

## **EEO PUBLIC FILE REPORT**

WKYE (FM), 96.5, Johnstown, PA  
WFGI-FM, 95.5, Johnstown, PA  
WRKW (FM), 99.1, Ebensburg, PA  
WJHT (FM), 92.1, Johnstown, PA  
WCCL (FM), 101.7, Central City, PA  
WLKH (FM), 105.7, Somerset, PA  
WNTJ (AM), 1490, Johnstown, PA  
WNTI (AM), 990, Somerset, PA

**This EEO Public File Report  
Covers April 1, 2016-March 31, 2017**

This EEO Public File Report is filed in Station **WKYE/WFGI/WRKW/WJHT/WCCL/WLKH/WNTJ/WNTI** public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2017 the station filled the following full-time vacancies:

Sales Account Executives: 5  
Sales Manager: 1  
Traffic Director: 1  
Sales Assistant: 1  
Creative Services Director: 1

### **ACTIVITY TO REPORT THIS PERIOD**

The station interviewed a total of 35 people for all full-time vacancies during the period covered in this report.

### **RECRUITMENT SOURCES USED**

Attachment A contains the following information for the full-time vacancies:

- The recruitment source(s) used to fill each vacancy;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with the vacancies.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Employment Unit Address: 109 Plaza Drive, Johnstown, PA 15905.

If your organization would like to be contacted regarding future vacancies, please contact:

Forever Media Inc.  
109 Plaza Drive  
Johnstown, PA 15905  
Attention: Beth Thomas

Phone: 814-255-4186

Email: [bthomas@forevermediainc.com](mailto:bthomas@forevermediainc.com)

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION**

**FM Radio Licenses, LLC is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We engage in a continuing effort to seek out prospective applicants for employment. We contacted agencies in the area of the station to solicit for full-time open positions of employment. The attachment exemplifies those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of possible**

| <b>RECRUITMENT SOURCES</b>  | <b>CONTACT PERSON</b> | <b>ADDRESS</b>       | <b>CITY - STATE - ZIP</b> | <b>PHONE/FAX/<br/>EMAIL</b> | <b>Did<br/>Source<br/>Request<br/>Notificatio<br/>n?</b> | <b>How many<br/>referrals<br/>from this<br/>source?</b> |
|---|-----------------------|----------------------|---------------------------|-----------------------------|--|---|
| ST FRANCIS COLLEGE  | JULIE BARRIS          | PO BOX 866           |                           | 814-472-3000                | YES  | 0   |
| PAID  | CATHY KIST            | 727 GOUCHER ST       | JOHNSTOWN, PA 15905       |                             | YES  | 0   |
| GOODWILL INDUSTRIES   | HARRY WEIGEL          | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902       | 814-536-3536                | YES  | 0   |
| ALLEGANY COLLEGE<br>OF MD   | DEB HOOVER            | 6022 GLADES PIKE     | SOMERSET, PA 16601        | 814-445-9848                | YES  | 0   |
| CAMBRIA COUNTY DOMESTIC<br>RELATION, EBENSBURG, PA                    | ERIN AU               | 499 MANOR DRIVE      | EBENSBURG, PA 15931       |                             | YES  | 0   |
| PA CAREER LINK<br>JOB GATEWAY   | DEOLEARY@STATE.PA.US  | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904       | 814-533-2493                | NO   | 0   |
| PA HIGHLANDS  | LARRY BRUGH           | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902       | 814-262-6400                | NO   | 0   |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                           | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186                | NO   | 6   |
| FOREVER MEDIA INC<br>INTERNAL POSTING                                 | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186                | NO   | 3   |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJ, WKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186                | NO   | 19  |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186                | NO   | 4   |
| RADIO ONLINE  |                       |                      |                           |                             | NO   | 0   |
| ALL ACCESS  |                       |                      |                           |                             | NO   | 1   |
| INDEED.COM  |                       |                      |                           |                             | NO   | 2   |
| REFERRAL EMPLOYEE   | TERRY DEITZ           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186                | NO   | 0   |

|  |  |                      |                   |              |           |   |
|--|--|----------------------|-------------------|--------------|-----------|---|
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA   | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA       | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA     | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA       | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                   |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                   |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                   | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA |              | <b>NO</b> | 0 |

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** SALES ACCOUNT EXECUTIVES – POSITIONS #1

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened:** 4/1/16

**Total Number Hired:** 1

**Date Vacancy Filled:** 5/1/16

**Total Number of Persons Interviewed for the Vacancy:** 6

### Recruitment Sources Used to Fill the Vacancy

| RECRUITMENT SOURCES   | CONTACT PERSON       | ADDRESS              | CITY - STATE - ZIP  | PHONE/FAX/EMAIL | Did Source Notification? | How many referrals from this source? |
|---|----------------------|----------------------|---------------------|-----------------|--------------------------|--------------------------------------|
| ST FRANCIS COLLEGE  | JULIE BARRIS         | PO BOX 866           |                     | 814-472-3000    | YES                      | 0                                    |
| PAID  | CATHY KIST           | 727 GOUCHER ST       | JOHNSTOWN, PA 15905 |                 | YES                      | 0                                    |
| GOODWILL INDUSTRIES   | HARRY WEIGEL         | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902 | 814-536-3536    | YES                      | 0                                    |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER           | 6022 GLADES PIKE     | SOMERSET, PA 16601  | 814-445-9848    | YES                      | 0                                    |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                       | ERIN AU              | 499 MANOR DRIVE      | EBENSBURG, PA 15931 |                 | YES                      | 0                                    |
| PA CAREER LINK JOB GATEWAY  | DEOLEARY@STATE.PA.US | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904 | 814-533-2493    | NO                       | 0                                    |
| PA HIGHLANDS  | LARRY BRUGH          | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902 | 814-262-6400    | NO                       | 0                                    |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                           | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 1                                    |
| FOREVER MEDIA INC<br>INTERNAL POSTING                                 | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJ, WKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 1                                    |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 2                                    |
| RADIO ONLINE  |                      |                      |                     |                 | NO                       | 0                                    |
| ALL ACCESS  |                      |                      |                     |                 | NO                       | 0                                    |
| INDEED.COM  |                      |                      |                     |                 | NO                       | 2                                    |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPJADMINT@PITT.EDU">UPJADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: SALES MANAGER – POSITION #2**

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened: 4/1/16**

**Total Number Hired: 1**

**Date Vacancy Filled: 5/1/16**

**Total Number of Persons Interviewed for the Vacancy: 6**

### Recruitment Sources Used to Fill the Vacancy

| <b>RECRUITMENT SOURCES</b>  | <b>CONTACT PERSON</b> | <b>ADDRESS</b>       | <b>CITY - STATE - ZIP</b> | <b>PHONE/FAX/EMAIL</b> | <b>Did Source Notification?</b> | <b>How many referrals from this source?</b> |
|---|-----------------------|----------------------|---------------------------|------------------------|---------------------------------|---|
| ST FRANCIS COLLEGE  | JULIE BARRIS          | PO BOX 866           |                           | 814-472-3000           | YES                             | 0   |
| PAID  | CATHY KIST            | 727 GOUCHER ST       | JOHNSTOWN, PA 15905       |                        | YES                             | 0   |
| GOODWILL INDUSTRIES   | HARRY WEIGEL          | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902       | 814-536-3536           | YES                             | 0   |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER            | 6022 GLADES PIKE     | SOMERSET, PA 16601        | 814-445-9848           | YES                             | 0   |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                     | ERIN AU               | 499 MANOR DRIVE      | EBENSBURG, PA 15931       |                        | YES                             | 0   |
| PA CAREER LINK JOB GATEWAY  | DEOLEARY@STATE.PA.US  | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904       | 814-533-2493           | NO                              | 0   |
| PA HIGHLANDS  | LARRY BRUGH           | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902       | 814-262-6400           | NO                              | 0   |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                         | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                              | 1   |
| FOREVER MEDIA INC<br>INTERNAL POSTING                               | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                              | 0   |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJWKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                              | 3   |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                              | 2   |
| RADIO ONLINE  |                       |                      |                           |                        | NO                              | 0   |
| ALL ACCESS  |                       |                      |                           |                        | NO                              | 0   |
| INDEED.COM  |                       |                      |                           |                        | NO                              | 0   |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |



## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** CREATIVE SERVICES DIRECTOR – POSITION #3

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened:** 8/1/16

**Total Number Hired:** 1

**Date Vacancy Filled:** 9/26/16

**Total Number of Persons Interviewed for the Vacancy:** 5

### Recruitment Sources Used to Fill the Vacancy

| RECRUITMENT SOURCES   | CONTACT PERSON       | ADDRESS              | CITY - STATE - ZIP  | PHONE/FAX/EMAIL | Did Source Notification? | How many referrals from this source? |
|---|----------------------|----------------------|---------------------|-----------------|--------------------------|--------------------------------------|
| ST FRANCIS COLLEGE  | JULIE BARRIS         | PO BOX 866           |                     | 814-472-3000    | YES                      | 0                                    |
| PAID  | CATHY KIST           | 727 GOUCHER ST       | JOHNSTOWN, PA 15905 |                 | YES                      | 0                                    |
| GOODWILL INDUSTRIES   | HARRY WEIGEL         | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902 | 814-536-3536    | YES                      | 0                                    |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER           | 6022 GLADES PIKE     | SOMERSET, PA 16601  | 814-445-9848    | YES                      | 0                                    |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                     | ERIN AU              | 499 MANOR DRIVE      | EBENSBURG, PA 15931 |                 | YES                      | 0                                    |
| PA CAREER LINK JOB GATEWAY  | DEOLEARY@STATE.PA.US | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904 | 814-533-2493    | NO                       | 0                                    |
| PA HIGHLANDS  | LARRY BRUGH          | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902 | 814-262-6400    | NO                       | 0                                    |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                         | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| FOREVER MEDIA INC<br>INTERNAL POSTING                               | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 2                                    |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJWKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 2                                    |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| RADIO ONLINE  |                      |                      |                     |                 | NO                       | 0                                    |
| ALL ACCESS  |                      |                      |                     |                 | NO                       | 1                                    |
| INDEED.COM  |                      |                      |                     |                 | NO                       | 0                                    |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** SALES ASSISTANT - POSITION #4

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened:** 8/1/16

**Total Number Hired:** 1

**Date Vacancy Filled:** 9/1/16

**Total Number of Persons Interviewed for the Vacancy:** 8

### Recruitment Sources Used to Fill the Vacancy

| <b>RECRUITMENT SOURCES</b>  | <b>CONTACT PERSON</b> | <b>ADDRESS</b>       | <b>CITY - STATE - ZIP</b> | <b>PHONE/FAX/EMAIL</b> | <b>Did Source Request Notification?</b> | <b>How many referrals from this source?</b> |
|---|-----------------------|----------------------|---------------------------|------------------------|---|---|
| ST FRANCIS COLLEGE  | JULIE BARRIS          | PO BOX 866           |                           | 814-472-3000           | YES                                     | 0   |
| PAID  | CATHY KIST            | 727 GOUCHER ST       | JOHNSTOWN, PA 15905       |                        | YES                                     | 0   |
| GOODWILL INDUSTRIES   | HARRY WEIGEL          | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902       | 814-536-3536           | YES                                     | 0   |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER            | 6022 GLADES PIKE     | SOMERSET, PA 16601        | 814-445-9848           | YES                                     | 0   |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                       | ERIN AU               | 499 MANOR DRIVE      | EBENSBURG, PA 15931       |                        | YES                                     | 0   |
| PA CAREER LINK JOB GATEWAY  | DEOLEARY@STATE.PA.US  | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904       | 814-533-2493           | NO                                      | 0   |
| PA HIGHLANDS  | LARRY BRUGH           | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902       | 814-262-6400           | NO                                      | 0   |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                           | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                                      | 2   |
| FOREVER MEDIA INC<br>INTERNAL POSTING                                 | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                                      | 0   |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJ, WKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                                      | 6   |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS           | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905       | 814-255-4186           | NO                                      | 0   |
| RADIO ONLINE  |                       |                      |                           |                        | NO                                      | 0   |
| ALL ACCESS  |                       |                      |                           |                        | NO                                      | 0   |
| INDEED.COM  |                       |                      |                           |                        | NO                                      | 0   |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |
|  |  |                      |                     |              |           |   |

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** TRAFFIC DIRECTOR – POSITION #5

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened:** 11/1/16

**Total Number Hired:** 1

**Date Vacancy Filled:** 12/1/16

**Total Number of Persons Interviewed for the Vacancy:** 4

### Recruitment Sources Used to Fill the Vacancy

| RECRUITMENT SOURCES   | CONTACT PERSON       | ADDRESS              | CITY - STATE - ZIP  | PHONE/FAX/EMAIL | Did Source Notification? | How many referrals from this source? |
|---|----------------------|----------------------|---------------------|-----------------|--------------------------|--------------------------------------|
| ST FRANCIS COLLEGE  | JULIE BARRIS         | PO BOX 866           |                     | 814-472-3000    | YES                      | 0                                    |
| PAID  | CATHY KIST           | 727 GOUCHER ST       | JOHNSTOWN, PA 15905 |                 | YES                      | 0                                    |
| GOODWILL INDUSTRIES   | HARRY WEIGEL         | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902 | 814-536-3536    | YES                      | 0                                    |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER           | 6022 GLADES PIKE     | SOMERSET, PA 16601  | 814-445-9848    | YES                      | 0                                    |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                 | ERIN AU              | 499 MANOR DRIVE      | EBENSBURG, PA 15931 |                 | YES                      | 0                                    |
| PA CAREER LINK JOB GATEWAY                                      | DEOLEARY@STATE.PA.US | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904 | 814-533-2493    | NO                       | 0                                    |
| PA HIGHLANDS  | LARRY BRUGH          | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902 | 814-262-6400    | NO                       | 0                                    |
| FOREVERJOHNSTOWN.COM FOREVERMEDIAINC.COM                        | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| FOREVER MEDIA INC INTERNAL POSTING                              | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 1                                    |
| FOREVER MEDIA INC. ON AIR (WFGI, WNTJ, WKYE, WRKW, WCCL & WNTI) | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 3                                    |
| FOREVER MEDIA INC JOB FAIR                                      | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| RADIO ONLINE  |                      |                      |                     |                 | NO                       | 0                                    |
| ALL ACCESS  |                      |                      |                     |                 | NO                       | 0                                    |
| INDEED.COM  |                      |                      |                     |                 | NO                       | 0                                    |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |
|  |  |                      |                     |              |           |   |

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** SALES ACCOUNT EXECUTIVE - POSITION #6,7,8,9

**Recruitment Source That Referred the Hiree:**

**RADIO ADVERTISEMENT**

**Date Vacancy Opened:** 2/1/17

**Total Number Hired:** 4

**Date Vacancy Filled:** 3/27/17

**Total Number of Persons Interviewed for the Vacancy:** 6

### Recruitment Sources Used to Fill the Vacancy

| RECRUITMENT SOURCES   | CONTACT PERSON       | ADDRESS              | CITY - STATE - ZIP  | PHONE/FAX/EMAIL | Did Source Notification? | How many referrals from this source? |
|---|----------------------|----------------------|---------------------|-----------------|--------------------------|--------------------------------------|
| ST FRANCIS COLLEGE  | JULIE BARRIS         | PO BOX 866           |                     | 814-472-3000    | YES                      | 0                                    |
| PAID  | CATHY KIST           | 727 GOUCHER ST       | JOHNSTOWN, PA 15905 |                 | YES                      | 0                                    |
| GOODWILL INDUSTRIES   | HARRY WEIGEL         | 540 CENTRAL AVE      | JOHNSTOWN, PA 15902 | 814-536-3536    | YES                      | 0                                    |
| ALLEGANY COLLEGE OF MD  | DEB HOOVER           | 6022 GLADES PIKE     | SOMERSET, PA 16601  | 814-445-9848    | YES                      | 0                                    |
| CAMBRIA COUNTY DOMESTIC RELATION, EBENSBURG, PA                       | ERIN AU              | 499 MANOR DRIVE      | EBENSBURG, PA 15931 |                 | YES                      | 0                                    |
| PA CAREER LINK JOB GATEWAY  | DEOLEARY@STATE.PA.US | 445 SCHOOLHOUSE ROAD | JOHNSTOWN, PA 15904 | 814-533-2493    | NO                       | 0                                    |
| PA HIGHLANDS  | LARRY BRUGH          | 101 COMMUNITY WAY    | JOHNSTOWN, PA 15902 | 814-262-6400    | NO                       | 0                                    |
| FOREVERJOHNSTOWN.COM<br>FOREVERMEDIAINC.COM                           | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 2                                    |
| FOREVER MEDIA INC<br>INTERNAL POSTING                                 | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| FOREVER MEDIA INC.<br>ON AIR (WFGI, WNTJ, WKYE,<br>WRKW, WCCL & WNTI) | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 4                                    |
| FOREVER MEDIA INC JOB FAIR  | BETH THOMAS          | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186    | NO                       | 0                                    |
| RADIO ONLINE  |                      |                      |                     |                 | NO                       | 0                                    |
| ALL ACCESS  |                      |                      |                     |                 | NO                       | 0                                    |
| INDEED.COM  |                      |                      |                     |                 | NO                       | 0                                    |

|  |  |                      |                     |              |           |   |
|--|--|----------------------|---------------------|--------------|-----------|---|
| REFERRAL EMPLOYEE                        | TERRY DEITZ  | 109 PLAZA DRIVE      | JOHNSTOWN, PA 15905 | 814-255-4186 | <b>NO</b> | 0 |
| PENNSYLVANIA ASSOCIATION OF BROADCASTERS | GAIL PONTI   | 8501 PAXTON STREET   | HUMMELSTOWN, PA     | 717-482-4820 | <b>NO</b> | 0 |
| INDIANA UNIVERSITY OF PENNSYLVANIA       | CAREER DEVELOPMENT @IUP.EDU                                | 1011 SOUTH DR        | INDIANA, PA         | 724-654-5502 | <b>NO</b> | 0 |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN       | <a href="mailto:UPIADMINT@PITT.EDU">UPIADMINT@PITT.EDU</a> | 450 SCHOOLHOUSE ROAD | JOHNSTOWN, PA       | 814-269-7000 | <b>NO</b> | 0 |
| INDIANA COUNTY CHAMBER                   | JIM STRUZZI  | 1019 PHILADELPHIA    | INDIANA, PA         | 724-465-2511 | <b>NO</b> | 0 |
| CONFER RADIO INSTITUTE                   |  |                      |                     |              | <b>NO</b> | 0 |
| INSIDE RADIO                             |  |                      |                     |              | <b>NO</b> | 0 |
| RADIO SALES TODAY                        | JEAN HETHERINGTON  |                      |                     | 972-753-6767 | <b>NO</b> | 0 |
| LINKED IN                                |  | 2029 STIERLIN CT     | MOUNTAIN VIEW, CA   |              | <b>NO</b> | 0 |
|  |  |                      |                     |              |           |   |



-ATTACHMENT B-  
**OUTREACH ACTIVITIES**

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. The stations have engaged in the following outreach activities during the year covered by this report:

**# 1 PARTICIPATION OF JOB FAIR**

- Participation in the Pitt-Johnstown Job and Internship Fair- Thursday March 23, 2017. Location – Wellness Center on the Pitt-Johnstown Campus, Johnstown, PA Representing Forever Media Inc. Shelly Lovenduski, Business Manager.
- February 24, 2017 11AM to 3PM: Participation in the 2017 Juniata College Career Day event at Juniata College in Huntingdon PA in the Kennedy Sports and Recreation Center. This event was designed to bring students together with employers and alumni from 120+ business, industry and public service in one convenient location and time to discuss student career options, internships and full-time employment opportunities. In attendance from Forever Media was Bethany Hildebrand, Sales Dept Asst.

**# 2 FOREVER MEDIA, INC. HOSTED JOB FAIR**

- Forever Media, Inc. hosted a Job Fair on Tuesday, March 21, 2017 at the Galleria Mall, Johnstown, PA 15904. The event featured over 40 local, regional and national companies offering information on employment opportunities in a variety of fields including health care, manufacturing, marketing, media and much more. Over 200 people attended this event. Representing Forever Media, Inc. was Terry Deitz, General Manager
- Forever Media, Inc. hosted a Job Fair on Tuesday, September 13, 2016 at the Galleria Mall, Johnstown, PA 15904. The event featured over 40 local, regional and national companies offering information on employment opportunities in a variety of fields including health care, manufacturing, marketing, media and much more. Over 200 people attended this event. Representing Forever Media, Inc. was Terry Deitz, General Manager

**# 3 CO-SPONSOR JOB FAIR**

- Forever Media Inc. Co-Sponsored the Cambria County Job Fair on May 3, 2016 at the Pasquerilla Conference Center in Johnstown, PA. The event allowed high school students to meet with representatives from over 70 companies to discuss careers in various fields. The afternoon session was open to the public and offered an opportunity for people to meet in person with representatives from companies in attendance. Representing Forever Media Inc. was Mike Stevens, Operations Manager and Tina Perry, General Sales Manager.

## **# 4 CONVENTIONS, CAREER DAYS, WORKSHOPS**

- On October 14, 2016- Mike Stevens, Operations Manager was a guest speaker to the Communications Students at a Networking Event at Indiana University of Pennsylvania, Indiana, PA.
- On March 2, 2017 – Jack Michaels, Program Director, was a guest speaker at Divine Mercy Catholic Academy and Richland Elementary School, Johnstown, PA.
- On March 2, 2017 – Brian Wolfe and George Lucas were guest speakers at a career fair at the Johnstown Middle School, Johnstown, PA.
- On September 21, 2016 Lara Mosby, Program Director and Mike Parks, Sales Manager represented Forever Media at the Bedford County Chamber of commerce “Business Community Showcase” at the Bedford County Airport, Bedford, PA. It was a networking and business presentation opportunity as well as employment opportunities.

## **#10 PARTICIPATE IN EDUCATIONAL EVENTS**

- Kerby Confer, Partner/Member of Forever Media, has endowed Bloomsburg University to establish the Confer Radio Talent Institute. It is a ten-day program of speaker and training events in radio programming, sales, management, production, promotion and ownership that is held annually. The program places emphasis on entry-level position preparation to help each student get his/her career started. The Radio Talent Institute System is an incubator of well-rounded, well-educated college talent with a passion for radio and a determination to get into the business. Scholarships for the institute are available. The event was held July 5<sup>th</sup> – 15<sup>th</sup>, 2016 on Bloomsburg University campus with one day on location in Philadelphia. [www.confer.nationalradiotalentsystem.com](http://www.confer.nationalradiotalentsystem.com)
- On Thursday, June 2, 2016 at 1:00PM, the Pennsylvania Association of Broadcasters held a webex meeting titled “Online Public Files – Radio, You’re Up Next!”. This session provided explanation on the FCC’s recent rules requiring radio stations to maintain their public files in the FCC’s online public file system. What was covered: Timing of online public file for radio, why the file is important, what goes in the file, what are the most common issues that lead to fines, details of some of the obligations. David Oxenford presented the webex. Forever Managers viewed the webinar.

## **RADIO STATION GROUP TOURS:**

We routinely give group tours of our facility, 109 Plaza Drive, Johnstown, PA 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.

- February 16, 2017, Lara Mosby gave a station tour to Girl Scout Troop 40309 from Johnstown, PA
- November 11, 2016, Mike Stevens gave a station tour to Students from Penn Highlands Community College, Johnstown, PA

**To request a tour contact**

Forever Media Inc.  
 109 Plaza Drive  
 Johnstown, PA 15905  
 Attention: Mike Stevens, Operations Manager  
 814-255-4186

**ESTABLISHMENT OF TRAINING PROGRAMS FOR STATION PERSONNEL:**

- The station's general manager and account executives have been routinely training on-line with the Radio Advertising Bureau. During this period, all account executives 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.
- Forever Media makes available 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.
- Upon each new hire and annually, every Forever Media employee is mandated to review policies and procedures for unlawful harassment including sexual harassment. After attending training sessions, each employee signs-off indicating their understanding of what encompasses harassment and the appropriate action to take in the event of an occurrence. Diane Fetty, CHR.D.
- 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.
- 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.

- August 28-30, 2016, Forever Media managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in Whistler, BC. This three-day conference presented discussions regarding the radio business and new opportunities and problem solving. Specifically, discussion on the Labor Department plan for mandatory overtime beginning December 2016. It also offered attendees the opportunity to network with other like-minded radio broadcast management. Speakers representing Forever Media at the meeting: Lynn Deppen, Carol Logan.

If your organization would like to be contacted regarding future vacancies, please contact:

Beth Thomas, Administrative Assistant  
Forever Media Inc.  
109 Plaza Drive  
Johnstown, PA 15905  
Phone: 814-255-4186  
Fax: 814-255-4186