

ANNUAL EEO PUBLIC FILE REPORT

Date Report Covers: June 1, 2018- May 31, 2019	Employer: Forever Media of Ohio, LLC	Job Search to: careers@forevermediainc.com
Stations, City of License: WBGI-FM, Bellaire, OH WUKL (FM), Bethlehem, WV WRQY (FM), Moundsville, WV WLIE, Bellaire, OH	Employment Unit Address: 56325 High Ridge Road Bellaire, OH 43906 On-Line Public File location: www.Foreverwheeling.com	Contact Person, Title, email, phone number: David Hartle, LSM dhartle@forevermediainc.com 740-676-5661

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

Employer is an equal opportunity employer and does not discriminate in the recruiting, hiring, training, or promotion of employees or, in its advertising practices by reason of race, color, religion, sex, or national origin. We engage in a continuing and evolving effort to seek out prospective applicants for employment. The Annual EEO Reports herein exemplify those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of diverse and qualified employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. We periodically re-evaluate the recruitment process to enhance wide dissemination. As a result, we believe our overall package of recruiting initiatives has been successful over the past two reporting periods.

Full-Time Vacancies Filled:

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
Account Executive	07/30/18	2	6	1,2,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35	4, 2
Sales Asst./Admin. Asst.	08/20/18	1	2	1,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,21,23,24,25,26,28,30,31,32,35	4
Account Executive	01/07/19 03/01/19	2	4	1,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,21,22,23,24,25,26,27,30,31,32,33,34,35	3, 4

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 Andrea McCool 56325 High Ridge Road Bellaire, OH 43906 740-676-5661 Foreverwheeling.com	No	
2	Forever Media ON-AIR RADIO STATIONS WOGI/WKPL/WOHI/WLYI 56325 High Ridge Road Bellaire, OH 43906 740-676-5661 www.careers@forevermediainc.com	No	2
3	Walk-Ins, Employee/ Client Referrals/Other David Hartle, Sales Manager 56325 High Ridge Road Bellaire, OH 43906 740-676-5661 careers@forevermediainc.com	No	5
4	Indeed 177 Broad Street,6 th Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	No	5
5	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com	No	
6	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com	No	
7	Internal Job Posting – Hollidaysburg 1 Forever Drive, Hollidaysburg, PA 1664 Jody Downing 814-941-9800 jdowning@forevermediainc.com	No	
8	Internal Job Posting – Johnstown 109 Plaza Drive, Johnstown, PA 15905 Shelly Lovenduski 814-255-4186 slovenduski@forevermediainc.com	No	
9	Internal Job Posting – State College 2551 Park Center Blvd. State College, PA 16801 814-237-9800 kcole@forevermediainc.com	No	
10	Internal Job Posting –Meadville/Franklin 900 Water St. Meadville, PA 16335 814-724-1111 jhamilton@forevermediainc.com	No	

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11	Internal Job Posting – Sharon 87 Stambaugh Ave., Suite 3 Sharon, PA 16146 724-308-7208 jhamilton@forevermediainc.com	No	
12	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 dmccartney@foreverpittsburgh.com	No	
13	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 717-637-3831 tsignor@forevermediainc.com rkennis@forevermediainc.com	No	
14	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 410-822-3301 lmoore@forevermediainc.com	No	
15	Bethany College John E. Osborne 31 E. Campus Drive Bethany WV 26032 304-829-7395 josborne@bethanywv.edu	No	
16	California Univ of Pennsylvania Rhonda Gifford, Director 250 University Avenue California PA 15419 724-938-1510 https://app.joinhandshake.com	No	
17	CareerLink – Washington PA C. North 90 W. Chestnut Street, Suite 190 LL Washington, PA 15301 724-223-4500 cnorth@pa.gov	No	
18	CCAC Pamela Nichols (Boyce) 808 Ridge Avenue, Room SSC 110 Pittsburgh PA 15212 724-325-6770 pnichols@ccac.edu	No	
19	CareerLink Centers-Beaver Falls, PA James Mackin 2103 Ninth Avenue Beaver Falls, PA 15010 724-728-4860 jobtraining@jtbc.org	No	
20	OhioValleyHelpWanted.com Eric Straus, President 14 Moonstone Lane Lagrangeville, NY 12540 800-365-8630 Eric.straus@regionalhelpwanted.com	No	

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21	Clarion University Bill Bailey, Director 419 Becht Hall, 840 Wood Street Clarion PA 16214 814-393-2323 recruit@clarion.edu	No	
22	Duquesne University Center for Career Development 614 Duquesne Union Pittsburgh PA 15282 412-396-6644 careerservices@duq.edu https://app.joinhandshake.com	No	
23	Eastern Gateway Comm College Career Services Center 400 Sunset Blvd. Steubenville, OH 43952 740-266-9665 adaly@egcc.edu	No	
24	Franciscan University of Steubenville Dr. Dave Schaeffer 1235 University Boulevard Steubenville OH 43952 740-284-5391 dschaefer@franciscan.edu	Yes	
25	Media Association of Pittsburgh Trisha Duffy Pittsburgh, PA VPCommunication@mediaPittsburgh.com	No	
26	Ohio Association of Broadcasters Patricia Geary 17 S. High Street, Ste. 1010 Columbus, OH 43215 614-228-4052 pgeary@oab.org	No	
27	PA Association of Broadcasters Gail Ponti 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 www.pab.org	No	
28	Penn State - Fayette Campus Steven Wilt 2201 University Drive LeMont Furnace PA 15456 724-430-4100 spw5026@psu.edu	No	
29	Pittsburgh Professional Women Beth Caldwell beth@pittsburghprofessionalwomen.com 412-202-6983	No	
30	Pittsburgh Technical College Career Services Center 1111 McKee Road Oakdale PA 15071 412-809-5100 careerservices@ptcollege.edu	No	

31	Regional Economic Dev Assoc. Service Rep 110 Main St. 3 rd Floor-P.O. Box 1029 Wheeling WV 26003 304-232-7722 tmarking@redp.org	No	
32	Robert Morris University Career & Professional Develop Ctr 6001 University Boulevard Moon Twp, Pittsburgh PA 15108 412-397-6333 careers@rmu.edu	No	
33	Washington & Jefferson College Roberta Cross, Director 60 S. Lincoln Street Washington PA 15301 724-229-5126 https://www.collegecentral.com	No	
34	West Liberty State College Bridgett Dawson, Director PO Box #295, Route #88 West Liberty WV 26074 304-336-8018 bdawson@westliberty.edu	No	
35	Wheeling Jesuit College Office - Dean of Student Develop. 316 Washington Avenue Wheeling WV 26003 304-243-2350 careers@wju.edu	No	
		Total	12

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/4/18	#1 Conventions, Job Fairs, Career Days, Career Fairs	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.	Mike Stevens, Corp Program Director, Shelly Lovenduski, Business Manager
2	2/22/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JUNIATA COLLEGE CAREER DAY</u> Participation in the 2019 Juniata College Career Day event at Juniata College in Huntingdon, PA in the Kennedy Sports and Recreation Center.	Forever Media Inc. - Bethany Hildebrand, Sales Assistant

			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.	
3	2/28/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>South Point Chamber of Commerce Trade Show</u> : David Hartle attended the South Pointe Chamber Trade Show from 11 a.m. to 4 p.m. at Printscape Arena. David met with several local businesses for networking. He also spoke with several other attendees to spread the word of our recruitment efforts.	Forever Media, Inc. - David Hartle
4	3/15/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS</u> 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.	Forever Media, Inc. - Scott Cohagan, GM and Tom Schmidt, SM
5	4/5/18	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>CAREERLINK JOB FAIR</u> Forever Media, Inc. sponsored and partnered with the Careerlink Job at	Forever Media, Inc. - Jim Shields,

			the Cranberry Mall, Cranberry PA. Our General Manager, Jim Shields, attended the fair and met with prospective employees and collected their resumes.	GM
6	5/24/18	#2 Forever Media, Inc. Hosted Job Fairs	Forever Media, Inc. hosted a Job Fair on Thursday, May 24, 2018 at the Park Inn by Radisson, Clarion PA. Resumes were accepted from potential job seekers.	Forever Media, Inc.- Cindy Grant, GSM and sales staff.
7	4/24/2018	#2 Forever Media, Inc. Hosted Job Fairs	Forever Media, Inc. hosted a Job Fair on Tuesday, April 24, 2018 at the Country Club, Meadville PA. Resumes were accepted from potential job seekers.	Forever Media, Inc.- Helen Powers, GSM and sales staff.
8	9/18/18	#2 Forever Media, Inc. Hosted Job Fairs	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.	Forever Media, Inc. – Mike Stevens, Operations Mgr., Shelly Lovenduski, Business Mgr.
9	2/12/19	#2 Forever Media, Inc. Hosted Job Fairs	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.	Forever Media, Inc. – Mike Stevens, Operations Mgr., Shelly Lovenduski, Business Mgr.
10	None this period.	#5 Forever Media Internship Program	Forever Media Radio helps prepare students to take their place in society as active, critical and engaged media professionals. We provide internship opportunities to students every year. We work to design a program that allows students to earn college credit for hands on experience at the radio station. The Internships are designed to meet the needs of the radio station	

			and academic requirements of the college or university where the student is enrolled. Each internship is uniquely designed to help prepare students to take their place in society as active, critical and engaged media professionals. Students may work with the News Director, Program Director, Business Manager, Chief Engineer, Sales Manager or the General Manager to fulfill their Internship. Promotional interns. They helped develop, plan, implement, and recap ways to market and promote the station group. They attend Live Action Broadcasts for the radio network and help promote the event.	
11	7/9/18 through 7/18/18	#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 9 th through July 18 th , 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	Forever Media, Inc. – Bobbi Castellucci, Lynn Deppen, Dave Davies, Scott Cohagan, Matthew Bortner, Mike Stevens
12	4/7/18 through 4/12/18	#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 7 th through 12 th , 2018. 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.	Forever Media, Inc. - Lynn Deppen, President
13	5/6/18 and 5/7/18	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2018 Gold Metal Meeting in Hershey, PA. Presentations of broadcast innovations, programming	Forever Media, Inc. – Mike Sherry, VP of Sales,

			and legal concerns. Honored guests were acknowledged and Awards for Excellence in Broadcasting were presented at the banquet.	Bobbi Castellucci, Market Mgr.
14	8/19/18 through 8/21/18	#8 Establishment of Training Programs for Station Personnel	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.	Forever Media, Inc. – Lynn Deppen, President, Mike Sherry, VP of Sales, Scott Cohagan, Market Mgr.
15	9/25/18 through 9/28/19	#8 Establishment of Training Programs for Station Personnel	The Radio Show was held 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.	Forever Media, Inc. Mike Sherry, VP of Sales
16	10/1/18 and 10/2/18	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2018 Board of Directors Meeting in Hershey, PA. Presentations of broadcast innovations, programming and legal concerns.	Forever Media, Inc. – Bobbi Castellucci, Market Mgr.
17	10/29/19	#8 Establishment of Training Programs for Station Personnel	The Account Executives, Sales Manager and General Manager attended the Stonick Recruitment & Retention Seminar, with Chris Stonick, on October 29, 2019 at the Highlands Event Center in Triadelphia, WV. Chris Stonick provided a training session to our sales staff after the seminar that we provided for clients.	GSM and sales staff.
18	12/14/2018	#8 Establishment of Training Programs for Station Personnel	PAB Board meeting held in Bedford Springs, PA.	Forever Media, Inc. – Dave Davies and Bobbi Castellucci

<p>19</p>	<p>2/24/19 through 2/26/19</p>	<p>#8 Establishment of Training Programs for Station Personnel</p>	<p>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.</p>	<p>Forever Media, Inc.- Lynn Deppen, President, Mike Sherry, VP of Sales, and Jim Shields, Market Mgr.</p>
<p>20</p>	<p>3/5/2019</p>	<p>#8 Establishment of Training Programs for Station Personnel</p>	<p>Commercial training and review of the market's top 20 accounts and discussed ways to improve copy writing and commercial production.</p>	<p>Forever Media, Inc. – Mike Stevens, Operations Mgr.</p>
<p>21</p>	<p>Daily</p>	<p>#8 Establishment of Training Programs for Station Personnel</p>	<p>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.</p>	<p>Forever Media, Inc.- Sales Staff</p>
<p>22</p>		<p>#8 Establishment of Training Programs for Station Personnel</p>	<p>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.</p>	<p>Forever Program Directors and GMs</p>
<p>23</p>		<p>#8 Establishment of Training Programs for Station Personnel</p>	<p>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</p>	<p>Forever Media, Inc. – Sales Staff</p>

			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.	
24	Annually	#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.	Forever Media, Inc. – All Employees
25		#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.	Forever Media, Inc. – All Employees
26		#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	Forever Media, Inc. – VP of Sales, GM's, GSM's, Sales Staff, Market Managers

			discussion of knowledge, education, coaching and support as it relates to work, career, or professional development.	
27		#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.	Forever Media, Inc. – Sales Staff
28		#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.	Forever Media, Inc. – GM, GSM, Sales Staff
29		#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).	Forever Media, Inc. – GM's, GSM's
30		#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.	Forever Media, Inc. – Traffic staff, Programming Staff, and Business Managers

31		#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.	Forever Sales Staff
32	7/9/18 through 7/18/18	#10 Participation in Educational Events	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 on Bloomsburg University campus. Digital Display ads promoting the Institute were also placed on our web site: www.forevermediainc.com .	Forever Media, Inc. – Bobbi Castellucci, Lynn Deppen, Dave Davies, Scott Cohagan, Matthew Bortner, Mike Stevens
33	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 56325 High Ridge Road, Bellaire, OH 43906 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	

			<p>recording of commercial production is demonstrated. An explanation of all positions and responsibility of station personnel is also given. We discuss our station formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups. To request a tour contact: Forever Media of Ohio, LLC 56325 High Ridge Road, Bellaire, OH 43906, Attention: GSM or call 740-676-5661</p>	
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