

ANNUAL EEO PUBLIC FILE REPORT

Facility ID #	Date Report Covers: 4/1/21 – 3/31/22	Employer: FOREVER MEDIA, INC.	Job Search to: careers@forevermediainc.com
24940 12918 88380 76254 49789 24942 74089 49777 21421 74469 71246 24997	Stations, City of License: WGYF-FM, Meadville PA WRQI-FM, Saegertown PA WRQW-FM, Cooperstown PA WXMJ-FM, Cambridge Springs PA WHMJ-FM, Franklin PA WMGW-AM, Meadville PA WTIV-AM, Titusville PA WFRA-AM, Franklin PA WGYI-FM, Oil City PA WYLE-FM, Grove City PA WKST-AM, New Castle PA WUZZ-AM, New Castle PA	Employment Unit Addresses: 900 Water Street, Downtown Mall, Meadville PA 16335 1243 Liberty Street, Ste. 501, Franklin PA 16323 219 Savannah Gardner Road, New Castle PA 16101 87 Stambaugh Ave (2-C) Sharon PA 16146 On-Line Public File location: www.forevernorthwestpa.com	Contact Person, Title, email, phone number: Jim Shields, GM jshields@forevermediainc.com 814-724-1111

This EEO Public File Report is filed in each Station’s public inspection file.

Employer 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. This report reflects those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of possible employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community.

Employer periodically re-evaluates the recruitment sources list for wide dissemination of vacancies.

Full-Time Vacancies Filled:

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
NONE					
Total		0	0		

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	www.forevernorthwestpa.com Jim Shields 900 Water St. Meadville PA 16335 814-724-1111	No	0
2	Pennsylvania Assoc of Broadcasters Gail Ponti 208 N. 3 rd Street Harrisburg PA 17101 717-482-4820 www.pag.org	No	0
3	PA Careerlink Krista Gorman 260 Chestnut St., Meadville PA 16335 814-337-5574 www.cwds.state.pa.us	No	0
4	Pittsburgh Veteran Center Director of Job Placement 2500 Baldwick Rd. Pittsburgh PA 15205 412-920-1765	No	0
5	Opportunities Unlimited of Erie Jeanne Daugherty 2185 8 th St., Erie PA 16505 814-878-2070 www.ouerie.org	No	0
6	Thiel College Liza Schaeff Career Development Director 75 College Ave. Greenville PA 16125 800-248-4435 lschaeff@thiel.edu	No	0
7	Wilmington University Catherine Russo, Career Svc Counselor 320 N. DuPont Hwy Pratt Building New Castle DE 19720 302-356-6740 careerservices@wilmu.edu	No	0

8	Ohio Media School Houda Crable 9885 Rockside Rd., St #160, Valley View OH 44125 216-503-5900 www.beonair.com	No	0
9	Westminster College Katy Demedal 319 S. Market St. New Wilmington PA 16142 724-946-6338 www.westminster.edu	No	0
10	Center for Employment Opportunities Jacqueline Weinberger 100 Ross St #416 Pittsburgh PA 15219 412-444-1025 www.ceoworks.org	No	0
11	American Broadcasting School Michelle McConnell 4511 SE 29 th Street Oklahoma City OK 73115 405-672-6511 michelle@radioschool.com	No	0
12	American Women in Radio & Television 8405 Greensboro Drive, Suite 800 McLean VA 22102 703-506-3290 info@awrt.org	No	0
13	All Access 24955 Pacific Coast Highway, C303 Malibu CA 90265 www.allaccess.com	No	0
14	Internal Posting-Brownsville Joyce Nicholson 123 Blaine Road Brownsville PA 15417 724-938-2000 jnicholson@forevermediainc.com	No	0
15	Internal Job Posting-Cumberland Jeanie McLaughlin 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com	No	0
16	Internal Job Posting – Hollidaysburg Jody Downing	No	0

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	1 Forever Drive Hollidaysburg, PA 1664 814-941-9800 jdowning@forevermediainc.com		
17	Internal Job Posting – Johnstown Shelly Lovenduski 109 Plaza Drive Johnstown, PA 15905 814-255-4186 slovenduski@forevermediainc.com	No	0
18	Internal Job Posting – State College Jody Downing 2551 Park Center Blvd. State College, PA 16801 814-237-9800 businesssc@forevermediainc.com	No	0
19	Internal Job Posting – Meadville (NWPA) Jill Hamilton 900 Water St., Downtown Mall Meadville PA 16335 814-724-1111 jhamilton@forevermediainc.com	No	0
20	Internal Job Posting –Franklin (NWPA) Mary Rutherford 1243 Liberty St. Franklin PA 16323 814-432-2188 mrutherford@forevermediainc.com	No	0
21	Internal Job Posting –Sharon (NWPA) Lynda Vesny 87 Stambaugh Ave Sharon, PA 16146 724-308-7208 lvesy@forevermediainc.com	No	0
22	Internal Job Posting –New Castle (NWPA) John Thomas 219 Savannah Gardner Road New Castle PA 16101 724-654-5501 jthomas@forevermediainc.com	No	0
23	Internal Job Posting – Robinson (Pittsburgh) Dottie McCartney 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 dmccartney@forevermediainc.com	No	0

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24	Internal Job Posting – York/Hanover Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com	No	0
25	Internal Job Posting- Easton Patti Tibbitt 306 Port Street Easton, MD 21601 410-822-3301 lmoore@forevermediainc.com	No	0
26	Internal Job Posting – Bridgeville Joyce Nicholson 1370 Washington Pike Bridgeville PA 15017 412-221-1629 jnicholson@forevermediainc.com	No	0
27	Internal Job Posting – Lebanon Tammy Signor 440 Rebecca St. Lebanon PA 17046 717-272-7651 tsignor@forevermediainc.com	No	0
28	Internal Job Posting – Wilmington Bobbi Jo Clifford 2727 Shipley Road Wilmington DE 19810 302-478-2700 bclifford@forevermediainc.com	No	0
29	Internal Job Posting – Havre de Grace Doug Hall 707 Revolution Street Havre de Grace MD 21078 866-664-1037 dhall@forevermediainc.com	No	0
30	Internal Job Posting – Milford Nanci Black 1666 Blairs Pond Rd. Milford DE 19963 302-422-7575 nblack@forevermediainc.com	No	0
31	Indeed Customer Support 177 Broad Street,6th Floor, Stamford CT 06901 888-746-9333 www.indeed.com	No	0

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32	Walk-Ins, Employee/ Client Referrals/Other Jim Shields, General Manager 900 Water Street, Downtown Mall Meadville PA 16335 814-724-1111 jshields@forevermediainc.com	No	0
33	Radio Advertising (Forever Media, Inc.) Jim Shields, General Manager 900 Water Street, Downtown Mall Meadville PA 16335 814-724-1111 WGYY-FM, WGYI-FM, WRQI-FM, WRQW-FM, WXMJ-FM, WHMJ-FM, WYLE-FM, WMGW-AM, WTIV-AM, WFRA-AM, WKST-AM, WUZZ-AM jshields@forevermediainc.com	No	0
34	Franklin Area Chamber of Commerce Jodi Lewis 1237 Liberty St. Franklin PA 16323 814-432-5823 www.franklinareachamber.org	No	0
35	Meadville Chamber of Commerce Christa Lundy 908 Diamond Park Meadville PA 16335 814-337-8030 www.meadvillechamber.com	No	0
		Total	0

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/21/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Wilmington University - Participation in the 2021 Virtual Spring Career Fair-Colleges of Business, Technology, Art & Sciences. This event was designed to bring students together with employers and alumni from hundreds of businesses, industry and public service to discuss student career options, internships and full-time employment opportunities.	Diane Fetty, CHRDR represented all of the Forever Media stations
2	8/12/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Pennsylvania CareerLink Day -The event featured open interviews and information on employment and career opportunities. Information on all current employment opportunities with Forever Media Inc. was offered to attendees. In addition, the information was left with Pennsylvania CareerLink of Greene County to be used with future candidates looking for employment.	Jennifer Martin represented all of the Forever Media stations.
3	8/17 and 8/18/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	APG Chesapeake Virtual Job Fair -open to all employers to connect with job seekers.	Diane Fetty, CHRDR represented all of the Forever Media stations
4	9/25/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Careerlink (Franklin PA) – Participation in the 9/25/21 Career and Job Fair at the Cranberry Mall in Cranberry PA. Over 20 different employers participated in this Career Fair that was a joint effort of Forever Media and Careerlink.	Cindy Grant, SM and Tanya Bain, Sales Rep.
5	9/29/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	MD-PA College Center Alliance - Opportunity to Connect with thousands of students at the Fall 2021 Virtual Career Fair for the MD-PA College Career Center Alliance: Dickinson College, Gettysburg College, Goucher College, Hood College, McDaniel College, Mount St. Mary's University, Muhlenberg College, Notre Dame of Maryland University, St. John's College, and Washington College	Diane Fetty, CHRDR represented all of the Forever Media stations
6	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Point Park University -connected with students of Roland School of Business to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
7	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Thomas Jefferson University -Jefferson Falls East-connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
8	10/13/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Fall Job Fair @ PA CareerLink Greene County- Wednesday October 13, 2021. 11am-2pm. Forever Media-Brownsville participated in the Fall Job Fair @ PA CareerLink Greene County at 200 Greene	David Pavlic, GSM, represented all of the Forever Media stations

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			Plaza; Waynesburg, PA 15370. The event featured open interviews and information on employment and career opportunities from nearly 30 vendors in a variety of fields. These included automotive repair, banking, county government, energy (coal, oil & gas), healthcare, hospitality, graphic design, maintenance, manufacturing, media, retail, social services, teaching, and transportation. Information on all current employment opportunities with Forever Media Inc. was offered to attendees. In addition, the information was left with PA CareerLink of Greene County to be used with future candidates looking for employment	
9	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair- opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
10	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Seton Hill University- opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
11	10/27/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	DOL JF at Chase Center- opportunity to discuss career opportunities and full-time employment with the attendees.	Don Dalesio and Steve Viehmeyer represented all of the Forever Media stations.
12	11/11/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Point Park University- opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
13	11/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Careerlink (Franklin PA) – Participation in the 11/20/21 Career and Job Fair at the Cranberry Mall in Cranberry PA. Over 19 different employers participated in this Career Fair that was a joint effort of Forever Media and Careerlink.	Cindy Grant, SM and Tanya Bain, Sales Rep.
14	1/29/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Careerlink (Franklin PA) – Participation in the 1/29/22 Career and Job Fair at the Cranberry Mall in Cranberry PA. Over 20 different employers participated in this Career Fair that was a joint effort of Forever Media and Careerlink.	Cindy Grant, SM and Tanya Bain, Sales Rep.
15	2/16/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 NE Ohio Regional Career Exploration Fair (school attendees: The University of Akron Baldwin Wallace, Walsh University, Youngstown State University, Mount Union, Cleveland State University, Ursuline, Hiram College, Lake Erie College, Cuyahoga Community College, Stark State). Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
16	2/25/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Juniata Career Day- Participation in the virtual 2 Juniata College Career Day virtual event. This event was designed to bring students together with employers and alumni from 120+ business, industry and	Bethany Hildebrand, GSM. represented all of the Forever Media stations

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			public service to discuss student career options, internships and full-time employment opportunities.	
17	2/28/2022	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS</u> Virtual participation in the 2022 PSU College of communications Virtual JobExpo. The Pennsylvania State University's College of Communications is the largest ACEEJMC accredited undergraduate communications program in the country. This Job Expo is designed for Penn State's top-notch advertising, public relations, film/video, journalism, media studied and telecommunications students and alumni to meet with Radio Broadcasting Groups, public relations firms, newspapers, magazines, production companies and broadcast and cable organizations. We have found that participation in this Job Expo has provided us an opportunity to meet strong candidates with relevant experience in an extremely efficient manner covering the entire mid-Atlantic region.	Diane Fetty, CHRD represented all of the Forever Media stations
18	3/1/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 McDaniel College Virtual Job & Internship Fair. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
19	3/8/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Delaware's 2022 Communications, Marketing & Media Career Meetup. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
20	3/30/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	The Greater Connellsville Chamber of Commerce. Opportunity to meet with job seekers.	David Pavlic represented all of the Forever Media stations
21	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
22	None this period.	#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	

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			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.	
23	4/21/21 & 4/22/21	#8 Establishment of Training Programs for Station Personnel	All Access Radio Summit Webinar. 2 days of Programming, Promotions, production, and research topics presented by industry professionals. The information was shared with Forever Media's Program Directors during their bi-monthly telephone conference calls	Mike Stevens, Corporate Program Director
24	5/20/21	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a virtual meeting. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike Sherry, VP of Sales
25	12/9/21	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a virtual meeting. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike Sherry, VP of Sales
26	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 and Radio Consultant Joel Raab.	Program Directors and GMs with Mike Stevens
27	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
28	Weekly	#8 Establishment of Training Programs for Station Personnel	A weekly telephone conference call is held on Tuesdays at 10:31 am with the programming air staff, who are divided into group, to share ideas on air content.	Programming Staff
29	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
30	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 Directors and Copywriters with Mike Stevens

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			production. These calls include coaching and support from Mike.	
31	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
32	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch (previously 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.	All Management and sales staff
33	Annually and upon hire	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principals 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
34	Weekly	#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
35	Ongoing	#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	VP of Sales, GM's, GSM's, Sales Staff, Market Managers

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			process of informal discussion of knowledge, education, coaching and support as it relates to work, career, or professional development.	
36	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
37	Ongoing	#8 Establishment of Training Programs for Station Personnel	The General Manager and General Sales Manager have routinely trained on-line with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling).	GM's, GSM's
38	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
39	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
40	10/27/21	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University-Future of Broadcast Day-program for broadcast students. Panelists from the PAB's Board of Directors gave their valuable input to the students to help prepare and encourage them for a career in broadcasting.	Mike Sherry, VP of Sales
41	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 900 Water Street, Meadville PA 16335 & 219 Savannah Gardner Rd., New Castle PA 16101 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	Jim Shields, General Manager

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			<p>studio to the transmitter site, we explain the studio equipment and how it functions. An introduction and hands-on recording of commercial production is demonstrated. An explanation of all positions and responsibility of station personnel is also given. We discuss our station formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups. To request a tour contact: Forever Media, Inc. 900 Water Street, Meadville PA 16335 Attention: GM or call 814-724-1111.</p>	
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