

Robinson, PA ANNUAL EEO PUBLIC FILE REPORT

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| Facility ID | Date Report Covers: June 1, 2023- May 1, 2024 | Employer: Forever Media, Inc. | Job Search to: careers@forevermediainc.com |
| 13711 | Stations, City of License: WOGI (FM), Moon Township, PA | Employment Unit Address: 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15025 | Contact Person, Title, email, phone number: David Pavlic, LSM |
| 24999 | WKPL (FM), Ellwood City, PA | On-Line Public File location: www.foreverpittsburgh.com | dpavlic@forevermediainc.com |
| 13710 | WOHI, East Liverpool, OH | | 412-275-3393 |
| 65408 | WOGH (FM), Burgettstown, PA | | |

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

Forever Media and its affiliates and their Radio Station(s) do not and shall not discriminate, in any manner on the basis of race, ethnicity, religion, gender, or age respecting their recruiting, employment or advertising practices. 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 |
|------------------|------------------|----------------------|----------------------------|--|-------------------------|
| AE | 12/11/23 | 1 | 1 | 1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,38 | 1 |
| Total | | 1 | 1 | | |

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 123 Blaine Road Brownsville, PA 15417 Foreverpittsburgh.com | No | 1 |
| 2 | Forever Media ON-AIR RADIO STATIONS WOGG/WPKL 123 Blaine Road Brownsville, PA 15417 724-938-2000 www.careers@forevermediainc.com | No | 0 |
| 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 | 0 |
| 5 | Linked In www.linkedin.com | No | 0 |
| 6 | PA Association of Broadcasters Gail Ponti 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 www.pab.org | | 0 |
| 7 | Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Tim Martin 301-722-6666 tmartin@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 Doug Hall 866-664-1037 dhall@forevermediainc.com | No | 0 |
| 10 | Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com | No | 0 |
| 11 | Internal Job Posting – Pittsburgh | No | 0 |

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| | 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 Dottie McCartney 412-275-3393 dmccartney@foreverpittsburgh.com | | |
| 12 | Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com | No | 0 |
| 13 | Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 Nanci Black 302-422-7575 nblack@forevermediainc.com | No | 0 |
| 14 | Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Bobbi Jo Clifford 302-478-2700 bclifford@forevermediainc.com | No | 0 |
| 15 | Bethany College John E. Osborne 31 E. Campus Drive Bethany WV 26032 304-829-7395 josborne@bethanywv.edu | No | 0 |
| 16 | CareerLink – Washington PA C. North 90 W. Chestnut Street, Suite 190 LL Washington, PA 15301 724-223-4500 cnorth@pa.gov | No | 0 |
| 17 | CareerLink Centers-Beaver Falls, PA James Mackin 2103 Ninth Avenue Beaver Falls, PA 15010 724-728-4860 jobtraining@jtbc.org | No | 0 |
| 18 | CCAC Pamela Nichols (Boyce) 808 Ridge Avenue, Room SSC 110 Pittsburgh PA 15212 724-325-6770 pnichols@ccac.edu | No | 0 |
| 19 | Eastern Gateway Comm College Career Services Center 400 Sunset Blvd. Steubenville, OH 43952 740-266-9665 adaly@egcc.edu | No | 0 |
| 20 | Edison Local Schools Leah Eft Career Pathways Coach Leah.eft@edisonwildcats.org 740-765-4313 x 106 | Yes | 0 |

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| 21 | Media Association of Pittsburgh Trisha Duffy Pittsburgh, PA VPCommunication@mediaPittsburgh.com | No | 0 |
| 22 | Penn State - Fayette Campus Brittany Will 2201 University Drive LeMont Furnace PA 15456 724-430-4100 Bmw6394@psu.edu | No | 0 |
| 23 | Pittsburgh Technical College Career Services Center 1111 McKee Road Oakdale PA 15071 412-809-5100 careerservices@ptcollege.edu | No | 0 |
| 24 | 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 |
| 25 | West Liberty State College Christopher McPherson, Director PO Box #295, Route #88 West Liberty WV 26074 304-336-8018 christopher.mcpherson@westliberty.edu lsdc@westliberty.edu | No | 0 |
| 26 | Franciscan University of Steubenville Dr. Dave Schaeffer 1235 University Boulevard Steubenville OH 43952 740-284-5391 https://app.joinhandshake.com | No | 0 |
| 27 | Geneva College 3200 College Avenue Beaver Falls, PA 15010 721-846-5100 https://app.joinhandshake.com | No | 0 |
| 28 | Indiana University of Pennsylvania 1101 South Drive Indiana, PA 15705 724-357-2100 https://app.joinhandshake.com | No | 0 |
| 29 | PennWest California Univ of Pennsylvania, Clarion University and Edinboro University https://app.joinhandshake.com | No | 0 |
| 30 | Slippery Rock University 1 Morrow Way Slippery Rock, PA 16057 800-778-9111 https://app.joinhandshake.com | No | 0 |
| 31 | University of Pittsburgh 4200 Fifth Avenue Pittsburgh, PA 15260 412-624-4141 | No | 0 |

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| | https://app.joinhandshake.com | | |
| 32 | Youngstown State University 1 University Plaza Youngstown, OH 44555 330-941-3000 https://app.joinhandshake.com | No | 0 |
| 33 | All Access 24955 Pacific Coast Highway, C303 Malibu CA 90265 www.allaccess.com (Programming only) | No | 0 |
| 34 | Country Aircheck Monta Vaden 941 18 th Avenue, 2 nd Floor Nashville, TN 37212 www.countryaircheck.com (Programming only) | No | 0 |
| 35 | Radio Online www.radioonline.com (Programming only) | No | 0 |
| 36 | Joel Rabb 668 Woodbourne Road Suite 202 Langhorne, PA 19047 215-750-6868 www.joeraab.com (Programming only) | No | 0 |
| 37 | TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663 | No | 0 |
| | | Total | 1 |

Outreach Activities List:

| Outreach Number | Date | Recruitment Initiative | Description | Participants |
|-----------------|-----------|--|---|---|
| 1 | 9/12/2023 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <p>PA CareerLink Greene County Resource & Career Fair on Tuesday, September 12, 2023 from 10am-2pm.</p> <p><i>Forever Media-Brownsville/Pittsburgh (WOGG-FM/WOGH-FM/WOGL-FM/WKPL-FM/WPKL-FM) participated in the PA CareerLink Greene County Resource & Career Fair on Tuesday, September 12, 2023 from 10am-2pm at 200 Greene Plaza; Waynesburg, PA 15370. The event featured open discussion, information on employment and career opportunities from 19 vendors in a variety of fields. These included childcare & tutoring services, county government, education (colleges, universities & trade schools), employment services, energy (coal, gas & oil), law enforcement & rehabilitation, media, senior care facilities & services, and transportation.</i></p> <p><i>Information on current employment opportunities with Forever Media Inc. was offered to attendees.</i></p> | Amanda Syner, Sales Assistant represented Forever Media, Inc. |
| 2 | 10/25/23 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <p>Frostburg State University Virtual Career and Internship Fair. Engaged with students and alumni seeking employment opportunities.</p> | Diane Fetty represented all of the Forever Media stations. |
| 3 | 11/2/23 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <p>University of Delaware's 2023 Communications, Marketing and Media Career Meetup. Engaged with students and alumni seeking full-time, part-time and seasonal career opportunities and career advice relating to advertising, branding, communications, graphic design, public relations and media.</p> | Diane Fetty represented all of the Forever Media stations. |
| 4 | 3/26/24 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <p>Point Park University The SAEM Career Fair will take place in Lawrence Hall on Point Park's downtown Pittsburgh campus. The fair will offer a great opportunity for employers to recruit and network with SAEM students and a variety of other students in majors that fit well with the current or future internship and job openings you are promoting</p> | David Pavlic, GSM & Melissa Kasula/AE |
| 5 | 3/27/24 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <p>Frostburg State University Virtual Career and Internship Fair. Engaged with students and alumni seeking employment opportunities.</p> | Diane Fetty represented all of the Forever Media stations. |

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| 6 | 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, CHRD |
| 7 | 12/12/23 | #2 Hosted Job Fairs | Forever Media in Robinson Twp. PA hosted an in-house job fair. | David Pavlic, GSM and staff |
| 8 | Ongoing | #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. | None this period |
| 9 | 6/7/23 | #8 Establishment of Training Programs for Station Personnel | Ask Me anything Episode 4 – Qualitative Research In this fast-paced 15-minute webinar moderated by Client Services Director Kimberly Bryant, Jay and Meghan will answer your questions about qualitative research, including: What’s the difference between qualitative and quantitative research? When should I use qualitative research and when should I use quantitative research? What are the benefits of pairing qualitative and quantitative and what order they should be in? What are the benefits of an online discussion group vs. a traditional focus group and vice versa? What is an IDI? What are some themes we’ve seen from qualitative research in the past year? | Mike Stevens, Corporate Program Director |
| 10 | 6/8/23 | #8 Establishment of Training Programs for Station Personnel | Westwood One Advisory Board Call | Lynn Deppen, President Mike Stevens, Corporate Program Director |
| 11 | 6/21/23 | #8 Establishment of Training Programs | Ok Boomer A Conversation with Gen Z Description: Gen-Z personalities and | Mike Stevens, Corporate Program Director |

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| | | for Station Personnel | programmers compare notes with experienced industry veterans, to better understand how to connect and appeal to the next generation of audio consumers, employees, and co-workers in 2023 and beyond. | |
| 12 | 6/27/23 | #8 Establishment of Training Programs for Station Personnel | Copywriting Webinar A free 30-minute webinar on Wednesday, June 7 at 1p ET on <i>Radio Ink's</i> Facebook page about copywriting | Mike Stevens, Corporate Program Director |
| 13 | 7/12/23 | #8 Establishment of Training Programs for Station Personnel | Ask Me Anything - Episode 5: Personality/Show Research In our fourth Ask Me Anything (AMA) Webinar, consultants Jay Nachlis and Meghan Campbell answered questions related to qualitative research. In our next fast-paced 15-minute webinar moderated by Client Services Director Kimberly Bryant, Jay and Meghan will answer your questions about personality/show research, including: What are some of the best ways to measure the appeal of personalities and shows? How long should you wait before including a personality or show in a study? What are some of the most important things you can learn from personality research? Are there any personalities you shouldn't include in research? | Mike Stevens, Corporate Program Director |
| 14 | 8/16/23 | #8 Establishment of Training Programs for Station Personnel | Ask Me Anything - Episode 6: The Image Pyramid The Coleman Insights Image Pyramid is the foundation of the insights we provide to our clients. The Image Pyramid states that a radio station's ratings performance is largely based on the relatively simple images that listeners possess of that station. In our sixth Ask Me Anything webinar moderated by Client Services Director Kimberly Bryant, consultants Jay Nachlis and Meghan Campbell will answer your questions about the Image Pyramid and the layers that comprise it, such as: Why is a station's Base Music or Talk position the most important layer of the Image Pyramid? Why isn't Personality the most important layer? What are some challenges you see with some stations' Image Pyramids? What's an example of a great radio station's Image Pyramid? Does the Image Pyramid only apply to radio or can it apply to other media? | Mike Stevens, Corporate Program Director |
| 15 | 9/13/23 | #8 Establishment of | AQ5: Radio Talent in the AI Era | Mike Stevens, Corporate |

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| | | Training Programs for Station Personnel | | Program Director |
| 16 | 9/28/23 & 9/29/23 | #8 Establishment of Training Programs for Station Personnel | Pennsylvania Association of Broadcasters held an in-person annual Board of Directors meeting at the Omni Hotel in Pittsburgh, PA. | Mike Sherry, VP of Sales |
| 17 | 10/12/23 | #8 Establishment of Training Programs for Station Personnel | Checking in on the World's First AI presenter – Is this Radio's future. Description: How Dylan Salisbury created the world's first AI radio presenter and what it means for broadcasters. Host(s): Global Radio Ideas, Ken Benson, Andreas Sannemann, Dylan Salisbury. | Mike Stevens, Corporate Program Director |
| 18 | 10/18/23 | #8 Establishment of Training Programs for Station Personnel | AM Mike Stevens held a webinar with Program Directors from Westwood One and the Program Directors using Westwood One products. | Mike Stevens, Corporate Program Director |
| 19 | 10/25/23 | #8 Establishment of Training Programs for Station Personnel | Scary Research Stories - Description: Just in time for Halloween, our next Coleman Insights Ask Me Anything will delve into some of the things that haunt our dreams...err..nightmares. While you can be sure we'll offer valuable treats in this AMA, pay attention to the tricks...as we share some of the scariest things we see in research that you'll want to avoid. If the ratings ghosts keep you up at night and it feels like you're just spinning your wheels, don't worry pumpkin! Just ask us "witch" way to use research to escape the dungeon. It's not magic. It's a Coleman Insights Ask Me Anything event. | Mike Stevens, Corporate Program Director |
| 20 | 11/9/23 | #8 Establishment of Training Programs for Station Personnel | The Spoken Word Audio Report from NPR and Edison Research | Mike Stevens, Corporate Program Director |
| 21 | 11/29/23 | #8 Establishment of Training Programs for Station Personnel | Political Advertising Compliance Refresher Webinar – PAB and Michigan State Broadcasters | Mike Stevens, Corporate Program Director |
| 22 | 11/29/23 | #8 Establishment of Training Programs for Station Personnel | FCC Political Broadcasting Requirements – Getting Ready for 2024 Webinar highlighting the issues in political broadcasting. | Managers and GSMS |
| 23 | 12/11/23 | #8 Establishment of Training Programs for Station Personnel | Westwood One Advisory Board | Lynn Deppen, President Mike Stevens, Corporate Program Director |
| 24 | 12/13/23 | #8 Establishment of Training Programs for Station Personnel | Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those | Lynn Deppen, President Mike Stevens, Corporate Program Director |

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| | | | deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects. | |
| 25 | 12/23/23 | #8 Establishment of Training Programs for Station Personnel | Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects. | Mike Stevens, Corporate Program Director |
| 26 | 1/10/24 | #8 Establishment of Training Programs for Station Personnel | Luminate: Year End Music Webinar Description: 2023 Year-End Music Webinar where members of our expert insights team will talk through Luminate's 2023 Year-End Music Report, giving context to the data that highlights some of the industry's biggest trends over the past year. | Mike Stevens, Corporate Program Director |
| 27 | 1/17/24 | #8 Establishment of Training Programs for Station Personnel | RAB Live Presentation - Key Takeaways from CES 2024, the Consumer Electronics Show | Mike Stevens, Corporate Program Director |
| 28 | 1/24/24 | #8 Establishment of Training Programs for Station Personnel | Rising Above is a day-and-a-half live virtual training event designed to teach, coach, inspire and motivate attendees to rise above the challenges of today's sales and management environment. | David Pavlic, GSM |
| 29 | 1/25/24 | #8 Establishment of Training Programs for Station Personnel | Rising Above is a day-and-a-half live virtual training event designed to teach, coach, inspire and motivate attendees to rise above the challenges of today's sales and management environment. | Sales Team/Brownsville and Robinson locations |
| 30 | 2/15/24 | #8 Establishment of Training Programs for Station Personnel | AI's Role, Impact and Future on Local Broadcasting: A Conversation with the NAB Sam Matheny Chief Technology Officer, NAB. With the meteoric rise in AI, what do broadcasters need to know about what's on the horizon. In this session, the NAB will define AI, what technologies are available to enhance local broadcasts, and tips to avoid potential pitfalls. | Mike Stevens, Corporate Program Director |
| 31 | 2/28/24, 2/29/24 & 3/1/24 | #8 Establishment of Training Programs for Station Personnel | Country Radio Seminar (CRS), a three-day educational event held on February 28 – March 1, 2024, at the Omni in Nashville, TN, gathers key business leaders in various radio and music industry fields, featuring presentations on best business practices, emerging technology, personal career development, and new music showcases. | Mike Stevens, David Davies, Nancy Gleason, Jeremy Mulder and Scott Donato |

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| 32 | 4/15/24 | #8 Establishment of Training Programs for Station Personnel | QUU-Radio's Place in America's Top-Selling New Vehicles webinar. This first-of-its-kind study uncovers radio's strengths and areas for growth in vehicles, the #1 location for listening. Get the 2024 Dashboard Scoreboard, six key findings, and recommendations from Fred Jacobs, Paul Jacobs, Joe D'Angelo, and Mike McVay | Mike Stevens, Corporate Program Director |
| 33 | 4/25/24 | #8 Establishment of Training Programs for Station Personnel | 2024 Techsurvey-All Industry Webinar sponsored by InsideRadio. | Mike Steven, Corporate Program Director |
| 34 | 4/25/24 & 4/26/24 | #8 Establishment of Training Programs for Station Personnel | Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting and Awards Luncheon at the Harrisburg Hilton. | Mike Sherry - VP Sales Dave Davies - Market Manager, Linda Prophet - GSM, Joe Keane - GSM, David Pavlic - GSM, Eric Weiss - PD, Joe Bleacher, Melissa Kubik, Melissa Kasula |
| 35 | Weekly | #8 Establishment of Training Programs for Station Personnel | The sales staff in the Brownsville and Robinson locations take part in weekly training through P-1 Learning's 10 Minute Trainer Course | David Pavlic, GSM Robinson and Brownsville Sales Staff |
| 36 | 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. | Program Directors and GMs with Mike Stevens |
| 37 | 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 |
| 38 | 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 |
| 39 | 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 |
| 40 | 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 | Sales Staff |

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| | | | 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. | |
| 41 | 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 |
| 42 | Monthly | #8 Establishment of Training Programs for Station Personnel | Forever Media makes available Monarch Solutions to the Sales Department. Monarch 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 |
| 43 | Annually and upon hire | #8 Establishment of Training Programs for Station Personnel | Forever Media supports and has a commitment to the principles 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 |
| 44 | Ongoing | #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 |
| 45 | Weekly | #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. | VP of Sales, GM's, GSM's, Sales Staff, Market Managers |

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| | | | 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. | |
| 46 | 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 |
| 47 | 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 |
| 48 | 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 |
| 49 | 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 |
| 50 | Weekly | #8 Establishment of Training Programs for Station Personnel | Establishment of Digital sales products. Marketron offers a web-based digital-specific software platform that enables the sales, sales management to provide digital products to our clients. Training is ongoing and is incorporated into their weekly sales training sessions. | All Management and Sales Staff |
| 51 | 4/17/24 | #10 Participation of programs relating to career opportunities in broadcasting sponsored by | <i>Point Park University Buyer's Challenge @ Point Park University Rowland School of Business; Sales Center from 4:00pm-6:00pm</i> <i>We were invited by Dorene Ciletti MBA, PhD (Associate Professor and Program</i> | Mike Sherry and David Pavlic, representing Forever Media Inc. |

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| | | educational institutions | Director, Marketing and Sales) to participate in the Rowland School of Business Broadcast Sales Challenge-Spring 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222. Mike and I played the role of media buyer's prospects for the broadcast sales challenge for their Professional Selling class. We each met with a different student every 15 minutes from 4pm-6pm. | |
| 52 | 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 | David Pavlic, GSM |
| 53 | 4/29/24 | #16 Radio Station Group Tours | Mike Sherry's daughter's school | Mike Sherry, VP Sales David Pavlic, GSM Station Staff |