

EEO Public File Report

WFGY-FM – Altoona, PA
WALY(FM) – Bellwood, PA
WFBG – Altoona, PA
WRKY-FM – Hollidaysburg, PA
WWOT(FM) – Altoona, PA
WTNA – Altoona, PA

This EEO Public File Report Covers April 1, 2018 to March 31, 2019

This EEO Public File Report is filed in Stations WFGY-FM, WALY(FM), WFBG, WRKY-FM, WWOT(FM), WTNA public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2019, the station filled the following full-time vacancies:

Account Executive – 4
Administrative Sales Assistant - 1

ACTIVITY TO REPORT THIS PERIOD:

The station interviewed a total of 16 people for all full-time vacancies during the period covered in this report.

RECRUITMENT SOURCES USED:

Attachment A contains the following information for the full-time vacancies:

- The recruitment source(s) used to fill each vacancy;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with the vacancies.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Employment Unit Address: 1 Forever Drive, Hollidaysburg, PA 16648

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

Forever Media, Inc.
One Forever Drive
Hollidaysburg, PA 16648

Email: bcastellucci@forevermediainc.com

Phone: (814)941-9800

ATTACHMENT A FULL-TIME VACANCY EEO INFORMATION

Forever Media, Inc. is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex or national origin. We engage in a continuing effort to seek out prospective applicants for employment. We contacted agencies in the area of the station to solicit for full-time open positions of employment. The attachment exemplifies those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of possible employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community.

RECRUITMENT SOURCE	CONTACT PERSON	E-MAIL	ADDRESS	CITY-STATE-ZIP	PHONE	Did Source Request To Be Notified?	How Many Referrals From This Source?
African American Heritage Project	Harriet Gaston	hlg5@psu.edu	3000 Ivyside Drive	Altoona, PA 16602	814-949-5281	No	0
Allegheny College of Maryland <i>Bedford Campus</i>	Maryann Clark	mclark@allegany.edu	18 North River Lane	Everett, PA 15537	814-652-9528	No	0
American Women in Radio & TV	-	-	8405 Greensboro Dr. Suite 800	McLean, VA 22102	703-506-3290	No	0
Blair County Community Action Agency	Nickie Diehl	nickie.diehl@blaircap.org	1420 4 th Street	Altoona, PA 16601	814-946-3651	No	0
Business & Professional Women of PA	Marilyn Tallant	Tallantmj@aol.com	-	-	724-523-2505	No	0
Forever Media Website <i>www.ForeverAltoona.com</i>	Bethany Hildebrand	bhildebrand@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	2
Forever Media On-Air Recruitment <i>WFGY, WWOT, WALY, WRKY, WFBG, WTNA</i>	Courtney Wessner	cpaul@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	11
Forever Media Internal Job Posting <i>ALTOONA</i>	Jody Downing	jdowning@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media Internal Job Posting <i>CUMBERLAND</i>	Jeanie McLaughlin	jmclaughlin@forevermediainc.com	350 Byrd Avenue	Cumberland, MD 21502	301-722-6666	No	0
Forever Media Internal Job Posting <i>JOHNSTOWN</i>	Shelly Lovenduski	slovenduski@forevermediainc.com	109 Plaza Drive	Johnstown, PA 15905	814-255-4186	No	0
Forever Media Internal Job Posting <i>MIDSHORE</i>	Lynn Moore	lmoore@forevermediainc.com	306 Port Street	Easton, MD 21601	410-822-3301	No	0
Forever Media Internal Job Posting <i>NORTHWEST</i>	Jill Hamilton	jhamilton@forevermediainc.com	900 Water Street Downtown Mall	Meadville, PA 16635	814-724-1111	No	0
Forever Media Internal Job Posting <i>PITTSBURGH</i>	Dottie McCartney Joyce Nicholson	dmccartney@forevermediainc.com jnicholson@forevermediainc.com	2 Robinson Plaza, Ste 410 123 Blaine Road	Pittsburgh, PA 15205 Brownsville, PA 15417	412-275-3393 724-938-2000	No	0
Forever Media Internal Job Posting <i>STATE COLLEGE</i>	Kiaia Cole Matt Decker	kcole@forevermediainc.com mdecker@forevermediainc.com	2551 Park Ctr Blvd	State College, PA 16801	814-237-9800	No	0

Forever Media Internal Job Posting <i>WHEELING</i>	Annie Howell	ahowell@forevermediainc.com	56325 High Ridge Rd	Bellaire, OH 43906	740-676-5661	No	0
Forever Media Internal Job Posting <i>YORK</i>	Tammy Signor	tsignor@forevermediainc.com	275 Radio Road	Hanover, PA	717-637-3831	No	0
GACTC <i>New Choices, New Options</i>	Kim Ciccarella	kim.ciccarella@gactc.edu	1500 4 th Avenue	Altoona, PA 16602	814-946-8562	No	0
GEWC <i>Hollidaysburg Area Women's Club</i>	Megan James	gfwchawc@gmail.com	PO Box 662	Hollidaysburg, PA 16648	-	No	0
Juniata College	Tammy Stuber	stubert@juniata.edu	1700 Moore Street	Huntingdon, PA 16652	814-641-3350	No	0
NAACP Blair County	Donald Witherspoon	dew2312@yahoo.com	2100 6 th Avenue	Altoona, PA 16602	814-942-1126	No	0
PA Association of Broadcasters	Gail Ponti	gponti@pab.org, Positions #1, #2 www.pab.org	2018 North 3 rd Street Suite 105	Harrisburg, PA 17101	717-482-4820	No	0
PA Highland Community College <i>Blair Center, Logan Valley Mall</i>	-	careers@pennhighlands.edu	5580 Goods Lane	Altoona, PA 16602	814-201-2700	No	0
PSU College of Communications	Robert P. Martin	rpm163@psu.edu	208D Carnegie Building	University Park, PA 16802	814-863-4674	No	0
South Hills School of Business	Lora Beamenderfer	lbeamenderfer@southhills.edu	508 58 th Street	Altoona, PA 16602	814-944-6134	No	0
St. Francis University	Julie Barris	jbarris@francis.edu	117 Evergreen Drive PO Box 600	Loretto, PA 15940	-	No	0
Vocational Rehabilitation & Employment	Stephanie Onkst	sonkst@pa.gov	-	-	814-650-1416	Yes	0
Referral – Current Employee							2
Referral – Other							1

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive – POSTION #1 & #2

Recruitment Source That Referred the Hire:

WFGY-FM (1) On-Air
WWOT-FM (1) (On-Air)

Date Vacancy Opened: 4/13/18

Number Hired: 2

Date Vacancy Filled: 5/24/18 (1) 6/25/18 (1)

Total Number of Persons Interviewed for the Vacancy: 10

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCE	CONTACT PERSON	E-MAIL	ADDRESS	CITY-STATE-ZIP	PHONE	Did Source Request To Be Notified?	How Many Referrals From This Source?
African American Heritage Project	Harriet Gaston	hlg5@psu.edu	3000 Ivyside Drive	Altoona, PA 16602	814-949-5281	No	0
Allegheny College of Maryland <i>Bedford Campus</i>	Maryann Clark	mclark@allegany.edu	18 North River Lane	Everett, PA 15537	814-652-9528	No	0
American Women in Radio & TV	-	-	8405 Greensboro Dr. Suite 800	McLean, VA 22102	703-506-3290	No	0
Blair County Community Action Agency	Nickie Diehl	nickie.diehl@blaircap.org	1420 4 th Street	Altoona, PA 16601	814-946-3651	No	0
Business & Professional Women of PA	Marilyn Tallant	Tallantmj@aol.com	-	-	724-523-2505	No	0
Forever Media Website <i>www.ForeverAltoona.com</i>	Bethany Hildebrand	bhildebrand@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media On-Air Recruitment <i>WFGY, WWOT, WALY, WRKY, WFBG, WTNA</i>	Courtney Wessner	cpaul@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	8
Forever Media Internal Job Posting <i>ALTOONA</i>	Jody Downing	jdowning@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media Internal Job Posting <i>CUMBERLAND</i>	Jeanie McLaughlin	jmclaughlin@forevermediainc.com	350 Byrd Avenue	Cumberland, MD 21502	301-722-6666	No	0
Forever Media Internal Job Posting <i>JOHNSTOWN</i>	Shelly Lovenduski	slovenduski@forevermediainc.com	109 Plaza Drive	Johnstown, PA 15905	814-255-4186	No	0
Forever Media Internal Job Posting <i>MIDSHORE</i>	Lynn Moore	lmoore@forevermediainc.com	306 Port Street	Easton, MD 21601	410-822-3301	No	0
Forever Media Internal Job Posting <i>NORTHWEST</i>	Jill Hamilton	jhamilton@forevermediainc.com	900 Water Street Downtown Mall	Meadville, PA 16635	814-724-1111	No	0

Forever Media Internal Job Posting <i>PITTSBURGH</i>	Dottie McCartney Joyce Nicholson	dmccartney@forevermediainc.com jnicholson@forevermediainc.com	2 Robinson Plaza, Ste 410 123 Blaine Road	Pittsburgh, PA 15205 Brownsville, PA 15417	412-275-3393 724-938-2000	No	0
Forever Media Internal Job Posting <i>STATE COLLEGE</i>	Kiaia Cole	kcole@forevermediainc.com	2551 Park Ctr Blvd	State College, PA 16801	814-237-9800	No	0
Forever Media Internal Job Posting <i>WHEELING</i>	Annie Howell	ahowell@forevermediainc.com	56325 High Ridge Rd	Bellaire, OH 43906	740-676-5661	No	0
Forever Media Internal Job Posting <i>YORK</i>	Tammy Signor	tsignor@forevermediainc.com	275 Radio Road	Hanover, PA	717-637-3831	No	0
GA CTC <i>New Choices, New Options</i>	Kim Ciccarella	kim.ciccarella@gactc.edu	1500 4 th Avenue	Altoona, PA 16602	814-946-8562	No	0
GEWC <i>Hollidaysburg Area Women's Club</i>	Megan James	gfwchawc@gmail.com	PO Box 662	Hollidaysburg, PA 16648	-	No	0
Juniata College	Tammy Stuber	stuber@juniata.edu	1700 Moore Street	Huntingdon, PA 16652	814-641-3350	No	0
NAACP <i>Blair County</i>	Donald Witherspoon	dew2312@yahoo.com	2100 6 th Avenue	Altoona, PA 16602	814-942-1126	No	0
PA Association of Broadcasters	Gail Ponti	gponti@pab.org	2018 North 3 rd Street\ Suite 105	Harrisburg, PA 17101	717-482-4820	No	0
PA Highland Community College <i>Blair Center, Logan Valley Mall</i>	-	careers@pennhighlands.edu	5580 Goods Lane	Altoona, PA 16602	814-201-2700	No	0
PSU College of Communications	Robert P. Martin	rpm163@psu.edu	208D Carnegie Building	University Park, PA 16802	814-863-4674	No	0
South Hills School of Business	Lora Beamenderfer	lbeamenderfer@southhills.edu	508 58 th Street	Altoona, PA 16602	814-944-6134	No	0
St. Francis University	Julie Barris	jbarris@francis.edu	117 Evergreen Drive PO Box 600	Loretto, PA 15940	-	No	0
Vocational Rehabilitation & Employment	Stephanie Onkst	sonkst@pa.gov	-	-	814-650-1416	Yes	0
Referral – Current Employee						No	1
Referral – Other						No	1

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive – POSTION #3

Recruitment Source That Referred the Hire: WRKY-FM/On-Air

Date Vacancy Opened: 6/27/18

Number Hired: 1

Date Vacancy Filled: 8/1/18

Total Number of Persons Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCE	CONTACT PERSON	E-MAIL	ADDRESS	CITY-STATE-ZIP	PHONE	Did Source Request To Be Notified?	How Many Referrals From This Source?
African American Heritage Project	Harriet Gaston	hlg5@psu.edu	3000 Ivyside Drive	Altoona, PA 16602	814-949-5281	No	0
Allegheny College of Maryland <i>Bedford Campus</i>	Maryann Clark	mclark@allegany.edu	18 North River Lane	Everett, PA 15537	814-652-9528	No	0
American Women in Radio & TV	-	-	8405 Greensboro Dr. Suite 800	McLean, VA 22102	703-506-3290	No	0
Blair County Community Action Agency	Nickie Diehl	nickie.diehl@blaircap.org	1420 4 th Street	Altoona, PA 16601	814-946-3651	No	0
Business & Professional Women of PA	Marilyn Tallant	Tallantmj@aol.com	-	-	724-523-2505	No	0
Forever Media Website <i>www.ForeverAltoona.com</i>	Bethany Hildebrand	bhildebrand@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media On-Air Recruitment <i>WFGY, WWOT, WALY, WRKY, WFBG, WTNA</i>	Courtney Wessner	cpaul@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	1
Forever Media Internal Job Posting <i>ALTOONA</i>	Jody Downing	jdowning@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media Internal Job Posting <i>CUMBERLAND</i>	Jeanie McLaughlin	jmclaughlin@forevermediainc.com	350 Byrd Avenue	Cumberland, MD 21502	301-722-6666	No	0
Forever Media Internal Job Posting <i>JOHNSTOWN</i>	Shelly Lovenduski	slovenduski@forevermediainc.com	109 Plaza Drive	Johnstown, PA 15905	814-255-4186	No	0
Forever Media Internal Job Posting <i>MIDSHORE</i>	Lynn Moore	lmoore@forevermediainc.com	306 Port Street	Easton, MD 21601	410-822-3301	No	0
Forever Media Internal Job Posting <i>NORTHWEST</i>	Jill Hamilton	jhamilton@forevermediainc.com	900 Water Street Downtown Mall	Meadville, PA 16635	814-724-1111	No	0

Forever Media Internal Job Posting <i>PITTSBURGH</i>	Dottie McCartney Joyce Nicholson	dmccartney@forevermediainc.com jnicholson@forevermediainc.com	2 Robinson Plaza, Ste 410 123 Blaine Road	Pittsburgh, PA 15205 Brownsville, PA 15417	412-275-3393 724-938-2000	No	0
Forever Media Internal Job Posting <i>STATE COLLEGE</i>	Kiaia Cole	kcole@forevermediainc.com	2551 Park Ctr Blvd	State College, PA 16801	814-237-9800	No	0
Forever Media Internal Job Posting <i>WHEELING</i>	Annie Howell	ahowell@forevermediainc.com	56325 High Ridge Rd	Bellaire, OH 43906	740-676-5661	No	0
Forever Media Internal Job Posting <i>YORK</i>	Tammy Signor	tsignor@forevermediainc.com	275 Radio Road	Hanover, PA	717-637-3831	No	0
GACTC <i>New Choices, New Options</i>	Kim Ciccarella	kim.ciccarella@gactc.edu	1500 4 th Avenue	Altoona, PA 16602	814-946-8562	No	0
GEWC <i>Hollidaysburg Area Women's Club</i>	Megan James	gfwchawc@gmail.com	PO Box 662	Hollidaysburg, PA 16648	-	No	0
Juniata College	Tammy Stuber	stuber@juniata.edu	1700 Moore Street	Huntingdon, PA 16652	814-641-3350	No	0
NAACP <i>Blair County</i>	Donald Witherspoon	dew2312@yahoo.com	2100 6 th Avenue	Altoona, PA 16602	814-942-1126	No	0
PA Association of Broadcasters	Gail Ponti	www.pab.org	2018 North 3 rd Street\ Suite 105	Harrisburg, PA 17101	717-482-4820	No	0
PA Highland Community College <i>Blair Center, Logan Valley Mall</i>	-	careers@pennhighlands.edu	5580 Goods Lane	Altoona, PA 16602	814-201-2700	No	0
PSU College of Communications	Robert P. Martin	rpm163@psu.edu	208D Carnegie Building	University Park, PA 16802	814-863-4674	No	0
South Hills School of Business	Lora Beamenderfer	lbeamenderfer@southhills.edu	508 58 th Street	Altoona, PA 16602	814-944-6134	No	0
St. Francis University	Julie Barris	jbarris@francis.edu	117 Evergreen Drive PO Box 600	Loretto, PA 15940	-	No	0
Vocational Rehabilitation & Employment	Stephanie Onkst	sonkst@pa.gov	-	-	814-650-1416	Yes	0
Referral – Current Employee						No	0
Referral – Other						No	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive – POSTION #4

Recruitment Source That Referred the Hire: ForeverAltoona.com

Date Vacancy Opened: 11/18/18

Number Hired: 1

Date Vacancy Filled: 2/11/19

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCE	CONTACT PERSON	E-MAIL	ADDRESS	CITY-STATE-ZIP	PHONE	Did Source Request To Be Notified?	How Many Referrals From This Source?
African American Heritage Project	Harriet Gaston	hlg5@psu.edu	3000 Ivyside Drive	Altoona, PA 16602	814-949-5281	No	0
Allegheny College of Maryland <i>Bedford Campus</i>	Maryann Clark	mclark@allegany.edu	18 North River Lane	Everett, PA 15537	814-652-9528	No	0
American Women in Radio & TV	-	-	8405 Greensboro Dr. Suite 800	McLean, VA 22102	703-506-3290	No	0
Blair County Community Action Agency	Nickie Diehl	nickie.diehl@blaircap.org	1420 4 th Street	Altoona, PA 16601	814-946-3651	No	0
Business & Professional Women of PA	Marilyn Tallant	Tallantmj@aol.com	-	-	724-523-2505	No	0
Forever Media Website <i>www.ForeverAltoona.com</i>	Bethany Hildebrand	bhildebrand@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	2
Forever Media On-Air Recruitment <i>WFGY, WWOT, WALY, WRKY, WFBG, WTNA</i>	Courtney Wessner	cpaul@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	1
Forever Media Internal Job Posting <i>ALTOONA</i>	Jody Downing	jdowning@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media Internal Job Posting <i>CUMBERLAND</i>	Jeanie McLaughlin	jmclaughlin@forevermediainc.com	350 Byrd Avenue	Cumberland, MD 21502	301-722-6666	No	0
Forever Media Internal Job Posting <i>JOHNSTOWN</i>	Shelly Lovenduski	slovenduski@forevermediainc.com	109 Plaza Drive	Johnstown, PA 15905	814-255-4186	No	0
Forever Media Internal Job Posting <i>MIDSHORE</i>	Lynn Moore	lmoore@forevermediainc.com	306 Port Street	Easton, MD 21601	410-822-3301	No	0
Forever Media Internal Job Posting <i>NORTHWEST</i>	Jill Hamilton	jhamilton@forevermediainc.com	900 Water Street Downtown Mall	Meadville, PA 16635	814-724-1111	No	0

Forever Media Internal Job Posting <i>PITTSBURGH</i>	Dottie McCartney Joyce Nicholson	dmccartney@forevermediainc.com jnicholson@forevermediainc.com	2 Robinson Plaza, Ste 410 123 Blaine Road	Pittsburgh, PA 15205 Brownsville, PA 15417	412-275-3393 724-938-2000	No	0
Forever Media Internal Job Posting <i>STATE COLLEGE</i>	Kiaia Cole	kcole@forevermediainc.com	2551 Park Ctr Blvd	State College, PA 16801	814-237-9800	No	0
Forever Media Internal Job Posting <i>WHEELING</i>	Annie Howell	ahowell@forevermediainc.com	56325 High Ridge Rd	Bellaire, OH 43906	740-676-5661	No	0
Forever Media Internal Job Posting <i>YORK</i>	Tammy Signor	tsignor@forevermediainc.com	275 Radio Road	Hanover, PA	717-637-3831	No	0
GACTC <i>New Choices, New Options</i>	Kim Ciccarella	kim.ciccarella@gactc.edu	1500 4 th Avenue	Altoona, PA 16602	814-946-8562	No	0
GEWC <i>Hollidaysburg Area Women's Club</i>	Megan James	gfwchawc@gmail.com	PO Box 662	Hollidaysburg, PA 16648	-	No	0
Juniata College	Tammy Stuber	stuber@juniata.edu	1700 Moore Street	Huntingdon, PA 16652	814-641-3350	No	0
NAACP <i>Blair County</i>	Donald Witherspoon	dew2312@yahoo.com	2100 6 th Avenue	Altoona, PA 16602	814-942-1126	No	0
PA Association of Broadcasters	Gail Ponti	www.pab.org	2018 North 3 rd Street\ Suite 105	Harrisburg, PA 17101	717-482-4820	No	0
PA Highland Community College <i>Blair Center, Logan Valley Mall</i>	-	careers@pennhighlands.edu	5580 Goods Lane	Altoona, PA 16602	814-201-2700	No	0
PSU College of Communications	Robert P. Martin	rpm163@psu.edu	208D Carnegie Building	University Park, PA 16802	814-863-4674	No	0
South Hills School of Business	Lora Beamenderfer	lbeamenderfer@southhills.edu	508 58 th Street	Altoona, PA 16602	814-944-6134	No	0
St. Francis University	Julie Barris	jbarris@francis.edu	117 Evergreen Drive PO Box 600	Loretto, PA 15940	-	No	0
Vocational Rehabilitation & Employment	Stephanie Onkst	sonkst@pa.gov	-	-	814-650-1416	Yes	0
Referral – Current Employee						No	0
Referral – Other						No	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Administrative Sales Assistant – POSTION #5

Recruitment Source That Referred the Hire: WALY-FM/On-Air

Date Vacancy Opened: 1/31/19

Number Hired: 1

Date Vacancy Filled: 3/18/19

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

RECRUITMENT SOURCE	CONTACT PERSON	E-MAIL	ADDRESS	CITY-STATE-ZIP	PHONE	Did Source Request To Be Notified?	How Many Referrals From This Source?
African American Heritage Project	Harriet Gaston	hlg5@psu.edu	3000 Ivyside Drive	Altoona, PA 16602	814-949-5281	No	0
Allegheny College of Maryland <i>Bedford Campus</i>	Maryann Clark	mclark@allegany.edu	18 North River Lane	Everett, PA 15537	814-652-9528	No	0
American Women in Radio & TV	-	-	8405 Greensboro Dr. Suite 800	McLean, VA 22102	703-506-3290	No	0
Blair County Community Action Agency	Nickie Diehl	nickie.diehl@blaircap.org	1420 4 th Street	Altoona, PA 16601	814-946-3651	No	0
Business & Professional Women of PA	Marilyn Tallant	Tallantmj@aol.com	-	-	724-523-2505	No	0
Forever Media Website <i>www.ForeverAltoona.com</i>	Bethany Hildebrand	bhildebrand@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media On-Air Recruitment <i>WFGY, WWOT, WALY, WRKY, WFBG, WTNA</i>	Courtney Wessner	cpaul@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	1
Forever Media Internal Job Posting <i>ALTOONA</i>	Jody Downing	jdowning@forevermediainc.com	One Forever Drive	Hollidaysburg, PA 16648	814-941-9800	No	0
Forever Media Internal Job Posting <i>CUMBERLAND</i>	Jeanie McLaughlin	jmclaughlin@forevermediainc.com	350 Byrd Avenue	Cumberland, MD 21502	301-722-6666	No	0
Forever Media Internal Job Posting <i>JOHNSTOWN</i>	Shelly Lovenduski	slovenduski@forevermediainc.com	109 Plaza Drive	Johnstown, PA 15905	814-255-4186	No	0
Forever Media Internal Job Posting <i>MIDSHORE</i>	Lynn Moore	lmoore@forevermediainc.com	306 Port Street	Easton, MD 21601	410-822-3301	No	0
Forever Media Internal Job Posting <i>NORTHWEST</i>	Jill Hamilton	jhamilton@forevermediainc.com	900 Water Street Downtown Mall	Meadville, PA 16635	814-724-1111	No	0

Forever Media Internal Job Posting <i>PITTSBURGH</i>	Dottie McCartney Joyce Nicholson	dmccartney@forevermediainc.com jnicholson@forevermediainc.com	2 Robinson Plaza, Ste 410 123 Blaine Road	Pittsburgh, PA 15205 Brownsville, PA 15417	412-275-3393 724-938-2000	No	0
Forever Media Internal Job Posting <i>STATE COLLEGE</i>	Kiaia Cole	kcole@forevermediainc.com	2551 Park Ctr Blvd	State College, PA 16801	814-237-9800	No	0
Forever Media Internal Job Posting <i>WHEELING</i>	Annie Howell	ahowell@forevermediainc.com	56325 High Ridge Rd	Bellaire, OH 43906	740-676-5661	No	0
Forever Media Internal Job Posting <i>YORK</i>	Tammy Signor	tsignor@forevermediainc.com	275 Radio Road	Hanover, PA	717-637-3831	No	0
GACTC <i>New Choices, New Options</i>	Kim Ciccarella	kim.ciccarella@gactc.edu	1500 4 th Avenue	Altoona, PA 16602	814-946-8562	No	0
GEWC <i>Hollidaysburg Area Women's Club</i>	Megan James	gfwchawc@gmail.com	PO Box 662	Hollidaysburg, PA 16648	-	No	0
Juniata College	Tammy Stuber	stuber@juniata.edu	1700 Moore Street	Huntingdon, PA 16652	814-641-3350	No	0
NAACP <i>Blair County</i>	Donald Witherspoon	dew2312@yahoo.com	2100 6 th Avenue	Altoona, PA 16602	814-942-1126	No	0
PA Association of Broadcasters	Gail Ponti	www.pab.org	2018 North 3 rd Street\ Suite 105	Harrisburg, PA 17101	717-482-4820	No	0
PA Highland Community College <i>Blair Center, Logan Valley Mall</i>	-	careers@pennhighlands.edu	5580 Goods Lane	Altoona, PA 16602	814-201-2700	No	0
PSU College of Communications	Robert P. Martin	rpm163@psu.edu	208D Carnegie Building	University Park, PA 16802	814-863-4674	No	0
South Hills School of Business	Lora Beamenderfer	lbeamenderfer@southhills.edu	508 58 th Street	Altoona, PA 16602	814-944-6134	No	0
St. Francis University	Julie Barris	jbarris@francis.edu	117 Evergreen Drive PO Box 600	Loretto, PA 15940	-	No	0
Vocational Rehabilitation & Employment	Stephanie Onkst	sonkst@pa.gov	-	-	814-650-1416	Yes	0
Referral – Current Employee						No	1
Referral – Other						No	0

FULL-TIME VACANCY EEO INFORMATION

– ATTACHMENT B - OUTREACH ACTIVITIES

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. The stations have engaged in the following outreach activities during the year covered by this report:

#1 CAREER FAIR

- PENN HIGHLANDS JOB AND INTERNSHIP FAIR - Wednesday April 4, 2018. Location – Penn Highlands Richland Campus, Johnstown, PA. The event was designed to bring students and the general public together with employers representing over 50+ businesses in a ten-county region. Participants had the ability to meet and discuss career options, full and part-time employment opportunities. Representing all the stations for Forever Media Inc. were Mike Stevens, Operations Manager and Shelly Lovenduski, Business Manager.
- JUNIATA COLLEGE CAREER DAY - February 22, 2019 from 11a.m. to 3 p.m.: Participation in the 2019 Juniata College Career Day event at Juniata College in Huntingdon, PA in the Kennedy Sports and Recreation Center. This event was designed to bring students together with employers and alumni from 120+ business, industry and public service in one convenient location and time to discuss student career options, internships and full-time employment opportunities. In attendance representing all the stations for Forever Media Inc. was Bethany Hildebrand, Sales Assistant.
- JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS - March 15, 2019 from 9 a.m. to 2 p.m.: Participation in the 2019 PSU College of Communications JobExpo, located in the HUB Robeson Center Alumni Hall at University Park, Pennsylvania. The Pennsylvania State University's College of Communications is the largest ACEEJMC accredited 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. By participating in the 2019 JobExpo Comm, we had access to over 5,000 students in attendance from Penn State. Representing all the stations for Forever Media, Inc. were Scott Cohagan, General Manager and Tom Schmidt, Sales Manager.
- Forever Media, Inc. sponsored and partnered with the Careerlink Job Fair on April 5, 2018 at the Cranberry Mall, Cranberry PA. Our General Manager, Jim Shields, representing all the stations for Forever Media, Inc. attended the fair and met with prospective employees and collected their resumes.

#2 FOREVER MEDIA JOB FAIRS

- Beginning August 2017 (*on-going*), Forever Media, Inc. Altoona, began hosting an on-going online job fair. Upon visiting foreveraltoona.com, each visitor is invited to view career opportunities within our market as well as clients who are also looking to recruit.
- Forever Media, Inc. hosted a Job Fair on Thursday, May 24, 2018 at the Park Inn by Radisson, Clarion PA. Our General Sales Manager, Cindy Grant, and Franklin sales staff attended the event to assist clients and accept resumes from potential job seekers.
- Forever Media, Inc. hosted a Job Fair on Tuesday, April 24, 2018 at the Country Club, Meadville PA. Our General Sales Manager, Helen Powers, and Meadville, and the sales staff, representing all the stations for Forever Media attended the event to assist clients and accept resumes from potential job seekers.
- Forever Media, Inc. hosted a Job Fair on Tuesday, September 18, 2018 at the Galleria Mall, Johnstown, PA 15904. The event featured over 30 local, regional and national companies offering information on employment opportunities in a variety of fields including health care, manufacturing, marketing, media and much more. Over 200 people attended this event. Representing all the stations for Forever Media, Inc. were Mike Stevens, Operations Manager and Shelly Lovenduski, Business Manager.
- Forever Media, Inc. hosted a Job Fair on Tuesday, February 12, 2019 at the Galleria Mall, Johnstown, PA 15904. The event featured more than 25 local, regional and national companies offering information on employment opportunities in a variety of fields including health care, manufacturing, marketing, media and much more. Over 200 people attended this event. Representing all the stations for Forever Media, Inc. were Mike Stevens, Operations Manager and Shelly Lovenduski, Business Manager.

#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. For this period, we had internships as per the following:

No interns this period.

- 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.

#7 PARTICIPATION IN SCHOLARSHIP PROGRAM:

- Kerby Confer, Partner/Member of Forever Media, has devoted time and financially pledged to establish the Confer Radio Talent Institute at Bloomsburg University of Pennsylvania. The Institute ran from July 9th through July 18th, 2018. Commercials aired on WBUS(FM), WFGE(FM), WMAJ(FM), WQWK, WAPY(FM) and WRSC encouraging interested students to apply to attend the Institute. Digital Display ads promoting the Institute were also placed on www.forevermediainc.com.

#8 ESTABLISHMENT OF TRAINING PROGRAMS FOR STATION PERSONNEL:

- The National Association of Broadcasters (NAB) held their Radio Show 2018 conference in Las Vegas, NV from April 7th through 12th, 2018. Forever's President, Lynn Deppen, representing all of the stations for Forever Media, Inc., was in attendance to learn more about radio's new strategies and new platforms. The conference brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders and explore creative business strategies for the digital age.
- May 6-7, 2018 Pennsylvania Association of Broadcasters held the 2018 Gold Metal Meeting in Hershey, PA. Presentations of broadcast innovations, programming and legal concerns. Honored guests were acknowledged and Awards for Excellence in Broadcasting were presented at the banquet. Vice President of Sales Mike Sherry and Altoona Market Manager Bobbi Castellucci, representing all of the stations for Forever Media, Inc., attended the event.
- May 27, 2018 General Sales Manager, Courtney Paul-Wessner completed the Certified Radio Sales Manager (CRSM) course by the Radio Advertising Bureau. The CRSM designation is a comprehensive, multi-level training and certification program developed and administered by the Radio Advertising Bureau for radio sales managers. Graduates must complete a rigorous course of study that focuses on mastering the skills of managing a radio sales staff, controlling inventory, budgeting, training staff necessary to immediately generate sales for the station and results for advertisers.
- On August 19-21, 2018, Forever Media managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in Mackinac Island, Michigan. This three-day conference presented discussions regarding the radio business and new opportunities and problem solving. It also offered attendees the opportunity to network with other like-minded radio broadcast management. Speakers representing all of the stations for Forever Media at the meeting were Lynn Deppen, Michael Sherry, and Scott Cohagan.

- The Radio Show was held on September 25th – September 28, 2018 in Orlando, FL. Connect with radio power players, discover creative ideas and rock out to red-hot performances. It's the ultimate destination for the go-getters of radio. Whether you're a seasoned pro or a young professional, this is your chance to help shape the future of radio – and have some fun. From tailored development opportunities to non-stop networking and live entertainment, it's everything you need to send your career into overdrive. Attended by Mike Sherry, VP of Sales representing all of the stations for Forever Media, Inc.
- October 1-2, 2018 Pennsylvania Association of Broadcasters held the 2018 Board of Directors Meeting in Hershey, PA. Presentations of broadcast innovations, programming and legal concerns. Altoona Market Manager Bobbi Castellucci attended the event representing all of the stations for Forever Media, Inc.
- December 11, 2018, (9a-1p) Managers, Sales and Support Staff (Altoona, State College, Johnstown) convened at the Altoona Hotel and Conference Center in Altoona, PA for a Digital Media Training with Marketron Digital representative Mark Weidel. The scheduled seminar events covered multiple topics dealing with Display, Geofencing, Pre-Roll, Connected TV, Search Engine Marketing and Listed Local. Employees are also involved in ongoing weekly training via a webinar with Marketron Digital.
- On December 14, 2018, Mike Sherry, VP of Sales at Forever Media, Inc. attended the PAB Board meeting held in Bedford Springs, PA with Dave Davies and Bobbi Castellucci (General Managers) who represented all the stations for Forever Media, Inc.
- On January 22, 2019, Mike Stevens conducted commercial training and reviewed the market's top 20 accounts and discussed ways to improve copy writing and commercial production.
- On February 26, 2019, Forever Media Managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in Indian Wells, CA. This three-day conference presented discussions regarding the radio business and new opportunities and problem solving. It also offered attendees the opportunity to network with other like-minded radio broadcast management. Attended by Mike Sherry, VP of Sales, Lynn Deppen, President and Jim Shields, GM, who represented all the stations for Forever Media, Inc.
- 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.
- Forever Media Corporate Program Director, Mike Stevens, conducts a bi-weekly 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.

- Forever Media makes available Matrix Solutions to the Sales Department. Matrix 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.
- 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.
- 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.
- 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.
- 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.
- 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).

#10 PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

- Blair County Chamber of Commerce/BASICS Career Shadowing Week -Thursday, November 8, 2018, Jake Irwin from Hollidaysburg Senior High shadowed several Forever Media, Altoona employees to learn more about a career in Radio. *BASICS is an acronym for Businesses and Schools Investing in Cooperative Solutions.*

- Kerby Confer, Partner/Member of Forever Media, has endowed Bloomsburg University to establish the Confer Radio Talent Institute. It is an annual ten-day program of speakers and training events that range from on-air performance to programming to sales, management, production, promotions, social media, digital, engineering, ownership and practically all aspects of radio. The program places emphasis on entry-level position preparation to help each student get his/her career started. The Radio Talent Institute System is an incubator of well-rounded, well-educated college talent with a passion for radio and a determination to get into the business. Scholarships for the institute are available. The event was held July 9 – 18, 2018 on Bloomsburg University campus. On Tuesday, July 10, 2018, Bobbi Castellucci presented RAB Training Modules #7 “Understanding Competitive Media”. On July 12, 2018, Dave Davies presented RAB Training Module #12 & #13, “Addressing Objections and Closings” and “More Sales through Buyer Style Identification” and Lynn Deppen spoke about “Engineering: RF & IT”. On July 13th, 2018, Scott Cohagan presented RAB Training Module #17 “Goal Setting and Time Management.” On July 16, 2018, Mike Stevens spoke about “Basics of Doing a Great Music Radio Show”. On July 17, 2018, Matthew Bortner participated in a Q&A panel regarding “Adjusting from College to the Pros”. Digital Display ads promoting the Institute were also placed on www.forevermediainc.com.

#16 RADIO STATION GROUP TOURS:

- We give group tours of our facility, One Forever Drive, Hollidaysburg, PA 16648, 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 stations’ formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups.

- April 16, 2018, students in the ‘Aevidum’ program at Altoona Area School District, came to the station in collaboration with our Heroes in the Hallway campaign. These students spent time in both the FROGGY 98 and HOT 100 studios as well as recorded a segment on how bullying impacts students. The students learned about a career in radio and got a chance to be on the radio.

To request a tour contact:

Forever Media, Inc.

Attn: Bill Kurtis

One Forever Drive, Hollidaysburg, PA 16648

814-941-9800

wdonnelly@forevermediainc.com