Robinson, PA ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers:	Employer:	Job Search to:
	June 1, 2023-	Forever Media, Inc.	careers@forevermediainc.com
	May 1, 2024		
	Stations, City of	Employment Unit Address:	Contact Person, Title, email, phone
	License:	2 Robinson Plaza, Suite 410	number:
13711	WOGI (FM), Moon	Pittsburgh, PA 15025	David Pavlic, LSM
	Township, PA	On-Line Public File location:	dpavlic@forevermediainc.com
24999	WKPL (FM), Ellwood	www.foreverpittsburgh.com	412-275-3393
	City, PA		
13710	WOHI, East Liverpool,		
	ОН		
65408	WOGH (FM),		
	Burgettstown, PA		

This EEO Public File Report is filed in each Station's online FCC Public File.

Forever Media and its affiliates and their Radio Station(s) do not and shall not discriminate, in any manner on the basis of race, ethnicity, religion, gender, or age respecting their recruiting, employment or advertising practices. We engage in a continuing and evolving effort to seek out prospective applicants for employment. The Annual EEO Reports herein exemplify those agencies contacted. Those which requested to be contacted, are so noted. We have found these agencies to be suppliers of diverse and qualified employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. We periodically re-evaluate the recruitment process to enhance wide dissemination. As a result, we believe our overall package of recruiting initiatives has been successful over the past two reporting periods.

Full-Time Vacancies Filled:

Job	Hire	Persons	Persons	Recruitment Sources Used from Master List	Referring
Title	Date	Hired	Interviewed		Source
AE	12/11/23	1	1	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23, 24,25,26,27,28,29,30,31,32,33,38	1
Total		1	1		

Full-Time Recruitment Sources Master List:

Recruitment	Recruitment Source	Source	Referrals from this
Source	Name, Address, Phone, Contact, email, URL	Requested	source
Number	Hame, Address, Frione, Contact, Chair, Orte	Notification	Jource
	5 44 15 347 1		
1	Forever Media Web	No	1
	123 Blaine Road		
	Brownsville, PA 15417		
2	Forever Madie ON AIR PARIO STATIONS	No	0
2	Forever Media ON-AIR RADIO STATIONS WOGG/WPKL	No	0
	123 Blaine Road		
	Brownsville, PA 15417		
	724-938-2000		
	www.careers@forevermediainc.com		
3	Walk-Ins, Employee/ Client Referrals/Other	No	0
J	David Pavlic, Sales Manager	110	
	123 Blain Road		
	Brownsville, PA 15417		
	724-938-2000		
	careers@forevermediainc.com		
4	Indeed	No	0
	177 Broad Street,6th Floor, Stamford CT 06901		
	888-746-9333		
	Customer Support		
	www.indeed.com		
5	Linked In	No	0
	www.linkedin.com		
6	PA Association of Broadcasters		0
	Gail Ponti		
	208 North 3rd Street, Suite 105		
	Harrisburg, PA 17101		
	717-482-4820		
	www.pab.org		_
7	Internal Job Posting-Cumberland	No	0
	350 Byrd Avenue		
	Cumberland, MD 21502		
	Tim Martin		
	301-722-6666		
8	tmartin@forevermediainc.com	No	0
o	Internal Job Posting- Easton 306 Port Street	INU	
	Easton, MD 21601		
	Patti Tibbitt		
	410-822-3301		
	ptibbitt@forevermediainc.com		
9	Internal Job Posting-Havre de Grace	No	0
•	707 Revolution Street	110	
	Havre de Grace, MD 21078		
	Doug Hall		
	866-664-1037		
	dhall@forevermediainc.com		
10	Internal Posting-Brownsville	No	0
-	123 Blaine Road, Brownsville PA 15417		
	Joyce Nicholson		
	724-938-2000		
	jnicholson@forevermediainc.com		
11	Internal Job Posting – Pittsburgh	No	0

	10011 01 011		
	2 Robinson Plaza, Suite 410		
	Pittsburgh, PA 15205		
	Dottie McCartney		
	412-275-3393		
	dmccartney@foreverpittsburgh.com		
12	Internal Job Posting – York/Hanover	No	0
	275 Radio Road		
	Hanover, PA 17331		
	Tammy Signor		
	717-637-3831		
	tsignor@forevermediainc.com		
13	Internal Job Posting – Milford	No	0
	1666 Blairs Pond Road		
	Milford, DE 19963		
	Nanci Black		
	302-422-7575		
	nblack@forevermediainc.com		
14	Internal Job Posting – Wilmington	No	0
	2727 Shipley Road		
	Wilmington, DE 19810		
	Bobbi Jo Clifford		
	302-478-2700		
	bclifford@forevermediainc.com		
15	Bethany College	No	0
	John E. Osborne		ŭ
	31 E. Campus Drive		
	Bethany WV 26032		
	304-829-7395		
	josborne@bethanywv.edu		
16	CareerLink – Washington PA	No	0
10	C. North	140	O
	90 W. Chestnut Street, Suite 190 LL		
	Washington, PA 15301		
	724-223-4500		
	cnorth@pa.gov		
17	CareerLink Centers-Beaver Falls, PA	No	0
17	James Mackin	INO I	U
	2103 Ninth Avenue		
	Beaver Falls, PA 15010		
	724-728-4860		
10	jobtraining@jtbc.org	NI-	0
18	CCAC Ramala Nichala (Royca)	No	0
	Pamela Nichols (Boyce)		
	808 Ridge Avenue, Room SSC 110		
	Pittsburgh PA 15212		
	724-325-6770		
	pnichols@ccac.edu	<u>_</u>	•
19	Eastern Gateway Comm College	No	0
	Career Services Center		
	400 Sunset Blvd.		
	Steubenville, OH 43952		
	740-266-9665		
ļ	adaly@egcc.edu		
20	Edison Local Schools	Yes	0
1	Leah Eft		
	Career Pathways Coach		
	Leah.eft@edisonwildcats.org		
	740-765-4313 x 106		

21	Media Association of Pittsburgh	No	0
	Trisha Duffy		
	Pittsburgh, PA		
	VPCommunication@mediaPittsburgh.com		
22	Penn State - Fayette Campus	No	0
	Brittany Will		· ·
	2201 University Drive		
	LeMont Furnace PA 15456 724-430-4100		
	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		
	Bmw6394@psu.edu		
23	Pittsburgh Technical College	No	0
	Career Services Center		
	1111 McKee Road		
	Oakdale PA 15071		
	412-809-5100		
	careerservices@ptcollege.edu		
24	Regional Economic Dev Assoc.	No	0
	Service Rep		
	110 Main St. 3 rd Floor-P.O. Box 1029		
	Wheeling WV 26003		
	304-232-7722		
	tmarking@redp.org		
25	West Liberty State College	No	0
23	Christopher McPherson, Director	INO	U
	PO Box #295, Route #88		
	West Liberty WV 26074		
	304-336-8018		
	christopher.mcpherson@westliberty.edu		
	lsdc@westliberty.edu		
26	Franciscan University of Steubenville		0
	Dr. Dave Schaeffer	No	
	1235 University Boulevard		
	Steubenville OH 43952		
	740-284-5391		
	https://app.joinhandshake.com		
27	Geneva College	No	0
	3200 College Avenue		
	Beaver Falls, PA 15010		
	721-846-5100		
	https://app.joinhandshake.com		
28	Indiana University of Pennsylvania	No	0
	1101 South Drive		•
	Indiana, PA 15705		
	724-357-2100		
20	https://app.joinhandshake.com	N1 -	^
29	PennWest	No	0
	California Univ of Pennsylvania, Clarion University and		
	Edinboro University		
	https://app.joinhandshake.com		
30	Slippery Rock University	No	0
	1 Morrow Way		
	Slippery Rock, PA 16057		
	800-778-9111		
	https://app.joinhandshake.com		
31	University of Pittsburgh	No	0
-	4200 Fifth Avenue		•
	Pittsburgh, PA 15260		
	412-624-4141		
	412-024-4141		

Forever Media EEO Report Robinson, PA 6-1-23 through 5-31-24 for OH Station FINAL

	https://app.joinhandshake.com		
32	Youngstown State University	No	0
	1 University Plaza		
	Youngstown, OH 44555		
	330-941-3000		
	https://app.joinhandshake.com		
33	All Access	No	0
	24955 Pacific Coast Highway, C303		
	Malibu CA 90265		
	www.allaccess.com		
	(Programming only)		
34	Country Aircheck	No	0
	Monta Vaden		
	941 18 th Avenue, 2 nd Floor		
	Nashville, TN 37212		
	www.countryaircheck.com		
	(Programming only)		
35	Radio Online	No	0
	www.radioonline.com		
	(Programming only)		
36	Joel Rabb	No	0
	668 Woodbourne Road		
	Suite 202		
	Langhorne, PA 19047		
	215-750-6868		
	www.joeraab.com		
	(Programming only)		
37	TBC Holdings LLC	No	0
	tbcholdingsllc.com		
	Cameron McDowell		
	724-513-6663		
		Total	1

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	9/12/2023	#1 Conventions,	PA CareerLink Greene County Resource	Amanda Syner, Sales
		Job Fairs, Career	& Career Fair on Tuesday, September	Assistant represented
		Days, Career Fairs	12, 2023 from 10am-2pm.	Forever Media, Inc.
			Forever Media-Brownsville/Pittsburgh	
			(WOGG-FM/WOGH-FM/WOGI-	
			FM/WKPL-FM/WPKL-FM) participated in	
			the PA CareerLink Greene County	
			Resource & Career Fair on Tuesday,	
			September 12, 2023 from 10am-2pm at	
			200 Greene Plaza; Waynesburg, PA	
			15370. The event featured open discussion, information on employment	
			and career opportunities from 19	
			vendors in a variety of fields. These	
			included childcare & tutoring services,	
			county government, education (colleges,	
			universities & trade schools),	
			employment services, energy (coal, gas	
			& oil), law enforcement &	
			rehabilitation, media, senior care	
			facilities & services, and transportation.	
			Information on current employment	
			opportunities with Forever Media Inc.	
			was offered to attendees.	
2	10/25/23	#1 Conventions,	Frostburg State University Virtual	Diane Fetty represented
		Job Fairs, Career	Career and Internship Fair. Engaged	all of the Forever Media
		Days, Career Fairs	with students and alumni seeking	stations.
3	11/2/22	#1 Conventions,	employment opportunities. University of Delaware's 2023	Diana Fatty range ant ad
3	11/2/23	Job Fairs, Career	Communications, Marketing and Media	Diane Fetty represented all of the Forever Media
		Days, Career Fairs	Career Meetup. Engaged with students	stations.
		Bays, career rains	and alumni seeking full-time, part-time	364601131
			and seasonal career opportunities and	
			career advice relating to advertising,	
			branding, communications, graphic	
			design, public relations and media.	
4	3/26/24	#1 Conventions,	Point Park University	David Pavlic, GSM &
		Job Fairs, Career	The SAEM Career Fair will take place in	Melissa Kasula/AE
		Days, Career Fairs	Lawrence Hall on Point Park's downtown	
			Pittsburgh campus. The fair will offer a	
			great opportunity for employers to	
			recruit and network with SAEM students	
			and a variety of other students in majors that fit well with the current or future	
			internship and job openings you are	
			promoting	
5	3/27/24	#1 Conventions,	Frostburg State University Virtual	Diane Fetty represented
J	J, Z, I, Z, I	Job Fairs, Career	Career and Internship Fair. Engaged	all of the Forever Media
		Days, Career Fairs	with students and alumni seeking	stations.
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6	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
7	12/12/23	#2 Hosted Job Fairs	Forever Media in Robinson Twp. PA	David Pavlic, GSM and
8	Ongoing	#5 Forever Media Internship Program	hosted an in-house job fair. 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.	None this period
9	6/7/23	#8 Establishment of Training Programs for Station Personnel #8 Establishment of Training Programs for Station	Ask Me anything Episode 4 – Qualitative Research In this fast-paced 15-minute webinar moderated by Client Services Director Kimberly Bryant, Jay and Meghan will answer your questions about qualitative research, including: What's the difference between qualitative and quantitative research? When should I use qualitative research and when should I use quantitative research? What are the benefits of pairing qualitative and quantitative and what order they should be in? What are the benefits of an online discussion group vs. a traditional focus group and vice versa? What is an IDI? What are some themes we've seen from qualitative research in the past year?	Mike Stevens, Corporate Program Director Lynn Deppen, President Mike Stevens, Corporate Program Director
11	6/21/23	Personnel #8 Establishment of Training Programs	Ok Boomer A Conversation with Gen Z Description: Gen-Z personalities and	Mike Stevens, Corporate Program Director

	T	f 6: .:		T
		for Station	programmers compare notes with	
		Personnel	experienced industry veterans, to better understand how to connect and appeal	
			to the next generation of audio	
			consumers, employees, and co-workers in 2023 and beyond.	
12	6/27/23	#8 Establishment of	Copywriting Webinar A free 30-minute	Mike Stevens Cornerate
12	0/2//23		1	Mike Stevens, Corporate
		Training Programs for Station	webinar on Wednesday, June 7 at 1p ET	Program Director
		Personnel	on Radio Ink's Facebook page about	
13	7/12/22	#8 Establishment of	copywriting Chicado C	Mike Stayons Cornerate
13	7/12/23	Training Programs	Ask Me Anything - Episode 5: Personality/Show Research	Mike Stevens, Corporate Program Director
		for Station	In our fourth Ask Me Anything (AMA)	Frogram Director
		Personnel	Webinar, consultants Jay Nachlis and	
		reisonnei	Meghan Campbell answered questions	
			related to qualitative research.	
			In our next fast-paced 15-minute	
			webinar moderated by Client Services	
			Director Kimberly Bryant, Jay and	
			Meghan will answer your questions	
			about personality/show research,	
			including: What are some of the best	
			ways to measure the appeal of	
			personalities and shows?	
			How long should you wait before	
			including a personality or show in a	
			study? What are some of the most	
			important things you can learn from	
			personality research?	
			Are there any personalities you	
			shouldn't include in research?	
14	8/16/23	#8 Establishment of	Ask Me Anything - Episode 6: The Image	Mike Stevens, Corporate
		Training Programs	Pyramid	Program Director
		for Station	The Coleman Insights Image Pyramid is	
		Personnel	the foundation of the insights we	
			provide to our clients. The Image	
			Pyramid states that a radio station's	
			ratings performance is largely based on	
			the relatively simple images that	
			listeners possess of that station.	
			In our sixth Ask Me Anything webinar	
			moderated by Client Services Director	
			Kimberly Bryant, consultants Jay Nachlis	
			and Meghan Campbell will answer your questions about the Image Pyramid and	
			the layers that comprise it, such as:	
			Why is a station's Base Music or Talk	
			position the most important layer of the	
			Image Pyramid?	
			Why isn't Personality the most	
			important layer?	
			What are some challenges you see with	
			some stations' Image Pyramids?	
			What's an example of a great radio	
			station's Image Pyramid?	
			Does the Image Pyramid only apply to	
			radio or can it apply to other media?	
15	9/13/23	#8 Establishment of	AQ5: Radio Talent in the Al Era	Mike Stevens, Corporate
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		Training Programs for Station Personnel		Program Director
16	9/28/23 & 9/29/23	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person annual Board of Directors meeting at the Omni Hotel in Pittsburgh, PA.	Mike Sherry, VP of Sales
17	10/12/23	#8 Establishment of Training Programs for Station Personnel	Checking in on the World's First Al presenter – Is this Radio's future. Description: How Dylan Salisbury created the world's first Al radio presenter and what it means for broadcasters. Host(s): Global Radio Ideas, Ken Benson, Andreas Sannemann, Dylan Salisbury.	Mike Stevens, Corporate Program Director
18	10/18/23	#8 Establishment of Training Programs for Station Personnel	AM Mike Stevens held a webinar with Program Directors from Westwood One and the Program Directors using Westwood One products.	Mike Stevens, Corporate Program Director
19	10/25/23	#8 Establishment of Training Programs for Station Personnel	Scary Research Stories - Description: Just in time for Halloween, our next Coleman Insights Ask Me Anything will delve into some of the things that haunt our dreamserrnightmares. While you can be sure we'll offer valuable treats in this AMA, pay attention to the tricksas we share some of the scariest things we see in research that you'll want to avoid. If the ratings ghosts keep you up at night and it feels like you're just spinning your wheels, don't worry pumpkin! Just ask us "witch" way to use research to escape the dungeon. It's not magic. It's a Coleman Insights Ask Me Anything event.	Mike Stevens, Corporate Program Director
20	11/9/23	#8 Establishment of Training Programs for Station Personnel	The Spoken Word Audio Report from NPR and Edison Research	Mike Stevens, Corporate Program Director
21	11/29/23	#8 Establishment of Training Programs for Station Personnel	Political Advertising Compliance Refresher Webinar – PAB and Michigan State Broadcasters	Mike Stevens, Corporate Program Director
22	11/29/23	#8 Establishment of Training Programs for Station Personnel	FCC Political Broadcasting Requirements – Getting Ready for 2024 Webinar highlighting the issues in political broadcasting.	Managers and GSMs
23	12/11/23	#8 Establishment of Training Programs for Station Personnel	Westwood One Advisory Board	Lynn Deppen, President Mike Stevens, Corporate Program Director
24	12/13/23	#8 Establishment of Training Programs for Station Personnel	Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those	Lynn Deppen, President Mike Stevens, Corporate Program Director

		1		
			deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects.	
25	12/23/23	#8 Establishment of Training Programs for Station Personnel	Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects.	Mike Stevens, Corporate Program Director
26	1/10/24	#8 Establishment of Training Programs for Station Personnel	Luminate: Year End Music Webinar Description: 2023 Year-End Music Webinar where members of our expert insights team will talk through Luminate's 2023 Year-End Music Report, giving context to the data that highlights some of the industry's biggest trends over the past year.	Mike Stevens, Corporate Program Director
27	1/17/24	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation - Key Takeaways from CES 2024, the Consumer Electronics Show	Mike Stevens, Corporate Program Director
28	1/24/24	#8 Establishment of Training Programs for Station Personnel	Rising Above is a day-and-a-half live virtual training event designed to teach, coach, inspire and motivate attendees to rise above the challenges of today's sales and management environment.	David Pavlic, GSM
29	1/25/24	#8 Establishment of Training Programs for Station Personnel	Rising Above is a day-and-a-half live virtual training event designed to teach, coach, inspire and motivate attendees to rise above the challenges of today's sales and management environment.	Sales Team/Brownsville and Robinson locations
30	2/15/24	#8 Establishment of Training Programs for Station Personnel	Al's Role, Impact and Future on Local Broadcasting: A Conversation with the NAB Sam Matheny Chief Technology Officer, NAB. With the meteoric rise in AI, what do broadcasters need to know about what's on the horizon. In this session, the NAB will define AI, what technologies are available to enhance local broadcasts, and tips to avoid potential pitfalls.	Mike Stevens, Corporate Program Director
31	2/28/24, 2/29/24 & 3/1/24	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar (CRS), a three-day educational event held on February 28 – March 1, 2024, at the Omni in Nashville, TN, gathers key business leaders in various radio and music industry fields, featuring presentations on best business practices, emerging technology, personal career development, and new music showcases.	Mike Stevens, David Davies, Nancy Gleason, Jeremy Mulder and Scott Donato

32	4/15/24	#8 Establishment of Training Programs for Station Personnel	QUU-Radio's Place in America's Top- Selling New Vehicles webinar. This first- of-its-kind study uncovers radio's strengths and areas for growth in vehicles, the #1 location for listening. Get the 2024 Dashboard Scoreboard, six key findings, and recommendations from Fred Jacobs, Paul Jacobs, Joe D'Angelo, and Mike McVay	Mike Stevens, Corporate Program Director
33	4/25/24	#8 Establishment of Training Programs for Station Personnel	2024 Techsurvey-All Industry Webinar sponsored by InsideRadio.	Mike Steven, Corporate Program Director
34	4/25/24 & 4/26/24	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting and Awards Luncheon at the Harrisburg Hilton.	Mike Sherry - VP Sales Dave Davies - Market Manager, Linda Propheter – GSM, Joe Keane – GSM, David Pavlic – GSM, Eric Weiss – PD, Joe Bleacher, Melissa Kubik, Melissa Kasula
35	Weekly	#8 Establishment of Training Programs for Station Personnel	The sales staff in the Brownsville and Robinson locations take part in weekly training through P-1 Learning's 10 Minute Trainer Course	David Pavlic, GSM Robinson and Brownsville Sales Staff
36	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.	Program Directors and GMs with Mike Stevens
37	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
38	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
39	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
40	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	Sales Staff

41	Monthly	#8 Establishment of Training Programs for Station Personnel	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. 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 Mike.	Production Directors and Copywriters with Mike Stevens
42	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch Solutions to the Sales Department. Monarch offers a web-based mediaspecific 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
43	Annually and upon hire	#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
44	Ongoing	#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
45	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.	VP of Sales, GM's, GSM's, Sales Staff, Market Managers

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. 46 Ongoing #8 Establishment of Training Programs for Station Personnel Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from 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. 47 Ongoing #8 Establishment of Training Programs for Station Personnel Broadcasters (The Local Broadcast Sales Team & P1 Selling). 48 Ongoing #8 Establishment of Training Programs for Station Personnel station Personnel Broadcasters (The Local Broadcast Sales Team & P1 Selling). 49 Ongoing #8 Establishment of Training Programs for Station Personnel station Personnel station Personnel station Personnel Broadcasters (The Local Broadcast Sales Team & P1 Selling). 50 Weekly #8 Establishment of Training Programs for Station Personnel station Personnel season and available within this program. 50 Weekly #8 Establishment of Training Programs for Station Personnel season and available within this program in the provided digital products to our clients. Training is ongoing and is incorporated into their weekly sales training sessions. 51 4/17/24 #10 Participation of programs relating to our fients. Training is ongoing and is incorporated into their weekly sales training sessions.	the Vice-President of Sales conducts a telephone-conferenced webbara 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. 46 Ongoing #8 Establishment of Training Programs for Station Personnel Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. Understand the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. Understand the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Stations. 47 Ongoing #8 Establishment of Training Programs for Station Personnel 48 Ongoing #8 Establishment of Training Programs for Station Personnel 49 Ongoing #8 Establishment of Training Programs for Station Personnel 49 Ongoing #8 Establishment of Training Programs for Station Personnel 49 Weekly #8 Establishment of Training Programs for Station Personnel 49 Weekly #8 Establishment of Training Programs for Station Personnel 49 Ali Participation of Training Programs for Station Personnel 49 Based media specific software platform that enables the Administry to the Station Personnel 49 Based media specific software platform that enables the Sales, Sales management to provided and available within this program. 50 Weekly #8 Establishment of Digital sales products. Marketnor offers a web-based digital products to our clients. Training is one of the Sales Staff Sales St		1			
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51 4/17/24 #10 Participation of programs relating to career #10 Participation of programs relating of Business; Sales Center from 4:00pm- Fo	#10 Participation of programs relating to career opportunities in #10 Participation of Point Park University Buyer's Challenge @ Point Park University Rowland School of Business; Sales Center from 4:00pm- Forever Media Inc.					
programs relating @ Point Park University Rowland School to career of Business; Sales Center from 4:00pm- Fo	programs relating to career opportunities in @ Point Park University Rowland School of Business; Sales Center from 4:00pm- 6:00pm Pavlic, representing Forever Media Inc.	F 4	4/17/24	#40 Development		Miles Chauma and David
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broadcasting We were invited by Dorene Ciletti MBA,		51	4/17/24	#10 Participation of programs relating to career opportunities in	digital products to our clients. Training is ongoing and is incorporated into their weekly sales training sessions. Point Park University Buyer's Challenge @ Point Park University Rowland School of Business; Sales Center from 4:00pm-6:00pm We were invited by Dorene Ciletti MBA,	Pavlic, representing

		educational institutions	Director, Marketing and Sales) to participate in the Rowland School of Business Broadcast Sales Challenge-Spring 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222. Mike and I played the role of media buyer's prospects for the broadcast sales challenge for their Professional Selling class. We each met with a different student every 15 minutes from 4pm-6pm.	
52	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 2 Robinson Plaza, Suite 410, PA 15205 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. 2 Robinson Plaza, Suite 410, Pittsburgh, PA 15205 Attention: GM or call 412-275-3396	David Pavlic, GSM
53	4/29/24	#16 Radio Station Group Tours	Mike Sherry's daughter's school	Mike Sherry, VP Sales David Pavlic, GSM Station Staff