

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, 2015-March 31, 2016**

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, 2016, the station filled the following full-time vacancies:

Sales Account Executives: 5

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 referral s 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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ACCOUNT EXECUTIVES – POSITIONS #1 & #2

Recruitment Source That Referred the Hiree: RADIO ADVERTISEMENT

Date Vacancy Opened: 4/1/15

Total Number Hired: 2

Date Vacancy Filled: 5/11/15

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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ASSISTANT - POSITION #3

Recruitment Source That Referred the Hiree:

RADIO ADVERTISEMENT

Date Vacancy Opened: 11/1/15

Total Number Hired: 1

Date Vacancy Filled: 12/16/15

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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ACCOUNT EXECUTIVES #4

Recruitment Source That Referred the Hire: RADIO ADVERTISEMENT

Date Vacancy Opened: 1/1/16

Total Number Hired: 1

Date Vacancy Filled: 2/1/16

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 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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: SALES ACCOUNT EXECUTIVES POSITION #5

Recruitment Source That Referred the Hiree:

RADIO ADVERTISEMENT

Date Vacancy Opened: 2/1/16

Total Number Hired: 1

Date Vacancy Filled: 3/28/16

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 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

-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 Bishop McCort 2015 Career Fair, Friday April 17th, 2015 from 9:00am-2:15pm – Location: Bishop McCort High School, 25 Osbourne Street, Johnstown, PA. Representing Forever Media, Inc. Terry Deitz, General Manager.
- Participation in Somerset County Chamber of Commerce Job Fair, Thursday April 23, 2015. Location: Quality Inn Conference Center, Somerset, PA Representing Forever Media Inc. Mike Stevens, Operations Manager.

2 FOREVER MEDIA, INC. HOSTED JOB FAIR

- Forever Media, Inc.. hosted a Job Fair on Wednesday, March 9, 2016 at the Richland Fire Hall, Johnstown, PA 15904. Representing Forever Media, Inc. was Terry Deitz, General Manager
- Forever Media, Inc. hosted a Job Fair on Tuesday, September 15, 2015 at the Richland Fire Hall, Johnstown, PA 15904. 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 Tuesday May 5, 2015 at the Pasquerilla Conference Center in Johnstown, PA. Representing Forever Media Inc was Shelly Lovenduski, Business Manager.

4 CONVENTIONS, CAREER DAYS, WORKSHOPS

- On October 9, 2015 - Mike Stevens, Operations Manager was a guest speaker at Indiana University of Pennsylvania.
- On October 23, 2015 – Terry Deitz, General Manager was a guest speaker at Pennsylvania Highlands Community College.

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 20, 2015 – Mike Stevens, Operations Manager gave a station tour to the Girl Scout Troop 46336 from Johnstown, PA.
- January 25, 2016 , Mike Stevens gave a station tour to Girl Scout Troop 40947 from 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.
- Annually, and upon each new hire, every Forever Media Inc. 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 Inc. 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 Inc. 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