

ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: April 1, 2022 – March 31, 2023	Employer: Forever Media, Inc.	Job Search to: careers@forevermediainc.com
67131 54608 54607 67132 36878 36874 62368 25870	Stations, City of License: WGTG (FM), Gettysburg, PA WYCR (FM), York/Hanover, PA PA WHVR, Hanover, PA WGET, Gettysburg, PA WFTV (FM), Lebanon, PA WLBR, Lebanon, PA WPPY (FM), Starview, PA WRKY, 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.

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

Strategist				19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38	
Account Executive	7/18/22	1	3	1,3,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38	5
Account Executive	7/18/22	1	4	1,3,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39	5
Account Executive	8/1/22	1	1	2,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38	24
PM Drive Co-Host	8/1/22	1	3	1,3,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38	3
Account Executive	9/1/22 9/1/22 11/1/22	3	6	1,3,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38	3, 4, 5
Traffic Director	10/24/22	1	7	1,3,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,38	24
Account Executive	1/9/23 2/6/23	2	3	1, 3, 5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,37,38	24, 24
Traffic Director	3/20/23	1	2	1,3,5,7,8,9,13,14,15,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,37,38	1
Digital Strategist	3/22/23	1	1	1,3,5,7,8,9,13,14,15,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,37,38	5
Totals		16	39		

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	No	3
2	Forever Media – Website Tim Ritchie 440 Rebecca Street Lebanon, PA 17046 717-272-7651 tritchie@forevermediainc.com www.foreverlebanonvalley.com * Ended 1/1/23.	No	0
3	Forever Media - On-Air Recruitment WGTY/WYCR/WHVR/WGET/WPPY/WRKY Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com	No	9
4	Forever Media - On-Air Recruitment WVY/WLBR Tim Ritchie 440 Rebecca Street Lebanon, PA 17046 717-272-7651 tritchie@forevermediainc.com * Ended 1/1/23.	No	0
5	Forever Media - Walk-Ins, Client Referrals, Current Employees, Other Tammy Signor 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com or Tim Ritchie 440 Rebecca Street Lebanon, PA 17046	No	15

	717-272-7651 tritchie@forevermediainc.com Tim's part ended 1/1/23.		
6	Forever Media – Internal Posting – Altoona Jody Downing One Forever Drive Hollidaysburg, PA 16648 814-941-9800 jdowning@forevermediainc.com Ended 1/1/23.	No	0
7	Forever Media – Internal Posting – Brownsville Joyce Nicholson 123 Blaine Road Brownsville, PA 15417 724-938-2000 jnicholson@forevermediainc.com	No	0
8	Forever Media – Internal Posting – Cumberland Jeanie McLaughlin 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com	No	0
9	Forever Media – Internal Posting – Havre de Grace Doug Hall 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 dhall@forevermediainc.com	No	0
10	Forever Media – Internal Posting – Johnstown Shelly Lovenduski 109 Plaza Drive Johnstown, PA 15905 814-255-4186 slovenduski@forevermediainc.com * As of 10/5 changed to Bethany Hildebrand bhildebrand@forevermediainc.com Ended 1/1/23.	No	0
11	Forever Media – Internal Posting – Lebanon Tim Ritchie 440 Rebecca Street Lebanon, PA 17046 717-272-7651 tritchie@forevermediainc.com Ended 1/1/23.	No	0
12	Forever Media – Internal Posting – Meadville/Franklin Jill Hamilton 900 Water St.	No	0

	Meadville, PA 16335 814-724-1111 jhamilton@forevermediainc.com Ended 1/1/23.		
13	Forever Media – Internal Posting – Midshore Patti Tibbitt 306 Port Street Easton, MD 21601 410-822-3301 ptibbitt@forevermediainc.com	No	0
14	Forever Media – Internal Posting – Milford Nanci Black 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 nblack@forevermediainc.com	No	0
15	Forever Media – Internal Posting – Pittsburgh Dottie McCartney 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 dmccartney@forevermediainc.com	No	0
16	Forever Media – Internal Posting – Sharon Jill Hamilton 87 Stambaugh Ave, Suite 3 Sharon, PA 16146 724-308-7208 jhamilton@forevermediainc.com Ended 1/1/23.	No	0
17	Forever Media – Internal Posting – State College Laura Specht 2551 Park Ctr Blvd State College, PA 16801 814-237-9800 businesssc@forevermediainc.com Ended 1/1/23.	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 * As of 10/5 changed to Don Dalesio ddalesio@forevermediainc.com * As of 1/18/23 changed to Ken Scriven kscriven@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 Tammy Heberlig 28 N. College St P.O. Box 1773 Carlisle, PA 17013 717-245-1706, 717-245-1069 heberlit@dickinson.edu (as of 5/26 – Jessica Seretti recruit@dickinson.edu 717-245-1740)	No	0
22	First Saint John's Lutheran Church Rev. James Driskell 140 West King Street York, PA 17403 717-386-3698 bm2driskell@aol.com	Yes	0
23	Harrisburg Area Community College Howard Alexander 731 Old Harrisburg Rd Gettysburg, PA 17325 717-339-3576 halexand@hacc.edu Andrew Leister YL104A, 2010 Pennsylvania Avenue York, PA 17404 ajleiste@hacc.edu 717-801-3338 * Changed 3/21/23.	Yes	0
24	Indeed 6433 Champion Grandview Way, Building 1 Austin, TX 78750 www.indeed.com 800-475-7361, 800-430-6935	No	10
25	Lebanon Valley College Sarah Bartz 101 North College Ave Annville, PA 17003	No	0

	717-867-6381, 717-867-6560 bartz@lvc.edu		
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 gponti@pab.org	No	0
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 410-653-4122 info@mdcd.com * Added on 6/22/21.	No	0
38	Linked In 1000 W Maude Sunnyvale, CA 94085 * Added on 11/11/21.	No	1
39	Bloomsburg University 400 East Second Street Bloomsburg, PA 17815-1301 David Magolis, Professor, Media and Journalism * Candidate found out from our presentation to the class on April 14, 2022.	No	1
		Total	39

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/6/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Wilmington University -attended a virtual job fair with an opportunity to meet with WilmU students and alumni.	Diane Fetty, CHRD represented all of the Forever Media stations
2	5/3/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Cambria County Job Fair-opportunity to meet with job seekers	Bethany Hildebrand, GSM represented all of the Forever stations.
3	9/19/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Maryland DC Delaware Broadcasters Association job fair.	Diane Fetty,CHRD represented all of the Forever stations.
4	11/9/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	York College of PA Communications & Creative Careers Meetup. This event was geared towards the School of the Arts, Communication & Global Studies. It gave the students an opportunity to receive information, ask questions and hear about employment opportunities.	Dave Davies, General Manager
5	2/22/23	#1 – Conventions, Job Fairs, Career Days, Career Fairs	York College of PA Mass Communications Mock Interviews. This event gave students the opportunity to be interviewed and hear about the radio industry and employment opportunities.	Dave Davies, General Manager.
6	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 stations.
7	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 stations.
8	3/8/23	#1 – Conventions, Job Fairs, Career Days, Career Fairs	The 21st Annual Adams County Career Fair hosted by The Adams County Economic Education Foundation and The Chamber of Gettysburg & Adams County. This event is for 10 th grade students to hear about career opportunities.	Dave Davies, General Manager
9	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	Representing Forever Media, Inc. was David Pavlic and Amanda Syner.

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			County 8 th , 11 th and 12 th grade students.	
10	3/26/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair. Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever stations.
11	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 stations.
12	3/29/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Conewago Elementary School Career Day. Students learned about the radio industry with emphasis on sales.	Rebecca Sieg, Account Executive
13	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
14	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 to market and promote the station group. They attend Live-On-Locations for the radio network and help promote the event.	N/A
15	5/5/22 thru 5/6/22	#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.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager
16	5/17/22	#8 – Establishment of Training Programs for Station Personnel	Marketron Traffic Tips and Tricks Spring Webinar. Focus was on time-saving features that had been released over the past year.	Terri Goulden, Traffic Director; and Tammy Signor, Business Manager.
17	6/15/22	#8 – Establishment of Training Programs for Station Personnel	Media Ad Sales Transformation was hosted to focus on how media technology partnerships are transforming the media	Tim Ritchie, General Sales Manager.

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			advertising marketplace.	
18	6/16/22	#8 – Establishment of Training Programs for Station Personnel	How to Stand Out Amid Media Competition and Digital Fragmentation with Karen Morriss, Director of Client Services, Research Director, Inc. This was geared towards ways to stand out as a local broadcast seller by increasing your knowledge of your market, knowing your stations, and showing you are a great fit to reach the advertiser's customers.	Lauren Kares-Yelk, Local Sales Manager.
19	7/11/22	#8 – Establishment of Training Programs for Station Personnel	P1 Plus Program for PAB members offering a 7-week virtual training for sales. This program aided in training our new hire with videos, online meetings with real world prospecting to closing the sale assignments	John Griffiths, Account Executive.
20	7/28/22	#8 – Establishment of Training Programs for Station Personnel	Political Advertising FCC Compliance with David Oxenford. Comprehensive briefing on how to manage political files so we are in compliance.	General Manager, Sales Managers, Business Manager, Traffic Director, Production Directors, Copywriters.
21	9/19/22	#8 – Establishment of Training Programs for Station Personnel	P1 Plus Program for PAB members offering a 7-week virtual training for sales. This program aided in training our new hires with videos, online meetings with real world prospecting to closing the sale assignments.	Account Executives Kirsten Curtis, Joanna Gegorek, Zachary Ruth and Stewart Cornelius.
22	9/20/22	#8 Establishment of Training Programs for Station Personnel	EEO 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.
23	9/20/22 * 9/23/22 **	#8 – Establishment of Training Programs for Station Personnel	EEO Rules & Regulations webinar with David Oxenford, ESQ. Review all of the FCC's obligations and discuss how you can meet those obligations. The recording of the webinar was provided by the PAB.	*Rebecca Marr, Administrative Sales Assistant; **Tammy Signor, Business Manager.
24	12/16/22 and 12/17/22	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2022 Board of Directors Meeting and Awards Gala in Philadelphia, PA. Presentations of broadcast innovations, programming and legal concerns.	Lynn Deppen, President, Dave Davies, Market Manager, Mike Sherry, VP of Sales, Diane Fetty, Director of HR, Jeff Trunzo, Corp Engineer, Tom Bayer, Accounting
25	3/13/23 through 3/15/23	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar. Educational seminars, industry music showcases, and represented WGTY at the New Faces of Country Music dinner where we were nominated for radio station of the year.	Scott Donato, Program Director
26	Weekly	#8 Establishment of Training Programs for	A weekly telephone conference call is held on Thursdays at 10:31 am with Production	Production Directors and Copywriters

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		Station Personnel	Directors and copywriters, who are divided into group, to share ideas for commercials and promos.	
27	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
28	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
29	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
30	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
31	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
32	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
33	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch 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	All Management and sales staff

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			for prospecting, managing, evaluating, and closing business. Training tools for all aspects of sales are provided and available within this program.	
34	Annually, 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
35	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
36	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 other 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
37	Ongoing	#8 Establishment of Training Programs for Station Personnel	The station's General Manager, General Sales Manager and Account Executives routinely train on-line with the Radio Advertising Bureau. During this period, all have earned Radio Marketing Professional Certifications from the Radio Advertising Bureau. These educational and instructional courses are designed to improve our sales team's knowledge about radio and offers educational/instructional courses designed to improve management, daily operations and leadership of the Radio Stations.	Sales Staff

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38	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
39	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
40	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
41	4/14/2022	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Bloomsburg University invited guest speakers in to talk with their media and journalism students. This gave the students an opportunity to hear about the radio industry and employment opportunities.	Dave Davies, General Manager; Lauren Kares-Yelk, Local Sales Manager, and Allie Kildare, Account Executive represented all of the Forever stations.
42	6/6/22 8/4/22 12/16/22 and ongoing	#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
43	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
44	1/12/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Pennsylvania Highlands Community College-Media Production Community Advisory committee meeting.	Mike Stevens-Corporate Program Director

45	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: WFBY/WLBR, 440 Rebecca Street, Lebanon, PA 17046. Attn: GM or call 717-272-7651. ddavies@forevermediainc.com</p> <p>Lebanon location ended 1/1/23.</p> <p>Girl Scout Troop 80292 visited for a tour with the emphasis being on air. It was a total of 3 adults and 12 girl scouts.</p>	General Public
	2/20/23			