Name, Address, Phone, Contact, email, URL</b>	<b>Source Requested Notification</b>	<b>Referrals from this source</b>
1	Forever Media Website Anna Steele 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 Foreverpittsburgh.com	No	0
2	Forever Media ON-AIR RADIO STATIONS WOGI/WPKL 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 www.careers@forevermediainc.com	No	0
3	Walk-Ins, Employee/ Client Referrals/Other Michael Vennare, GM 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 careers@forevermediainc.com	No	5
4	Indeed 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	No	1
5	Internal Posting-Bellaire 56325 High Ridge Road Bellaire, OH 43906 740-6765661 Judy Vavrek jvavrekl@forevermediainc.com *Sold October 31, 2021	No	0
6	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com	No	0
7	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com	No	0
8	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	No	0
9	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 Nick Brino 866-664-1037 nbrino@forevermediainc.com	No	0

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<b>10</b>	Internal Job Posting – Hollidaysburg 1 Forever Drive, Hollidaysburg, PA 1664 Jody Downing 814-941-9800 jdowning@forevermediainc.com	No	0
<b>11</b>	Internal Job Posting – Johnstown 109 Plaza Drive, Johnstown, PA 15905 Shelly Lovenduski 814-255-4186 slovenduski@forevermediainc.com	No	0
<b>12</b>	Internal Job Posting – Lebanon, PA 440 Rebecca Street Lebanon, PA 17046 Tim Ritchie 717-272-7651 tritchie@forevermediainc.com	No	0
<b>13</b>	Internal Job Posting – Meadville/Franklin 900 Water St. Meadville, PA 16335 Jill Hamilton 814-724-1111 jhamilton@forevermediainc.com	No	0
<b>14</b>	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 Sandra Gay 302-422-7575 sgay@forevermediainc.com	No	0
<b>15</b>	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 Dottie McCartney 412-275-3393 dmccartney@foreverpittsburgh.com	No	0
<b>16</b>	Internal Job Posting – Sharon 87 Stambaugh Ave., Suite 3 Sharon, PA 16146 Jill Hamilton 724-308-7208 jhamilton@forevermediainc.com	No	0
<b>17</b>	Internal Job Posting – State College 2551 Park Center Blvd. State College, PA 16801 Andy Kreiser 814-237-9800 akreiser@forevermediainc.com	No	0
<b>18</b>	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com	No	0
<b>19</b>	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Bobbi Jo Clifford 302-478-2700 bclifford@forevermediainc.com	No	0

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<b>20</b>	Bethany College John E. Osborne 31 E. Campus Drive Bethany WV 26032 304-829-7395 josborne@bethanywv.edu	No	0
<b>21</b>	California Univ of Pennsylvania Rhonda Gifford, Director 250 University Avenue California PA 15419 724-938-1510 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>22</b>	CareerLink – Washington PA C. North 90 W. Chestnut Street, Suite 190 LL Washington, PA 15301 724-223-4500 cnorth@pa.gov	No	0
<b>23</b>	CareerLink Centers-Beaver Falls, PA James Mackin 2103 Ninth Avenue Beaver Falls, PA 15010 724-728-4860 jobtraining@jtbc.org	No	0
<b>24</b>	OhioValleyHelpWanted.com Eric Straus, President 14 Moonstone Lane Lagrangeville, NY 12540 800-365-8630 eric.straus@regionalhelpwanted.com	No	0
<b>25</b>	Clarion University Bill Bailey, Director 419 Becht Hall, 840 Wood Street Clarion PA 16214 814-393-2323 recruit@clarion.edu	No	0
<b>26</b>	Slippery Rock University 1 Morrow Way Slippery Rock, P 16057 800-778-9111 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>27</b>	Eastern Gateway Comm College Career Services Center 400 Sunset Blvd. Steubenville, OH 43952 740-266-9665 adaly@egcc.edu	No	0
<b>28</b>	Franciscan University of Steubenville Dr. Dave Schaeffer 1235 University Boulevard Steubenville OH 43952 740-284-5391 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>29</b>	Media Association of Pittsburgh Trisha Duffy Pittsburgh, PA VPCommunication@mediaPittsburgh.com	No	0

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<b>30</b>	PA Association of Broadcasters Gail Ponti 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 www.pab.org	No	0
<b>31</b>	Penn State - Fayette Campus Steven Wilt 2201 University Drive LeMont Furnace PA 15456 724-430-4100 spw5026@psu.edu	No	0
<b>32</b>	Pittsburgh Technical College Career Services Center 1111 McKee Road Oakdale PA 15071 412-809-5100 careerservices@ptcollege.edu	No	0
<b>33</b>	Regional Economic Dev Assoc. Service Rep 110 Main St. 3 <sup>rd</sup> Floor-P.O. Box 1029 Wheeling WV 26003 304-232-7722 tmarking@redp.org	No	0
<b>34</b>	Robert Morris University Career & Professional Develop Ctr 6001 University Boulevard Moon Twp, Pittsburgh PA 15108 412-397-6333 https://app.joinhandshake.com	No	0
<b>35</b>	West Liberty State College Christopher McPherson, Director PO Box #295, Route #88 West Liberty WV 26074 304-336-8018 Christopher.mcpherson@westliberty.edu	No	0
<b>36</b>	Geneva College 3200 College Avenue Beaver Falls, PA 15010 855-979-5563 https://app.joinhandshake.com	No	0
<b>37</b>	Indiana University of PA 1011 South Drive Indiana, PA 15705 724-357-2100 https://app.joinhandshake.com	No	0
<b>38</b>	University of Pittsburgh 4200 5 <sup>th</sup> Avenue Pittsburgh, PA 15260 412-624-4141 https://app.joinhandshake.com	No	0
<b>39</b>	Youngstown State University 1 University Plaza Youngstown, OH 44555 330-941-3000 https://app.joinhandshake.com	No	0
<b>40</b>	LinkedIn www.linkedin.com	No	0

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41	Radio Online www.radioonline.com		0
42	Edison Local Schools Leah Eft Career Pathways Coach Leah.eft@edisonwildcats.org 740-765-4313 x 106	Yes	0
43	Media Recruiter Art Scott Mediarecruiter.com art@mediarecruiter.com 303-400-5150	No	0
44	Joel Rabb 668 Woodbourne Road Suite 202 Langhorne, PA 19047 215-750-6868 www.joeraab.com	No	1
45	Country Aircheck Monta Vaden 941 18 <sup>th</sup> Avenue, 2 <sup>nd</sup> Floor Nashville, TN 37212 www.countryaircheck.com	No	1
46	All Access 24955 Pacific Coast Highway, C303 Malibu CA 90265 www.allaccess.com	No	0
47	TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663		4
48	California Univ of Pennsylvania Rhonda Gifford, Director 250 University Avenue California PA 15419 724-938-1510 https://app.joinhandshake.com	No	0
49	CCAC Pamela Nichols (Boyce) 808 Ridge Avenue, Room SSC 110 Pittsburgh PA 15212 724-325-6770 pnichols@ccac.edu	No	0
50	Pittsburgh Professional Women Beth Caldwell beth@pittsburghprofessionalwomen.com 412-202-6983	No	0
		<b>Total</b>	<b>12</b>

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**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	<b>OhioMeansJobs Area 16 Virtual Job Fair-</b> 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	<b>Pennsylvania CareerLink Day-</b> 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	<b>APG Chesapeake Virtual Job Fair-</b> 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	<b>MD-PA College Center Alliance-</b> 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	<b>Point Park University-</b> connected with students of <b>Roland School of Business</b> 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	<b>Thomas Jefferson University-</b> 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	<b>Fall Job Fair @ PA CareerLink Greene County- Wednesday October 13, 2021. 11am-2pm.</b> Forever Media-Brownsville participated in the <b>Fall Job Fair @ PA CareerLink Greene County</b> at 200 Greene Plaza; Waynesburg, PA 15370. The event featured open interviews and information on employment and career 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,	David Pavlic, GSM, represented all of the Forever Media stations

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			<p>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</p>	
9	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Frostburg State University Virtual Career and Internship Fair</b> - 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	<b>Seton Hill University</b> - 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 designed for Penn State's top-notch advertising, 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	Diane Fetty, CHRD represented all of the Forever Media stations



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			with relevant experience in an extremely efficient manner covering the entire mid-Atlantic region.	
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, CHRD 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, CHRD 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	<b>FOREVER MEDIA</b> hosts an on-going job fair on its website <a href="http://www.forevermediainc.com">www.forevermediainc.com</a> where applicants have an opportunity to view open positions, by market, and submit a resume.	Diane Fetty, CHRD
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 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	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike

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			legal concerns.	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 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.	Sales Staff
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

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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 knowledge, education, coaching and support as it relates to work, career, or professional development.	VP of Sales, GM's, GSM's, Sales Staff, Market Managers
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	Traffic Staff, Programming Staff, and Business Managers

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			maximize their managing and invoicing of commercials, non-traditional revenue and digital. Training tools for all aspects are provided and available within this program.	
<b>37</b>	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
<b>38</b>	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
<b>39</b>	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 2 Robinson Plaza, Suite 410, PA 15205 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 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. 2 Robinson Plaza, Suite 410, Pittsburgh, PA 15205 Attention: GM or call 412-275-3396	