

Robinson, PA ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: June 1, 2024- May 31, 2025	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
Account Executive	7/16/2024	1	3	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	1
Account Executive	8/12/24 10/1/24	2	3	1,3,4,5,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37	3 1
Account Executive	5/1/25	1	3	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,18,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37	2
Total		3	9		

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	3
2	Forever Media ON-AIR RADIO STATIONS WOGG/WPKL 123 Blaine Road Brownsville, PA 15417 724-938-2000 www.careers@forevermediainc.com	No	3
3	Walk-Ins, Employee/ Client Referrals/Other David Pavlic, Sales Manager 123 Blain Road Brownsville, PA 15417 724-938-2000 careers@forevermediainc.com	No	2
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	Department of Labor & Industry 411 Seventh Ave. Pittsburgh, Pennsylvania 15219 Phone: 814-871-4301 Email: jpmiller@pa.gov JP Miller	No	0
7	Department of Veterans Affairs 1000 Liberty Ave. Pittsburgh, Pennsylvania 15222 Phone: 800-827-1000 Email: Samuel.green@va.gov Samuel Green	No	0
8	It's About The Warrior Foundation 12590 Perry Highway Suite 700 Wexford, Pennsylvania 15090 Phone: 724-712-1355 Email: itsaboutthewarrior@zoominternet.net Steve Monteleone	No	0
9	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone: 724-842-5061 Email: d.ayers5@comcast.net Deborah Ayers	No	0
10	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone: 412-782-4457 Email: kjevsevar@cotraic.org Kerry Jevsevar	No	0

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

11	Office of Vocational Rehabilitation 531 Penn Ave. Pittsburgh, Pennsylvania 15222 Phone: 412-565-7938 Email: rhodapp@pa.gov Rob Hodapp	No	0
12	PA Association of Broadcasters Gail Ponti 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 www.pab.org	No	0
13	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Jeanne McLaughlin jmclaughlin@forevermediainc.com (until 10/15/24) Tim Martin 301-722-6666 tmartin@forevermediainc.com	No	0
14	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	No	0
15	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 Joe Keane 866-664-1037 jkeane@forevermediainc.com	No	0
16	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com	No	0
17	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 Joyce Nicholson 412-275-3393 jnicholson@forevermediainc.com	No	0
18	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com	No	0
19	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 Nanci Black 302-422-7575 nblack@forevermediainc.com	No	0
20	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810	No	0

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

	Ken Scriven 302-478-2700 kscriven@forevermediainc.com		
21	Bethany College John E. Osborne 31 E. Campus Drive Bethany WV 26032 304-829-7395 josborne@bethanywv.edu	No	0
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	CCAC Pamela Nichols (Boyce) 808 Ridge Avenue, Room SSC 110 Pittsburgh PA 15212 724-325-6770 pnichols@ccac.edu	No	0
25	Eastern Gateway Comm College Career Services Center 400 Sunset Blvd. Steubenville, OH 43952 740-266-9665 adaly@egcc.edu	No	0
26	Media Association of Pittsburgh Trisha Duffy Pittsburgh, PA VPCommunication@mediaPittsburgh.com	No	0
27	Penn State - Fayette Campus Brittany Will 2201 University Drive LeMont Furnace PA 15456 724-430-4100 Bmw6394@psu.edu	No	0
28	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
29	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
30	Franciscan University of Steubenville Dr. Dave Schaeffer	No	0

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

	1235 University Boulevard Steubenville OH 43952 740-284-5391 https://app.joinhandshake.com		
31	Geneva College 3200 College Avenue Beaver Falls, PA 15010 721-846-5100 https://app.joinhandshake.com	No	0
32	Indiana University of Pennsylvania 1101 South Drive Indiana, PA 15705 724-357-2100 https://app.joinhandshake.com	No	0
33	PennWest California Univ of Pennsylvania, Clarion University and Edinboro University https://app.joinhandshake.com	No	0
34	Robert Morris University Career & Professional Develop Ctr 6001 University Boulevard Moon Twp, Pittsburgh PA 15108 412-397-6333 https://app.joinhandshake.com	No	0
35	Slippery Rock University 1 Morrow Way Slippery Rock, PA 16057 800-778-9111 https://app.joinhandshake.com	No	0
36	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, PA 15260 412-624-4141 https://app.joinhandshake.com	No	0
37	Youngstown State University 1 University Plaza Youngstown, OH 44555 330-941-3000 https://app.joinhandshake.com	No	0
38	All Access 24955 Pacific Coast Highway, C303 Malibu CA 90265 www.allaccess.com (Programming only)	No	0
39	Country Aircheck Monta Vaden 941 18 th Avenue, 2 nd Floor Nashville, TN 37212 www.countryaircheck.com (Programming only)	No	0
40	Radio Online www.radioonline.com (Programming only)	No	0
41	TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663	No	1
		Total	9

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	11/6/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career Fair & Internship Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
2	11/8/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Syracuse University-Newhouse School of Public Communications. Fall Virtual Communications, Journalism & Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
3	3/21/25	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2025 Virtual Communications, Journalism & Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
4	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
5	12/10/24	#2 Hosted Job Fairs	Robinson In-House Job Fair on December 10, 2024 Forever Media Robinson hosted an In-House Job fair at the WKPL-FM, WOGH-FM and WOGI-FM studios at 2 Robinson Plaza, Suite 410, Pittsburgh, PA 15205 from 10am-2pm on Tuesday, December 10, 2024. Interviews were available for walk-in applicants. Information about a career with Forever Media was made available for interested people. The career fair was promoted on the stations, ForeverPittsburgh.com and through the stations' social media outlets. David Pavlic and Amanda Syner were on-site for the career fair.	David Pavlic, GSM and staff
6	3/11/25	#2 Hosted Job Fairs	Robinson In-House Job Fair on March 11, 2025 Forever Media Robinson hosted an In-House Job fair at the WKPL-FM, WOGH-FM and WOGI-FM studios at 2 Robinson Plaza, Suite 410, Pittsburgh, PA 15205 from 10am-3pm on Tuesday, March 11, 2025. Interviews were available for walk-in applicants. Information about a career with Forever Media was made available for interested people. The career fair was promoted on all five of our stations, ForeverPittsburgh.com and through the stations' social media outlets. David Pavlic, Joyce Nicholson and Melissa Kasula were on-site for the career fair.	David Pavlic, GSM and staff

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

7	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
8	6/12/24	#8 Establishment of Training Programs for Station Personnel	"CRS360 Tame the Tech Unleash the Potential How AI can be your Ally" Webinar	Mike Stevens, Corporate Program Director
9	6/13/24	#8 Establishment of Training Programs for Station Personnel	"Getting the Most from your station Imaging Voice" Webinar	Mike Stevens, Corporate Program Director
10	6/18/24	#8 Establishment of Training Programs for Station Personnel	"RAB Radio Mercury Awards" Webinar	Mike Stevens, Corporate Program Director
11	7/11/24	#8 Establishment of Training Programs for Station Personnel	"How to Prompt: Unlock the Power of AI" Webinar	Mike Stevens, Corporate Program Director
12	8/1/24	#8 Establishment of Training Programs for Station Personnel	"News in the New Era of Communication" Webinar	Mike Stevens, Corporate Program Director
13	8/14/24	#8 Establishment of Training Programs for Station Personnel	"Navigating Legal Issues involving Sales contests" Webinar	Mike Stevens, Corporate Program Director
14	8/22/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 1" Webinar	Mike Stevens, Corporate Program Director
15	8/27/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 2" Webinar	Mike Stevens, Corporate Program Director

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

16	9/4/24	#8 Establishment of Training Programs for Station Personnel	"Results of the 2024 AQ6 study" Webinar	Mike Stevens, Corporate Program Director
17	10/14/24	#8 Establishment of Training Programs for Station Personnel	RAB Radio Marketing Professional Sales Training Program- <i>Bambi Young from Forever Media-Robinson was enrolled in the 17-course training program. Bambi completed program and passed the 100 question final exam with a score of 85% to earn her Radio Marketing Professional Certification on October 14, 2024.</i>	Bambi Young, AE
18	10/29/24	#8 Establishment of Training Programs for Station Personnel	"Sports Audio Report" Webinar	Mike Stevens, Corporate Program Director
19	11/14/24	#8 Establishment of Training Programs for Station Personnel	"Office hours: Promotion Ideas to Kickstart 2025" Webinar	Mike Stevens, Corporate Program Director
20	11/14/24 and 11/15/24	#8 Establishment of Training Programs for Station Personnel	The Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting at the Harrisburg Hilton.	Dave Davies, Market Manager
21	11/20/24	#8 Establishment of Training Programs for Station Personnel	RAB Live presentation Radio Mercury Awards Webinar	Mike Stevens, Corporate Program Director
22	11/21/24	#8 Establishment of Training Programs for Station Personnel	"The Election is over – What it Means for Broadcasters for 2025 and Beyond" Webinar	Mike Stevens, Corporate Program Director
23	12/5/24	#8 Establishment of Training Programs for Station Personnel	"Second Street Product Roundup – New Features" Webinar	Mike Stevens, Corporate Program Director
24	12/10/24	#8 Establishment of Training Programs for Station Personnel	"Top 10 Findings of 2024" Webinar	Mike Stevens, Corporate Program Director
25	1/15/25	#8 Establishment of Training Programs for Station Personnel	"RAB Live – Key Takeaways from CES" Webinar	Mike Stevens, Corporate Program Director
26	1/15/25	#8 Establishment of Training Programs for Station Personnel	"Transform your morning show Audience into Communities" Webinar	Mike Stevens, Corporate Program Director
27	1/21/25	#8 Establishment of Training Programs for Station Personnel	CRS 2025 Industry Webinar	Mike Stevens, Corporate Program Director
28	1/22/25 1/23/25	#8 Establishment of Training Programs for Station Personnel	Rising Above 2025: A live virtual training event designed to teach, coach, inspire, and motivate you to rise above today's sales and management challenges.	Dave Davies, GM Linda Prophetter, GSM Lauren Kares-Yelk, LSM Kathleen Mercer, AE Jeff Kriner, AE

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

				Jennifer Williams, AE Mark Jackson, AE Cortney Shupe, AE Audrey Clabaugh, AE Erika Howington, AE Eric Weiss, PD Ava Kidd, Digital Strategist
29	1/29/25	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation -Better Together in 2025 Webinar	Mike Stevens, Corporate Program Director
30	2/13/25	#8 Establishment of Training Programs for Station Personnel	What Radio can learn from America's #1 Webinar	Mike Stevens, Corporate Program Director
31	2/19/25 2/20/25 2/21/25	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar (CRS), a three-day educational event held on February 19-21, 2025, 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.	Dave Davies, Market Manager Scott Donato, Program Director
32	3/6/25	#8 Establishment of Training Programs for Station Personnel	The 3 Minute Difference: Nielsen's New Rule and You	Mike Stevens, Corporate Program Director
33	3/20/25	#8 Establishment of Training Programs for Station Personnel	The Infinite Dial 2025 Webinar	Mike Stevens, Corporate Program Director
34	4/2/25	#8 Establishment of Training Programs for Station Personnel	QUU's In Vehicle Visual Reports 2025	Mike Stevens, Corporate Program Director
35	4/10 and 4/11/025	#8 Establishment of Training Programs for Station Personnel	PAB Board of Directors Meeting at the Harrisburg Hilton.	Mike Sherry, VP Sales David Pavlic, GSM Dave Davies, Market Manager Melissa Kasula, Production Director Linda Propheteter, GSM Lauren Kares-Yelk, LSM Joe Bleacher, Digital Strategist Eric Weiss, PD Joe Keane, GSM Patti Tibbitt, GSM
36	4/15/25	#8 Establishment of Training Programs for Station Personnel	TechSurvey 2025 Webinar	Mike Stevens, Corporate Program Director
37	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

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

38	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
39	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
40	Occasionally	#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
41	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
42	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
43	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
44	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	All Management and sales staff

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

			aspects of sales are provided and available within this program.	
45	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
46	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
47	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. 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
48	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
49	Ongoing	#8 Establishment of Training Programs	The General Manager and General Sales Manager have routinely trained on-line	GM's, GSM's

Forever Media EEO Report Robinson, PA 6-1-24 through 5-31-25 FINAL FINAL

		for Station Personnel	with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling).	
50	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
51	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
52	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
53	10/2/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<i>Participated in “The Business of Broadcast: How Sales Powers Media” panel discussion at Point Park University. The panel discussion was sponsored by the Michael P. Pitterich Sales & Innovation Center and the Pennsylvania Association of Broadcasters.</i> <i>Mike and David were two of the panelists answering questions and speaking to a group of 35-40 students and faculty.</i>	Mike Sherry, VP of Sales, David Pavlic, GSM
54	11/20/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University / Pennsylvania Association of Broadcasters Business of Broadcast Sales Challenge @ Point Park University Rowland School of Business; Michael P. Pitterich Sales & Innovation Center on November 20, 2024 4:00pm-6:00pm <i>Mike Sherry and David Pavlic, representing Forever Media Inc, were invited by Dorene Ciletti MBA, PhD (Professor and Program Director, Marketing and Sales) to participate in the Rowland School of Business’s Business of Broadcast Sales Challenge-Fall 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222.</i> Mike and David played the role of a Marketing Director from a local	Mike Sherry, VP of Sales, David Pavlic, GSM

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