

ANNUAL EEO PUBLIC FILE REPORT

Facility ID:	Date Report Covers: June 1, 2022- May 31, 2023	Employer: Forever Media of MD, LLC Licensee: FM Radio Licensee, LLC	Job Search to: careers@forevermediainc.com
53488	Stations, City of License: WXCY-FM, Havre De Grace, MD	Employment Unit: 707 Revolution Street Havre De Grace, MD 21078 www.wxcyfm.com	Contact Person, Title, email, phone number: Doug Hall, Market Manager dhall@forevermediainc.com (410) 941-7121

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	Recruitment Source
Media Sales Executive	10/5/22 and 10/17/22	2	2	1,3,5,6,7,8,9,10,11,12,13,14,15, 16,17,19,20,21,22,23,24,25,26,27, 28,29,30,31,32,33,34,35,36,37, 38,39,40,41,42,43,44,45,46,47	1,2
Event Coordinator	10/5/22	1	5	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,19,22,23,24,25,27,40,48,50,51	2
Media Sales	11/16/22	1	1	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,19,22,23,24,25,27,40,48,51	3
On-Air Programming	2/16/23	1	2	1,3,4,13,14,15,16,17,19,22,23,24,25,26 27,40,48,49,50,51	50

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

Digital Marketing Coordinator	5/16/23	1	3	1,3,4,5,6,13,14,15,16,17,18,19,22,23,24,25,26,40,48,51	18
Sales and Office Asst.	5/16/23	1	2	1,3,4,5,6,13,14,15,16,17,18,19,22,23,24,25,26,40,48,51	1
Total		7	15		

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, email, URL	Source Requested Notification	Referrals Interviewed
1	Forever Media Website Doug Hall, Market Manager 707 Revolution Street Havre De Grace, MD 21078 www.wxyc.com	NO	2
2	Forever Media On-Air Radio Stations WXYC-FM Doug Hall, Market Manager 707 Revolution Street Havre De Grace, MD 21078 www.careers@forevermediainc.com	NO	2
3	Walk-Ins, Employee/Client Referrals/Other Doug Hall, Market Manager 707 Revolution Street Havre De Grace, MD 21078 careers@forevermediainc.com	NO	2
4	Indeed 177 Broad Street, 6 th Floor Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	NO	4
5	Internal Posting-Brownsville 123 Blaine Road Brownsville, PA 15417 Joyce Nicholson 724-938-2000 jnicolson@forevermediainc.com	NO	0
6	Internal Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Tim Martin/Jeanie McLaughlin 301-722-6666 tmartin@forevermediainc.com	NO	0
7	Internal Job Posting-Hollidaysburg 1 Forever Drive Hollidaysburg, PA 16905 Leah Elbert/Jody Downing 814-941-9800 lelbert@forevermediainc.com	NO	0
8	Internal Job Posting- Johnstown 109 Plaza Drive Johnstown, PA 15905 Shelly Lovenduski 814-225-4186 slovenduski@forevermediainc.com	NO	0
9	Internal Job Posting- State College 2551 Park Center Blvd. State College, PA 16801 Andrew Kreiser 814-237-9800	NO	0

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

	akreiser@forevermediainc.com		
10	Internal Job Posting- Meadville/Franklin 900 Water St. Meadville, PA 16335 Jill Hamilton 814-724-1111 jhamilton@forevermediainc.com	NO	0
11	Internal Job Posting- Sharon 87 Stambaugh Ave., Suite 3 Sharon, PA 16146 Jill Hamilton 724-308-7208 jhamilton@forevermediainc.com	NO	0
12	Internal Job Posting-Lebanon 440 Rebecca St. Lebanon, PA 17046 Tim Ritchie/Tammy Signor 717-272-7651 tritchie@forevermediainc.com	NO	0
13	Internal Job Posting- York/Hanover 273 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com	NO	0
14	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	NO	0
15	Internal Job Posting- Wilmington 2727 Shipley Road Wilmington, DE 19810 Bobbi Jo Clifford 302-660-4897 bcclifford@forevermediainc.com	NO	0
16	Internal Job Posting- Milford 166 Blairs Pond Rd Milford, DE 19963 Mark Schollenberger 302-422-7575 mschollenberger@forevermediainc.com	NO	0
17	Linked In Sunnyvale, CA	NO	0
18	TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663	NO	1
19	Bloomsburg University of Pennsylvania 400 E 2 nd Street Bloomsburg, PA 17815 www.joinhandshake.com	NO	0
20	Bowie State University 14000 Jericho Park Rd. Bowie, MD 20715 www.joinhandshake.com	NO	0

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

21	Bridgewater College 402 E College Street Bridgewater, VA 22812 www.joinhandshake.com	NO	0
22	Delaware State University 1200 N Dupont Hwy Dover, DE 19901 www.joinhandshake.com	NO	0
23	Dickinson College 28 N College St Carlisle, PA 17013 717-245-1373 www.joinhandshake.com	NO	0
24	Frostburg State University 101 Braddock Rd Frostburg, MD 21532 www.joinhandshake.com	NO	0
25	George Mason University 4400 University Dr Fairfax, VA 22030 www.joinhandshake.com	NO	0
26	George Washington University 2121 I St NW Washington, DC 20052 www.joinhandshake.com	NO	0
27	Georgetown University 3700 O St NW Washington, DC 20057 www.joinhandshake.com	NO	0
28	Gettysburg College 85 W Stevens St Gettysburg, PA 17325 www.joinhandshake.com	NO	0
29	Goucher College 1021 Dulaney Calley Rd Baltimore, MD 21204 www.joinhandshake.com	NO	0
30	Hampden-Sydney College 172 Via Sacra Hampden Sydney, VA 23943 www.joinhandshake.com	NO	0
31	Hood College 401 Rosemont Ave. Frederick, MD 21701 www.joinhandshake.com	NO	0
32	Howard University 2400 6 th St. NW Washington, DC 20059 202-806-6100 www.joinhandshake.com	NO	0
33	Liberty University 1971 University Blvd. Lynchburg, VA 24515 877-298-9617 www.joinhandshake.com	NO	0
34	Loyola University Maryland 4501 N Charles St. Baltimore, MD 21210	NO	0

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

	410-617-2000 www.joinhandshake.com		
35	Mary Baldwin University 101 E Frederick St. Staunton, VA 22401 www.joinhandshake.com	NO	0
36	McDaniel College 2 College Hill Westminster, MD 21157 www.joinhandshake.com	NO	0
37	Morgan State University 1700 E Cold Spring Lane Baltimore, MD 21251 www.joinhandshake.com	NO	0
38	Mount St. Mary's University 16300 Old Emmitsburg Rd. Emmitsburg, MD 21727 www.joinhandshake.com	NO	0
39	Rider University 2083 Lawrenceville Rd. Lawrenceville, NJ 08648 www.joinhandshake.com	NO	0
40	Wilmington University 320 N DuPont Hwy New Castle, DE 19720 (877) 967-5464	NO	0
41	St. John's College-Annapolis 60 College Ave. Annapolis, MD 21401 www.joinhandshake.com	NO	0
42	Stevenson University 100 Campus Circle Owings Mills, MD 21117 www.joinhandshake.com	NO	0
43	Towson University 8000 York Road Towson, MD 21252 410-704-2000 www.joinhandshake.com	NO	0
44	University of Maryland Eastern Shore 11868 College Backbone Rd. Princess Anne, MD 21853 www.joinhandshake.com	NO	0
45	Virginia State University 1 Hayden Street Petersburg, VA 23806 804-524-5000 www.joinhandshake.com	NO	0
46	Walsh University 2020 E Maple Street North Canton, OH 44720 www.joinhandshake.com	NO	0
47	Washington College 300 Washington Ave. Chestertown, MD 21620 410-778-2800 www.joinhandshake.com	NO	0

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

48	MDCD Broadcasters Association 804 E. Edenton Street Raleigh, NC 27602 410-653-4122 www.mdc.com	NO	0
49	Country AirCheck 914 18 th Ave. S. Second Floor Nashville, TN 37212 615-320-1450 new@countryaircheck.com	NO	0
50	AllAccess.com	NO	4
51	Internal Posting-Robinson 2 Robinson Plaza, Ste 410 Pittsburgh, PA 15205 Dottie McCartney 412-275-3393 dmccartney@forevermediainc.com	NO	0
52	Peter Smith-Consultant peter@demersprogramming.com 610-363-2626	NO	0
53	Joel Rabb 668 Woodbourne Road Suite 202 Langhorne, PA 19047 215-750-6868 www.joeraab.com	NO	0
Total			15

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	9/19/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Maryland DC Delaware Broadcasters Association job fair.	Diane Fetty represented all of the Forever stations.
2	2/28/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2023 Maryland and Pennsylvania Job and Internship Fair-Fall 2022- Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
3	3/1/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	American University, Georgetown University and George Washington University's Marketing and Communication Virtual Industry Fair. Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
4	3/7/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Delaware's 2023 Communications, Marketing & Media Virtual Career Meetup. Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
5	3/23/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media-Brownsville/Pittsburgh (WOGG-FM/WOGH-FM/WOGI-FM/WKPL-FM/WPKL-FM) participated in the 2023 Greene County Spring Career Day @ Carmichaels Fire Hall on March 23, 2023, from 8:30am-11:30am at 420 W. George Street; Carmichaels, PA 15320. The event was hosted by the Greene County Consortium of School Counselors and the Pittsburgh Technical College for Greene County 8 th , 11 th and 12 th grade students.	Representing Forever Media, Inc. was David Pavlic and Amanda Syner.
6	3/29/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair Spring 2023- Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
7	4/12/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	SAEM 20th Celebration Career Fair @ Point Park University- <i>The event was hosted by the Sports, Arts and Entertainment Management program at Point Park University and was sponsored by the Pennsylvania Association of Broadcasters (PAB). Information on current employment opportunities with Forever Media Inc. was offered to attendees. Additional insight on how to get a head start towards a successful career in broadcasting was also offered.</i>	Representing Forever Media, Inc. was David Pavlic and Jeremy Mulder.
8	5/8/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Career Fair for Students and Veterans	Representing Forever Media was O.M. Tim Martin and Sales Manager Michael Bratton.
9	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

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

10	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 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.	
11	07/28/2022	#8 Establishment of Training Programs for Station Personnel	Political Advertising FCC Compliance with David Oxenford David Oxenford hosted a Zoom Meeting to offer comprehensive briefing on how to manage political to be in compliance with the FCC.	All GMs, SMS, BMs, Traffic Mgrs., PDs, copywriters in Forever Media
12	8/10/2022	#8 Establishment of Training Programs for Station Personnel	MDCD Virtual Board Meeting- MDCD Virtual Board meeting-A meeting of the Board of Directors of the Maryland-District of Columbia-Delaware Broadcasters Association, Inc was held via Zoom.	Mark Schollenberger, Market Manager
13	9/20/22	#8 Establishment of Training Programs for Station Personnel	Regulations Webinar with David Oxenford, Esq. David Oxenford hosted a Zoom Meeting to offer comprehensive briefing on how to manage political to be in compliance with the FCC. He will review all of the FCC's obligations and discuss how you can meet those obligations and stay out of trouble with the FCC. The FCC has continued to enforce its EEO rules even while considering changes to its policies.	All GMs of Forever Media.
14	12/8/22	#8 Establishment of Training Programs for Station Personnel	MDCD Virtual Board Meeting- MDCD Virtual Board meeting-A meeting of the Board of Directors of the Maryland-District of Columbia-Delaware Broadcasters Association, Inc was held via Zoom.	Mark Schollenberger, Market Manager
15	12/15/22 and 12/16/22	#8 Establishment of Training Programs for Station Personnel	PAB 2022 PAB Gold Medal Gala and Board meeting held at the Ritz Carlton Hotel in Philadelphia, PA. Presentations of broadcast innovations, programming and legal concerns.	Lynn Deppen, President, Mike Sherry, VP Sales, Dave Davies, Market Manager, Bobbi Castellucci, Market Manager, Diane Fetty, CHR, Tom Bayer, Accounting

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

16	5/4/23 and 5/5/23	#8 Establishment of Training Programs for Station Personnel	PAB Board Meeting and Awards Luncheon was held at the Harrisburg Hilton.	Mike Sherry, VP of Sales and David Davies, Market Manager
17	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
18	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
19	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
20	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
21	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
22	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
23	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

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

24	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. These calls include coaching and support from me.	Production Directors and Copywriters with Mike Stevens
25	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch Solutions to the Sales Department. Monarch 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
26	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principles 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
27	Annually and upon hire	#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
28	Weekly	#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 process of informal discussion of knowledge, education, coaching and support as it relates to work, career, or professional development.	VP of Sales, GM's, GSM's, Sales Staff, Market Managers
29	Ongoing	#8 Establishment of Training Programs for Station	The station's General Manager, General Sales Manager and Account Executives routinely train on-line with the Radio Advertising	Sales Staff

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

		Personnel	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.	
30	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
31	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
32	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
33	7/11/22 – 7/15/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	2022 Radio/TV Broadcast Summer Camp. The first high school Radio/TV Broadcast Summer Camp sponsored by the Pennsylvania Association of Broadcasters (PAB) was hosted July 11-15 by Point Park University. It was a full week of mostly hands-on experience in the world of broadcasting. Point Park University Sports, Arts and Entertainment Management (SAEM) PAB Scholarship recipients De'Ante Johnson, Arianna Sanker and Autumn Ashbough along with students Rebecca Schnupp (SAEM) and Zoe Vitalli (School of Comm) assisted.	Mike Sherry, VP of Sales, David Pavlic, GSM
34	6/9/22, 8/4/22 and 12/16/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	PAB Talent Acquisition Committee was evolved to articulate the lack of success recruiting the next generation of reports, air talent, engineers, and sellers has become a crisis in our industry. Goal is to develop a plan to assist member stations with outreach to colleges and high schools.	Dave Davies, General Manager, Chair of the committee.
35	3/24/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions.	Point Park University High School Media Day. The <u>School of Communication</u> offers current high school students exciting opportunities to visit Point Park University's <u>Downtown Pittsburgh</u> campus and learn what it's like to study in one of our innovative communication <u>majors</u> .	Mike Sherry, VP of Sales represented all of the Forever Media Stations.

Forever Media of MD, LLC EEO Report Havre De Grace, MD 6.1.22 through 5.31.23

36	Upon Request	#16 Radio Station Group Tours	<p>We routinely give group tours of our facility, 707 Revolution Street, Havre De Grace, MD 21078 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:</p> <p>Forever Media of MD, LLC 707 Revolution Street, Havre De Grace, MD 21078. Attention: GM or call 410-941-7121</p>	
----	--------------	-------------------------------	---	--