

## **EEO PUBLIC FILE REPORT**

**WGYF(FM) – MEADVILLE PA**  
**WUZZ(FM) – SAEGERTOWN PA**  
**WUUZ(FM) – COOPERSTOWN PA**  
**WXMJ (FM) – CAMBRIDGE SPRINGS PA**  
**WHMJ(FM) – FRANKLIN PA**  
**WMGW(AM) – MEADVILLE PA**  
**WTIV(AM) – TITUSVILLE PA**

**This EEO Public File Report Covers April 1, 2015 – March 31, 2016**

This EEO Public File Report is filed in Station(s) WGYF(FM); WUZZ(FM); WUUZ(FM); WXMJ(FM); WHMJ(FM); WMGW(AM); WTIV(AM) 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:

Account Executives: 2

The station interviewed a total of 10 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: 900 Water Street, Downtown Mall, Meadville PA 16335

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

Jill Hamilton  
Business Manager - EEO Officer for  
**Forever Media, Inc. Meadville / Franklin / Titusville / New Castle Stations**  
900 Water Street, Downtown Mall  
Meadville PA 16335  
Phone: 814-724-1111  
Fax: 814-333-9628

## ATTACHMENT A FULL-TIME VACANCY EEO INFORMATION

Forever Media, Inc. 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 employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community.

Name of Recruitment Source	Contact Person	Address	Address	Did the Source Request Notification?	# of Referrals
<a href="http://www.froggy95pa.com">www.froggy95pa.com</a> **	-----	<a href="http://www.froggy95pa.com">www.froggy95pa.com</a>	-----	No	0
<a href="http://www.wkst.com">www.wkst.com</a> **	-----	<a href="http://www.wkst.com">www.wkst.com</a>	-----	No	0
<a href="http://www.froggyfun.com">www.froggyfun.com</a> **	-----	<a href="http://www.froggyfun.com">www.froggyfun.com</a>	-----	No	0
<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a> **	-----	<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a>	-----	No	0
<a href="http://www.mymajicspace.com">www.mymajicspace.com</a> **	-----	<a href="http://www.mymajicspace.com">www.mymajicspace.com</a>	-----	No	0
<a href="http://www.mywuzz.com">www.mywuzz.com</a> **	-----	<a href="http://www.mywuzz.com">www.mywuzz.com</a>	-----	No	0
Pa Assoc of Broadcasters	Gail Ponti	<a href="http://www.pab.org">www.pab.org</a>	-----	No	0
PA Careerlink	On-line	<a href="http://www.cwds.state.pa.us">www.cwds.state.pa.us</a>	-----	No	1
St. Benedict Education Center	Sharon Staszewski	847 North Main Street, Ste # 2	Meadville PA 16335	No	0
Veteran's Outreach & Assistance	-----	140 W. Sixth Street	Erie PA 16501	No	0
Shenango Valley Urban League	-----	601 Indiana Avenue	Farrell PA 16121	No	0
Greater Erie Community Action Committee	-----	18 West 9 <sup>th</sup> Street	Erie PA 16501	No	0
Ohio/Illinois Centers for Broadcasting	Nat'l Director of Placement Attn: Gary James	9885 Rockside Road, Ste # 160	Valley View OH 44125	No	0
Broadcaster's Mentoring Group	-----	9505 Yawl Court	Burke VA 22015	No	0
Venango Co. Area Vocation Technical School	On-line	1 Vo-Tech Drive	Oil City PA 16301	No	0
Crawford Co. Career & Technical School	-----	860 Thurston Road	Meadville PA 16335	No	0
Lawrence County Community Action Partnership	-----	241 W. Grant Street	New Castle PA 16101	No	0
All Access	On-Line	<a href="http://www.allaccess.com">www.allaccess.com</a>	-----	No	0

Internal Posting	Jim Shields	900 Water St., Downtown Mall	Meadville PA 16335	No	0
Internal Posting	Jim Shields	1243 Liberty Street, Suite 501	Franklin PA 16323	No	0
Internal Posting	Jon Jacobec	219 Savannah Gardner Rd.	New Castle PA 16101	No	0
Internal Posting	Beth Thomas	109 Plaza Drive, Ste # 2	Johnstown PA 15905	No	0
Internal Posting	Bethany McManamy	One Forever Drive	Hollidaysburg PA 16648	No	0
Internal Posting	Scott Cohagan	2551 Park Center Blvd	State College PA 16803	No	0
Referral	-----	-----	-----	No	2
Radio Advertising (Forever Media)*	Jim Shields	900 Water Street, Downtown Mall	Meadville PA 16335	No	2
Walk-In	-----	-----	-----	No	1
Craigslist.org	-----	<a href="http://www.craigslist.org">www.craigslist.org</a>	-----	No	0
Indeed.com	-----	<a href="http://www.indeed.com">www.indeed.com</a>	-----	No	4

\*\*Web Site ads appeared on web pages for stations WGY(FM); WGYI(FM); WUZZ(FM); WUZZ(FM); WXMJ(FM); WHMJ(FM); WFRA(AM); WTIV(AM); WMGW(AM); WWGY(FM); WKST(AM) which are posted all year long.

\*On Air ads on stations WGY(FM); WUZZ(FM); WXMJ(FM); WTIV(AM); WMGW(AM); WFRA(AM)

## JOB VACANCY EEO INFORMATION

M-1

Job Title of Vacancy:	Account Executive
Date Vacancy Opened:	1/1/15
Date Vacancy Filled:	4/1/15
Total Persons Interviewed:	4
Recruitment Source of Hiree(s):	
Indeed.com	<u>1</u>
Total Hiree(s):	1
Recruitment Sources Used to Fill the Vacancy:	

Recruitment Source	Address	Contact Person	Telephone	Total # Interviewed	Requested Notification
<a href="http://www.froggy95pa.com">www.froggy95pa.com</a> **	<a href="http://www.froggy95pa.com">www.froggy95pa.com</a>	----	724-654-5502	0	No
<a href="http://www.wkst.com">www.wkst.com</a> **	<a href="http://www.wkst.com">www.wkst.com</a>	----	814-654-5502	0	No
<a href="http://www.froggyfun.com">www.froggyfun.com</a> **	<a href="http://www.froggyfun.com">www.froggyfun.com</a>	----	814-724-1111	0	No
<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a> **	<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a>	----	814-724-1111	0	No
<a href="http://www.mymajicspace.com">www.mymajicspace.com</a> **	<a href="http://www.mymajicspace.com">www.mymajicspace.com</a>	----	814-432-2188	0	No
<a href="http://www.mywuzz.com">www.mywuzz.com</a> **	<a href="http://www.mywuzz.com">www.mywuzz.com</a>	----	814-724-1111	0	No
Pa Assoc of Broadcasters	<a href="http://www.pab.org">www.pab.org</a>	Gail Ponti	717-482-4820	0	No
Pa Careerlink	<a href="http://www.cwds.state.pa.us">www.cwds.state.pa.us</a>	on-line	814-337-5574	0	No
Ohio/Illinois Center for Broadcasting	9885 Rockside Road, Ste 160, Valley View OH 44125	Nat'l Dir. Of Placement: Gary James	216-53-5900	0	No
St. Benedict Education Center	847 North Main Street, Ste # 2, Meadville PA 16335	Sharon Staszewski	814-452-4072	0	No
Veteran's Outreach & Assistance	140 W. Sixth Street, Erie PA 16501	----	814-453-5719	0	No
Shenango Valley Urban League	601 Indiana Avenue, Farrell PA 16121	----	724-981-5310	0	No
Greater Erie Community Action Committee	18 West 9 <sup>th</sup> St., Erie PA 16501	-----	814-459-4581	0	No
Broadcaster's Mentoring Group	9505 Yawl Court, Burke VA 22015	-----	703-732-1512	0	No
Venango County Area Vocation Technical School	1 Vo-Tech Drive, Oil City PA 16301	-----	814-677-3097	0	No
Crawford County Career & Technical Center	860 Thurston Road, Meadville PA 16335	----	814-724-6024	0	No
Lawrence County Community Action Partnership	241 W. Grant Street, New Castle PA 16101	-----	724-658-7258	0	No

<a href="http://www.allaccess.com">www.allaccess.com</a>	<a href="http://www.allaccess.com">www.allaccess.com</a>	on-line	---	0	No
Internal Posting	900 Water St., Downtown Mall, Meadville PA 16335	Jim Shields	814-724-1111	0	No
Internal Posting	1243 Liberty Street, Ste. 501, Franklin PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting	219 Savannah Gardner Rd., New Castle PA 16101	Jon Jacubec	724-654-5502	0	No
Internal Posting	109 Plaza Drive, Ste # 2, Johnstown PA 15905	Beth Thomas	814-255-4186	0	No
Internal Posting	One Forever Drive, Hollidaysburg PA 16648	Bethany McManamy	814-941-9800	0	No
Internal Posting	2551 Park Center Blvd, State College PA 16803	Scott Cohagan	814-237-9800	0	No
Walk-In	-----	-----	-----	0	No
Referral	----	----	----	1	No
Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	-----	-----	2	No
Radio Advertising (Forever Media)*	900 Water Street, Meadville PA 16335	Jim Shields	814-724-1111	1	No
Craigslist.org	<a href="http://www.craigslist.org">www.craigslist.org</a>	-----	-----	0	No

\*\*Web Site ads appeared on web pages for stations WGYI(FM); WGYI(FM); WUZZ(FM); WUZZ(FM); WXMJ(FM); WHMJ(FM); WFRA(AM); WTIV(AM); WMGW(AM); WWSY(FM); WKST(AM) which are posted all year long.

\*On Air ads on stations WGYI(FM); WUZZ(FM); WXMJ(FM); WTIV(AM); WMGW(AM); WFRA(AM)

## JOB VACANCY EEO INFORMATION

M-2

Job Title of Vacancy: Account Executive  
 Date Vacancy Opened: 7/1/15  
 Date Vacancy Filled: 11/19/15  
 Total Persons Interviewed: 6  
 Recruitment Source of Hiree(s):  
     Indeed.com 1  
 Total Hiree(s): 1

### Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	Contact Person	Telephone	Total # Interviewed	Requested Notification
<a href="http://www.froggy95pa.com">www.froggy95pa.com</a> **	<a href="http://www.froggy95pa.com">www.froggy95pa.com</a>	---	724-654-5502	0	No
<a href="http://www.wkst.com">www.wkst.com</a> **	<a href="http://www.wkst.com">www.wkst.com</a>	---	724-654-5502	0	No
<a href="http://www.froggyfun.com">www.froggyfun.com</a> **	<a href="http://www.froggyfun.com">www.froggyfun.com</a>	---	814-724-1111	0	No
<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a> **	<a href="http://www.myantsnetwork.com">www.myantsnetwork.com</a>	---	814-724-1111	0	No
<a href="http://www.mymajicspace.com">www.mymajicspace.com</a> **	<a href="http://www.mymajicspace.com">www.mymajicspace.com</a>	---	814-432-2188	0	No
<a href="http://www.mywuzz.com">www.mywuzz.com</a> **	<a href="http://www.mywuzz.com">www.mywuzz.com</a>	---	814-724-1111	0	No
Pa Assoc of Broadcasters	<a href="http://www.pab.org">www.pab.org</a>	Gail Ponti	717-482-4820	0	No
Pa Careerlink	<a href="http://www.cwds.state.pa.us">www.cwds.state.pa.us</a>	on-line	814-337-5574	1	No
Broadcaster's Mentoring Group	9505 Yawl Court, Burke VA 22015	---	---	0	No
St. Benedict Education Center	847 North Main Street, Ste # 2, Meadville PA 16335	Sharon Staszewski	814-452-4072	0	No
Veteran's Outreach & Assistance	140 W. Sixth Street, Erie PA 16501	-----	814-453-5719	0	No
Venango Co. Area Vocation Technical School	1 Vo-Tech Drive, Oil City PA 16301	-----	----	0	No
Crawford Co. Career & Technical Center	860 Thurston Rd., Meadville PA 16335	-----	-----	0	No
Shenango Valley Urban League	601 Indiana Avenue, Farrell PA 16121	-----	724-981-5310	0	No
Greater Erie Community Action Committee	18 West 9 <sup>th</sup> St., Erie PA 16501	-----	814-459-4581	0	No
Ohio/Illinois Centers for Broadcasting	9885 Rockside Road, Ste # 160, Valley View OH 44125	Nat'l Dir. Of Placement: Gary James	216-503-5900	0	No

Lawrence Co. Community Action Partnership	241 W. Grant St., New Castle PA 16101	-----	----	0	No
Internal Posting	900 Water St., Downtown Mall, Meadville PA 16335	Jim Shields	814-724-1111	0	No
Internal Posting	1243 Liberty St., Ste 501, Franklin PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting	219 Savannah Gardner Rd., New Castle PA 16101	Jon Jacubec	724-654-5502	0	No
Internal Posting	109 Plaza Drive, Ste # 2, Johnstown PA 15905	Beth Thomas	814-255-4186	0	No
Internal Posting	One Forever Drive, Hollidaysburg PA 16648	Bethany McManamy	814-941-9800	0	No
Internal Posting	2551 Park Center Blvd, State College PA 16803	Scott Cohagan	814-237-9800	0	No
All Access.com	<a href="http://www.allaccess.com">www.allaccess.com</a>	—	---	0	No
Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	---	---	2	No
Craigslist.org	<a href="http://www.craigslist.org">www.craigslist.org</a>	—	---	0	No
Radio Advertising (Forever Media)*	900 Water Street, Meadville PA 16335	Jim Shields	814-724-1111	1	No
Referral	----	----	---	1	No
Walk-In	----	----	---	1	No

\*\*Web Site ads appeared on web pages for stations WGYY(FM); WGYI(FM); WUZZ(FM); WUUZ(FM); WXMJ(FM); WHMJ(FM); WFRA(AM); WTIV(AM); WMGW(AM); WWGY(FM); WKST(AM) which are posted all year long.

\*On Air ads on stations WGYY(FM); WUZZ(FM); WXMJ(FM); WTIV(AM); WMGW(AM); WFRA(AM)



## ATTACHMENT B

### MENU OPTION 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. Stations WGY(FM); WUZZ(FM); WUZZ(FM); WXMJ(FM); WHMJ(FM); WMGW(AM); WTIV(AM) have engaged in the following outreach activities during the year covered by this report:

#### **#4 Meadville Area Middle School Career Day**

- ◆ We attended the Meadville Area Middle School Career Day on May 21, 2015. Our General Manager, Jim Shields, presented the Middle School students with a presentation on radio broadcasting and careers in the radio industry.

#### **#5 Internship Program:**

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

M. Godfrey 5/26/15 – 8/29/2015

#### **#5 Job Shadowing:**

Forever Media, Inc. helps introduce students to different occupations within the Radio industry. The job shadowing program is designed to give the students an opportunity to watch and interact so they may decide if radio is a career they would like to pursue.

M. Keenan 1/27/16

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

- 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-P1Selling program. P1Selling provides on-line training and operations development solutions focused exclusively on the media industry. P1 provides selling techniques and concepts, tips, training, leadership development 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/Sales 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.

- Account Executives are provided with weekly 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 or the General Manager.
  - The General Sales Manager has been routinely training on-line with the Radio Advertising Bureau.
- Education/instructional courses are designed to improve Management, daily operations and leadership of the sales team.

### **Radio Station Group Tours**

We routinely give group tours of our facilities at 900 Water Street, Downtown Mall, Meadville, 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.

To request a tour contact:

Forever Media, Inc.  
900 Water Street, Downtown Mall  
Meadville PA 16335  
Phone: 814-724-1111