

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
WLLI (AM), 990, Somerset, PA

**This EEO Public File Report
Covers April 1, 2014-March 31, 2015**

This EEO Public File Report is filed in Station **WKYE/WFGI/WRKW/WJHT/WCCL/WLKH/WNTJ/WLLI** 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, 2015, the station filled the following full-time vacancies:

Sales Account Executives: 2

Chief Engineer – 1

Sales Assistant - 1

ACTIVITY TO REPORT THIS PERIOD

The station interviewed a total of 18 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

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

RECRUITMENT SOURCES	CONTACT PERSON	ADDRESS	CITY - STATE - ZIP	PHONE/FAX/ EMAIL	Did Source Request Notificat ion?	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
WWW.ROCKY99.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	1
WWW.96KEY.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	1
WWW.MYFROGGY95.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.COOL101ONLINE.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.HOT92AND100.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	2
FOREVER BROADCASTING INTERNAL POSTING	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0

FOREVER BROADCASTING ON AIR (WFGI, WNTJ, WKYE, WRKW, WCCL & WLLI)	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	11
GREATER JOHNSTOWN CAREER AND TECH CENTER	CAREER SERVICES	445 SCHOOLHOUSE ROAD	JOHNSTOWN, PA 15905	814-266-6073	NO	0
WYOTECH	CAREER SERVICES	500 INNOVATIONS DRIVE	BLAIRSVILLE, PA 15717	724-459-9500	NO	0
ITT TECHNICAL SCHOOL	CAREER SERVICES	5460 CAMPBELLS RUN ROAD	PITTSBURGH, PA 15205	412-446-2900	NO	0
CAMBRIA ROWE BUSINESS COLLEGE	AMY HORWATH	221 CENTRAL AVE	JOHNSTOWN, PA 15902	814-536-5168	NO	0
MT ALOYSIUS COLLEGE	BARB NAGY	7373 ADMIRAL PEARY	CRESSON, PA 16630	888-823-2220	NO	0
FOREVER BROADCASTING JOB FAIR - SEPT 2014			JOHNSTOWN, PA 15905	814-255-4186	NO	3

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ENGINEER – POSITION #1

Recruitment Source That Referred the Hiree:

RADIO ADVERTISEMENT

Date Vacancy Opened: 5/1/14

Total Number Hired: 1

Date Vacancy Filled: 8/18/2014

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCES	CONTACT PERSON	ADDRESS	CITY - STATE - ZIP	PHONE/FAX/EMAIL	Did Source Request 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
WWW.ROCKY99.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.96KEY.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.MYFROGGY95.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.COOL101ONLINE.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.HOT92AND100.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0

FOREVER BROADCASTING INTERNAL POSTING	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
FOREVER BROADCASTING ON AIR (WFGI, WNTJ, WKYE, WRKW, WCCL & WLLI)	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	3
GREATER JOHNSTOWN CAREER AND TECH CENTER	CAREER SERVICES	445 SCHOOLHOUSE ROAD	JOHNSTOWN, PA 15905	814-266-6073	NO	0
WYOTECH	CAREER SERVICES	500 INNOVATIONS DRIVE	BLAIRSVILLE, PA 15717	724-459-9500	NO	0
ITT TECHNICAL SCHOOL	CAREER SERVICES	5460 CAMPBELLS RUN ROAD	PITTSBURGH, PA 15205	412-446-2900	NO	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ACCOUNT EXECUTIVES – POSITIONS #2 & #3

Recruitment Source That Referred the Hiree:

RADIO ADVERTISEMENT

Date Vacancy Opened: 8/1/14

Total Number Hired: 2

Date Vacancy Filled: 10/13/2014

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 Request Notification?	How many referrals from this source?
ST FRANCIS COLLEGE	JULIE BARRIS	PO BOX 866	LORETTO, PA	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 15904	814-262-6400	NO	0
WWW.ROCKY99.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.96KEY.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.MYFROGGY95.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.COOL101ONLINE.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.HOT92AND100.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0

FOREVER BROADCASTING INTERNAL POSTING	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
FOREVER BROADCASTING ON AIR (WFGI, WNTJ, WKYE, WRKW, WCCL & WLLI)	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	3
FOREVER BROADCASTING JOB FAIR - SEPT 2014			JOHNSTOWN, PA 15905	814-255-4186	NO	3
CAMBRIA ROWE BUSINESS COLLEGE	AMY HORWATH	221 CENTRAL AVE	JOHNSTOWN, PA 15902	814-536-5168	NO	0
MT ALOYSIUS COLLEGE	BARB NAGY	7373 ADMIRAL PEARY	CRESSON, PA 16630	888-823-2220	NO	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: 12/1/14

Total Number Hired: 1

Date Vacancy Filled: 3/2/15

Total Number of Persons Interviewed for the Vacancy: 9

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCES	CONTACT PERSON	ADDRESS	CITY - STATE - ZIP	PHONE/FAX/EMAIL	Did Source Request Notification?	How many referrals from this source?
ST FRANCIS COLLEGE	JULIE BARRIS	PO BOX 866	LORETTO, PA	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 15904	814-262-6400	NO	0
WWW.ROCKY99.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	1
WWW.96KEY.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	1
WWW.MYFROGGY95.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.COOL101ONLINE.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
WWW.HOT92AND100.COM	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	2

FOREVER BROADCASTING INTERNAL POSTING	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	0
FOREVER BROADCASTING ON AIR (WFGI, WNTJ, WKYE, WRKW, WCCL & WLLI)	BETH THOMAS	109 PLAZA DRIVE	JOHNSTOWN, PA 15905	814-255-4186	NO	5
CAMBRIA ROWE BUSINESS COLLEGE	AMY HORWATH	221 CENTRAL AVE	JOHNSTOWN, PA 15902	814-536-5168	NO	0
MT ALOYSIUS COLLEGE	BARB NAGY	7373 ADMIRAL PEARY	CRESSON, PA 16630	888-823-2220	NO	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 Pitt-Johnstown Job Internship Fair, Thursday March 26, 2015 11:00 – 2:00. Location: Living Learning Center on Pitt-Johnstown Campus in Heritage Hall, Johnstown, PA. Representing Forever Media, Inc. Shelly Lovenduski, Business Manager.
- Participation in Bedford County Business Community Showcase, Wednesday, September 17th, 2014 from 12:30-6:30pm – Location: Bedford County Airport, Bedford, PA. Representing Forever Media, Inc. Tina Perry, Sales Manager.
- Participation in Somerset County Job Fair, Wednesday, October 15, 2014. Location: Quality Inn Conference Center, Somerset, PA Representing Forever Media Inc. Mike Stevens, Operations Manager.
- Participation in Somerset County Armory Spring Job Fair, Thursday, April 24, 2014. Location: Company C Armory, Friedens, PA Representing Forever Media Inc. Mike Stevens, Operations Manager.

2 FOREVER OF PA, INC. HOSTED JOB FAIR

- Forever of PA Inc. hosted a Job Fair on Tuesday, September 16, 2014 at the Richland Fire Hall, Johnstown, PA 15904. Representing Forever of PA Inc. was Terry Deitz, General Manager
- Forever of PA Inc. hosted a Job Fair on Tuesday, February 10, 2015 at the Richland Fire Hall, Johnstown, PA 15904. Representing Forever of PA Inc. was Terry Deitz, General Manager

3 CO-SPONSOR JOB FAIR

- Forever of PA Inc. Co-Sponsored the Cambria County Job Fair on Tuesday May 6, 2014 at the Pasquerilla Conference Center in Johnstown, PA. Representing Forever of PA Inc was Shelly Lovenduski, Business Manager.

4 CONVENTIONS, CAREER DAYS, WORKSHOPS

- On May 8, 2014 - Terry Deitz, General Manager was a guest speaker at Windber School Districts Leadership Class.
- On October 17, 2014 – Terry Deitz, General Manager was a guest speaker at Our Mothers of Sorrows School.

PARTICIPATION IN EDUCATIONAL EVENTS:

- Kerby Confer, Partner/Member of Forever Media, has endowed Bloomsburg University over the next three years to establish the Confer Radio Talent Institute. It is a ten day program of speaker and training events in radio programming, sales, management and promotion that is held annually. Four scholarships are awarded in addition to the 20 to 30 students applying to attend. Kerby will attend and speak at the event. 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.

#5 INTERNSHIP PROGRAM

Forever Media, Inc. helps prepared 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. Students may work with the News Director, Program Director, Business Manager, Chief Engineer, Sales Manager or the General Manager to fulfill their internship.

Zackary Yonko,	5/2014 – 8/2014	Intern
Kaytlyn Smolen	5/2014 – 8/2014	Intern
Erin Lischerelli	1/2015 – 4/2015	Intern

- ♦ 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.

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.

- April 8, 2014 – Mike Stevens, Operations Manager gave a station tour to the Cub Scout pack 144 of Davidsville, PA.
- April 22, 2014 – Mike Stevens, Operations Manager gave a station tour to the Girl Scout Troop 40011 from Johnstown, PA.
- October 21, 2014 , Mike Stevens gave a station tour to 13 students from PA Highlands Community College in Johnstown, PA
- November 17, 2014, Mike Stevens gave a station tour to Pack 2066 Tiger Cubs Scouts from Nicktown, PA
- December 16, 2014, Mike Stevens gave a station tour to Girl Scout Troop 46317 from Johnstown, PA
- January 27, 2015, Mike Stevens gave a station tour to Cub Scout Pack 217 Tiger Den 5 from Johnstown, PA
- March 24, 2015, Mike Stevens gave a station tour to Cub Scout Pack 161 from Windber, 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.
- On October 9, 2014 while at Forever Media Manager's Meeting in Altoona PA, Lynn Deppen, Managing Member conducted training to management staff to insure equal employment opportunity in Forever Media's hiring practices while working to prevent discrimination before it occurs through outreach and staff education. In attendance were five Forever Media Managers and Program Director.
- Managing Member, Lynn Deppen, conducted training and review on anti-harassment policies and procedures to management staff on October 9, 2014 while at Forever Media Manager's Meeting in Altoona PA. In attendance were five Forever Media Managers and Program Director.
- On October 9, 2014 Forever Media managers met to train on Forever Media's EEO Compliance materials, hiring procedures and discuss additional recruitment opportunities available to contact when job openings become available within the company. Present were the five General Managers, Director of Sales, Managing Member Lynn Deppen and Program Director.

- Annually, and upon each new hire, 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.
- Forever Media incorporates an additional level of employee training with the PAB-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 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.

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