

ANNUAL EEO PUBLIC FILE REPORT

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| Facility ID | Date Report Covers: April 1, 2021 – March 31, 2022 | Employer: Forever Media, Inc. | Job Search to: careers@forevermediainc.com |
| 67131 54608 54607 67132 36878 36874 62368 25870 | Stations, City of License: WGTY (FM) - Gettysburg, PA WYCR (FM) – York/Hanover, PA WHVR (AM) – Hanover, PA WGET (AM) – Gettysburg, PA WVY (FM) – Lebanon, PA WLBR (AM) – Lebanon, PA WNUU (FM) – Starview, PA WRKY (AM) – Lancaster, PA | Employment Unit Addresses: 275 Radio Road Hanover, PA 17331 440 Rebecca Street Lebanon, PA 17046 On-Line Public File Location: www.foreveryork.com www.foreverlebanonvalley.com | Contact Person, Title, email, phone number: David Davies, GM ddavies@forevermediainc.com 717-637-3831 |

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 |
|-------------------|-----------|---------------|---------------------|---|------------------|
| Account Executive | 7/6/21 | 1 | 6 | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,30,31,32,33,34,35,36,37 | 2 |
| Account Executive | 7/16/21 | 1 | 3 | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37 | 2 |
| Account Executive | 11/17/21 | 1 | 1 | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,38 | 2 |
| Account | 3/16/22 | 1 | 1 | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, | 4 |

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| Executive | | | | 18,19,20,21,22,23,24,25,26,27,28,29, 30,31,32,33,34,35,36,37,38 | |
| Totals | | 4 | 11 | | |

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 | Forever Media - Website Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com www.foreveryork.com; www.foreverlebanonvalley.com | No | 0 |
| 2 | Forever Media - On-Air Recruitment WGTY/WYCR/WHVR/WGET/WFVY/WLBR/WNUU/WRKY Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com | No | 3 |
| 3 | Forever Media - Walk-Ins, Client Referrals, Other Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com | No | 6 |
| 4 | Forever Media – Referral from Current Employee Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com | No | 2 |
| 5 | Forever Media – Internal Posting – Altoona Jody Downing One Forever Drive Hollidaysburg, PA 16648 814-941-9800 jdowning@forevermediainc.com | No | 0 |
| 6 | Forever Media – Internal Posting – Brownsville Joyce Nicholson 123 Blaine Road Brownsville, PA 15417 724-938-2000 jnicholson@forevermediainc.com | No | 0 |
| 7 | Forever Media – Internal Posting – Cumberland Jeanie McLaughlin 350 Byrd Avenue | No | 0 |

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| | Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com | | |
| 8 | Forever Media – Internal Posting – Havre de Grace Nick Brino 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 nbrino@forevermediainc.com | No | 0 |
| 9 | Forever Media – Internal Posting – Johnstown Shelly Lovenduski 109 Plaza Drive Johnstown, PA 15905 814-255-4186 slovenduski@forevermediainc.com | No | 0 |
| 10 | Forever Media – Internal Posting – Lebanon John Tuscano 440 Rebecca Street Lebanon, PA 17046 717-272-7651 jtuscano@forevermediainc.com | No | 0 |
| 11 | Forever Media – Internal Posting – Meadville/Franklin Jill Hamilton 900 Water St. Meadville, PA 16335 814-724-1111 jhamilton@forevermediainc.com | No | 0 |
| 12 | Forever Media – Internal Posting – Midshore Lynn Moore, Patti Tibbitt 306 Port Street Easton, MD 21601 410-822-3301 lmoore@forevermediainc.com ptibbitt@forevermediainc.com | No | 0 |
| 13 | Forever Media – Internal Posting – Milford Sandra Gay, Nanci Black 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 sgay@forevermediainc.com nblack@forevermediainc.com | No | 0 |
| 14 | Forever Media – Internal Posting – Pittsburgh Dottie McCartney 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 dmccartney@forevermediainc.com | No | 0 |

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| 15 | Forever Media – Internal Posting – Sharon Jill Hamilton 87 Stambaugh Ave, Suite 3 Sharon, PA 16146 724-308-7208 jhamilton@forevermediainc.com | No | 0 |
| 16 | Forever Media – Internal Posting – State College Laura Specht 2551 Park Ctr Blvd State College, PA 16801 814-237-9800 businesssc@forevermediainc.com | No | 0 |
| 17 | Forever Media – Internal Posting – Wheeling Judy Vavrek 56325 High Ridge Road Bellaire, OH 43906 740-676-5661 jvavrek@forevermediainc.com * Sold 10/31/21 | No | 0 |
| 18 | Forever Media – Internal Posting – Wilmington Bobbi Jo Clifford 2727 Shipley Road Wilmington, DE 19810 302-478-2700, 302-660-3446 bclifford@forevermediainc.com | No | 0 |
| 19 | All Access Music Group Joel Denver 24955 Pacific Coast Highway, C303 Malibu, CA 90265 310-457-6616 | No | 0 |
| 20 | American Broadcasting School Michelle McConnell 4511 SE 29 th Street Oklahoma City, OK 73115 405-672-6511 michelle@radioschool.com | Yes | 0 |
| 21 | Dickinson College Heather Champion Tammy Heberlig 28 N. College St P.O. Box 1773 Carlisle, PA 17013 717-245-1706, 717-245-1069 championh@dickinson.edu heberlit@dickinson.edu | No | 0 |
| 22 | First Saint John’s Lutheran Church Rev. James Driskell | Yes | 0 |

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| | 140 West King Street York, PA 17403 717-386-3698 bm2driskell@aol.com | | |
| 23 | Harrisburg Area Community College Howard Alexander 731 Old Harrisburg Rd Gettysburg, PA 17325 717-339-3576 halexand@hacc.edu | Yes | 0 |
| 24 | Indeed 6433 Champion Grandview Way, Building 1 Austin, TX 78750 www.indeed.com 800-475-7361, 800-430-6935 | No | 0 |
| 25 | Lebanon Valley College Sarah Bartz 101 North College Ave Annville, PA 17003 717-867-6381, 717-867-6560 bartz@lvc.edu | No | 0 |
| 26 | Messiah College Abby Book One College Avenue Mechanicsburg, PA 17055 717-691-6016 abook@messiah.edu | Yes | 0 |
| 27 | Mount St. Mary's University Matthew Pouss 16300 Old Emmitsburg Road Emmitsburg, MD 21727 301-447-5630, 301-447-5202 career-center@msmary.edu, pouss@msmary.edu | No | 0 |
| 28 | Office of Vocational Rehabilitation Brenda Bowersox 2550 Kingston Road Suite 101 York, PA 17402 717-771-4407 brbowersox@pa.gov | Yes | 0 |
| 29 | PAB – Pennsylvania Association of Broadcasters Gail Ponti 208 North 3 rd Street Suite 105 Harrisburg, PA 17101 717-482-4820 | No | 0 |

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| | gponti@pab.org | | |
| 30 | Pennsylvania State University – Mont Alto Patty Gochenauer 1 Campus Drive Mont Alto, PA 17237 717-749-6104 pmgoch@psu.edu | Yes | 0 |
| 31 | Pennsylvania State University – York Leigh Ann Fry 1031 Edgecomb Ave York, PA 17403 717-771-4053 lnm5048@psu.edu | No | 0 |
| 32 | Shippensburg University Victoria Kerr Buchbauer 1871 Old Main Drive Shippensburg, PA 17257 717-477-1484 career@ship.edu | Yes | 0 |
| 33 | United Way of York County Anne Druck 880 East King Street York, PA 17403 717-771-3806, 717-771-3800 drucka@unitedway-york.org | Yes | 0 |
| 34 | York College of Pennsylvania Jennaca Brooks 441 Country Club Rd York, PA 17403 717-815-1908 careerdevelopment@ycp.edu | No | 0 |
| 35 | York County Economic Alliance Sully Pinos 144 Roosevelt Avenue York, PA 17401 717-848-4000 spinos@ycea-pa.org | No | 0 |
| 36 | Adams County Technical Institute Janet Rapuano 1126 Old Harrisburg Road Gettysburg, PA 17325 717-334-6254 jrapuano@acti-pa.org * Added on 4/1/21. | Yes | 0 |
| 37 | Maryland DC Delaware Broadcasters Association 804 E. Edenton Street Raleigh, NC 27601 | No | 0 |

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| | 410-653-4122 info@mdcd.com * Added on 6/22/21. | | |
| 38 | Linked In 1000 W Maude Sunnyvale, CA 94085 * Added on 11/11/21. | No | 0 |
| | | Total | 11 |

Outreach Activities List:

| Outreach Number | Date | Recruitment Initiative | Description | Participants |
|------------------------|--------------|--|---|--|
| 1 | 04/21/21 | #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, CHRD represented all of the Forever Media stations |
| 2 | 4/29/21 | #1 Conventions, Job Fairs, Career Days, Career Fairs | OhioMeansJobs Area 16 Virtual Job Fair- Job fair was open to all employers regardless of industry to connect job seekers with employers in the region. | Diane Fetty, CHRD represented Bellaire, OH, Robinson Twp., PA and Brownsville, PA stations |
| 3 | 7/20/21 | #1 – Conventions, Job Fairs, Career Days, Career Fairs | Rotary Club of Lebanon. Discussed open jobs and the direction of the radio station with the new ownership. | Tim Ritchie, General Sales Manager – Forever Lebanon Valley |
| 4 | 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. |
| 5 | 8/17-8/18/21 | #1 – Conventions, Job Fairs, Career Days, Career Fairs | APG Chesapeake Virtual Job Fair – open to all employers to connect with job seekers. | Diane Fetty, CHRD represented all of the Forever Media stations. |
| 6 | 9/29/21 | #1 – Conventions, Job Fairs, Career Days, Career Fairs | Fall 2021 Virtual Career & Graduate School Fair with MD-PA College Career Center Alliance. Partnered with Handshake to network and share opportunities with students from nine other liberal arts institutions including: Mount St. Mary’s University, Dickinson College, Gettysburg College, Goucher College, Hood College, McDaniel College, Muhlenberg College, Notre Dame of Maryland University, St. John’s College and Washington College. | Diane Fetty, CHRD represented all of the Forever Media stations. |
| 7 | 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, CHRD represented all of the Forever Media stations |
| 8 | 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, CHRD represented all of the Forever Media stations |

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| 9 | 10/20/21 | #1 – Conventions, Job Fairs, Career Days, Career Fairs | Lebanon County Career and Technology Center. Committee meeting to advise the school on matters such as trends in the industry, what equipment they should train the students on, and the general curriculum they should concentrate on to align with industry standards. | Jim Kiscadden, Program Director, WLBR. He serves as the Chairman of the Occupational Advisory Committee for the school’s Media Communications and Technology course. |
| 10 | 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 |
| 11 | 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. |
| 12 | 10/26/21 | #1 – Conventions, Job Fairs, Career Days, Career Fairs | 2021 Lebanon County College and Career Fair. Participation in the fair to meet with students and discuss opportunities in the broadcast field. | Tim Ritchie, General Sales Manager, WFVY and WLBR, represented Forever Lebanon Valley. |
| 13 | 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. |
| 14 | 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. |
| 15 | 2/10/22 | #1 Conventions, Job Fairs, Career Days, Career Fairs | Lebanon Valley College – opportunity to discuss career opportunities and full-time employment. | Tim Ritchie, General Sales Manager, WFVY and WLBR, represented Forever Lebanon Valley. |
| 16 | 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 |
| 17 | 2/25/22 | #1 Conventions, Job Fairs, Career Days, Career Fairs | <u>Juniata Career Day-</u> 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 public service to discuss student career options, internships and full-time employment opportunities. | Bethany Hildebrand, GSM. represented all of the Forever Media stations |
| 18 | 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 | Diane Fetty, CHRD represented all of the Forever Media stations |

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| | | | 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. | |
| 19 | 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 |
| 20 | 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 |
| 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 represented all of the Forever Media stations |
| 22 | 2/17/22 | #2 Hosted Job Fairs | FOREVER MEDIA Lebanon Valley hosted a Career and Job Fair. Offered the community a resource for available job opportunities and to discuss careers in broadcasting. We encouraged other businesses to join in our event for a better pool of applicants. | Tim Ritchie, General Sales Manager; Jim Kiscadden, Program Director WLBR; Steve Davies, Program Director WFVY; Ray Maillet and Angela DeSendi-Kriner, Account Executives. |
| 23 | 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 the 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 help develop, plan, implement, and recap ways | n/a |

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| | | | to market and promote the station group. They attend Live-On-Locations for the radio network and help promote the event. | |
| 24 | 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 |
| 25 | 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 |
| 26 | 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 |
| 27 | 12/14/21 | #8 Establishment of Training Programs for Station Personnel | Shippensburg University Lunch and Learn – Strategic Communication: Why it Matters. Professor Dhiman Chattopadhyay presented. | Sales Staff – York Market |
| 28 | 1/6/22 | #8 Establishment of Training Programs for Station Personnel | Shippensburg University Lunch and Learn – Strategic Communication: Why it Matters. Professor Dhiman Chattopadhyay presented. | Sales Staff – Lebanon Market |
| 29 | 1/6/22 | #8 Establishment of Training Programs for Station Personnel | Shippensburg University Lunch and Learn – Strategic Communication: Why it Matters. Professor Dhiman Chattopadhyay presented. The Lebanon Valley market’s presentation was recorded and sent for review. | Tammy Signor, Business Manager. |
| 30 | 1/20/22 | #8 Establishment of Training Programs for Station Personnel | FCC License Renewal Webinar hosted by David Oxenford. The focus was on the license renewal with the importance of timeliness with files for political, EEO and public affairs. | Tammy Signor, Business Manager. |
| 31 | 1/26-1/27/22 | #8 Establishment of Training Programs for Station Personnel | Rising Above Summit. Virtual training summit designed to teach, coach, inspire and motivate attendees to rise above the challenges of today’s ever-changing sales and management environment. | Dave Davies, General Manager Sales Management – York Linda Propheter, General Sales Manager, Courtney Shupe and Lauren Kares, Local Sales Managers and Tammy Signor, Business Manager. |
| 32 | 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 |
| 33 | 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 | Program Directors and GMs with Mike Stevens |

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| | | | 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. | |
| 34 | 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 Mike. | Production Directors and Copywriters with Mike Stevens |
| 35 | 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 |
| 36 | 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 |
| 37 | 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 |
| 38 | Ongoing | #8 – Establishment of Training Programs for Station Personnel | Forever Media makes available Monarch (previously Maxtrix 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 |
| 39 | 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 |
| 40 | 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, | All Employees |

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| | | | 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. | |
| 41 | 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 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 |
| 42 | Ongoing | #8 – Establishment of Training Programs for Station Personnel | The station’s General Manager, General Sales Manager, Local Sales Managers, 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 |
| 43 | 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 |
| 44 | 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 |
| 45 | 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 |
| 46 | 10/27/21 | #10 Participation of programs relating to career opportunities in broadcasting | 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 | Mike Sherry, VP of Sales |

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| | | sponsored by educational institutions | help prepare and encourage them for a career in broadcasting. | |
| 47 | Upon Request | #16 – Radio Station Group Tours | <p>We routinely give group tours of our facilities, 275 Radio Road, Hanover, PA and 440 Rebecca Street, Lebanon, 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: WGET/WGTY/WYCR/WHVR, 275 Radio Road, Hanover, PA 17331. Attn: GM or call 717-637-3831. ddavies@forevermediainc.com</p> <p>To request a tour contact: WFVY/WLBR, 440 Rebecca Street, Lebanon, PA 17046. Attn: GM or call 717-272-7651. ddavies@forevermediainc.com</p> | General Public |