

# **EEO PUBLIC FILE REPORT**

**WGTY (FM), GETTYSBURG, PA  
WYCR (FM), HANOVER, PA  
WHVR (AM), HANOVER, PA  
WGET (AM), GETTYSBURG, PA**

## **This EEO Public File Report**

**Covers December 1, 2015 – March 31, 2016**

WGTY – December 1, 2015 – March 31, 2016

WYCR – March 1, 2016 – March 31, 2016

WHVR – March 1, 2016 – March 31, 2016

WGET – March 29, 2016 – March 31, 2016

This EEO Public File Report is filed in Station WGTY, WYCR, WHVR, WGET public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period of December 1, 2015 to March 31, 2016, the station filled the following full-time vacancies:

Account Executive – 8	
Engineer – 1	
Market Manager - 1	(Promotion from within Forever Media Inc.)
Afternoon On Air Personality – 1	(Filled within Forever Media Inc.)

#### ACTIVITY TO REPORT THIS PERIOD

The station interviewed a total of 23 people for the 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.

Employment Unit Addresses: 1560 Fairfield Road, Gettysburg, PA 17325 and 275 Radio Road, Hanover, PA 17331

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

Forever Media Inc. or Email : [tignor@forevermediainc.com](mailto:tignor@forevermediainc.com)

Attn: Tammy Signor, EEO Coordinator  
1560 Fairfield Road  
Gettysburg, PA 17325  
Phone: 717-334-3101

## ATTACHMENT A FULL-TIME VACANCY EEO INFORMATION

Forever Media Inc., its affiliates and their Radio Station(s) do not and shall not discriminate, in any way on the basis of race or gender, respecting their employment or advertising practices. Forever Media Inc. is an Equal Opportunity Employer.

Forever Media, Inc. 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.

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PAB – Pennsylvania Association of Broadcasters Pennsylvania CareerLink	8501 Paxton Street Hummelstown, PA 17036 150 V-Twin Drive Gettysburg, PA 17325	Gail Ponti and Carter Wycoff Luis Gomez	717-482-4820 717-334-1173 ext. 213	1	
York College of Pennsylvania All Access Music Group	441 Country Club Road York, PA 17403 24955 Pacific Coast Highway, C303 Malibu, CA 90265	Alice Baldwin Tonaya Shaffer Joel Denver, Paul Cartellone, Shawn Alexander, Perry Simon, Pat Gillen, Jeff Silberman	717-815-1908 310-457-6616	1	
Dickinson College	P.O. Box 1773 Carlisle, PA 17013	Tammy Heberlig	717-245-1069		Yes

Pennsylvania State University – York Campus	1031 Edgecomb Avenue York, PA 17403	Andrew Caldwell	717-771-4053		
Gettysburg College	P.O. Box 425 Gettysburg, PA 17325	Sandy Buhrman Rebecca Barth	717-337-6662		
Shippensburg University	1871 Old Main Drive Shippensburg, PA 17257	Sarah McDowell and Holly Ott	717-477-1484 717-477-1652	1	Yes
Harrisburg Area Community College	731 Old Harrisburg Road Gettysburg, PA 17325	Howard Alexander	717-339-3576		Yes
Hanover Area Chamber of Commerce	146 Carlisle Street Hanover, PA 17331	Katy King	717-637-6130 ext. 105		
South Central Community Action Programs	153 North Stratton Street Gettysburg, PA 17325	Debi Little	717-334-7634 ext. 194		
American Broadcasting School	712 North Watson Road Arlington, TX 76011	Michelle McConnell	817-695-2474		Yes
Office of Vocational Rehabilitation	2550 Kingston Road Suite 101 York, PA 17402	Marie Martini	717-771-4407		Yes
Messiah College	One College Avenue Mechanicsburg, PA 17055	Michael True	717-691-6016		Yes
Mount St. Mary's University	16300 Old Emmitsburg Road Emmitsburg, MD 21727	Jillian Ellis	301-447-5630		
Penn State Mont Alto	1 Campus Drive Mont Alto, PA 17237	Patty Gochenauer	717-749-6104		Yes
Society of Broadcast Engineers Inc.	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	<a href="http://www.sbe.org">www.sbe.org</a>	317-846-9000	1	
Forever Media Inc. Froggy 107.7 (WGTY) On Air, Website, Internally	1560 Fairfield Road Gettysburg, PA 17325	Tammy Signor	717-334-3101	16	

Forever Media Inc. Internally at other locations	109 Plaza Drive, Suite 2 Johnstown, PA 15905 2551 Park Center Blvd. State College, PA 16801 One Forever Drive Hollidaysburg, PA 16648 900 Water Street Downtown Mall Meadville, PA 16335 350 Byrd Avenue Cumberland, MD, 21502 275 Radio Road P.O. Box 234 Hanover, PA 17331	Shelly Lovenduski  Bobbi Clifford  PJ Mitchell  Jill Hamilton  Jeanie McLaughlin  Karen Smith	814-255-4186  814-237-9800  814-941-9800  814-724-1111  301-722-6666  717-637-3831		
Friend				1	
Unknown – Didn't return form				1	
Unsolicited – Submitted at announcement of purchasing company				1	

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: WGTY - All 8

Date Vacancy Opened: December 3, 2015

Total Number of Persons Interviewed for the Vacancy: 17

Date Vacancy Filled: February 1, 2016; February 16, 2016; and March 1, 2016

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PAB - Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti and Carter Wycoff	717-482-4820		
Pennsylvania CareerLink	150 V-Twin Drive Gettysburg, PA 17325	Luis Gomez	717-334-1173 ext. 213	1	
York College of Pennsylvania	441 Country Club Road York, PA 17403	Alice Baldwin Tonaya Shaffer	717-815-1908		
All Access Music Group	24955 Pacific Coast Highway, C303 Malibu, CA 90265	Joel Denver, Paul Cartellone, Shawn Alexander, Perry Simon, Pat Gillen, Jeff Silberman	310-457-6616		
Dickinson College	P.O. Box 1773 Carlisle, PA 17013	Tammy Heberlig	717-245-1069		Yes
Pennsylvania State University - York Campus	1031 Edgecomb Avenue York, PA 17403	Andrew Caldwell	717-771-4053		
Gettysburg College	P.O. Box 425 Gettysburg, PA 17325	Sandy Buhman Rebecca Barth	717-337-6662		
Shippensburg University	1871 Old Main Drive Shippensburg, PA 17257	Sarah McDowell and Holly Ott	717-477-1484 717-477-1652	1	Yes

Harrisburg Area Community College	731 Old Harrisburg Road Gettysburg, PA 17325	Howard Alexander	717-339-3576		Yes
Hanover Area Chamber of Commerce	146 Carlisle Street Hanover, PA 17331	Katy King	717-637-6130 ext. 105		
South Central Community Action	153 North Stratton Street Gettysburg, PA 17325	Debi Little	717-334-7634 ext. 194		
American Broadcasting School	712 North Watson Road Arlington, TX 76011	Michelle McConnell	817-695-2474		Yes
Office of Vocational Rehabilitation	2550 Kingston Road Suite 101 York, PA 17402	Marie Martini	717-771-4407		Yes
Messiah College	One College Avenue Mechanicsburg, PA 17055	Michael True	717-691-6016		Yes
Mount St. Mary's University	16300 Old Emmitsburg Rd. Emmitsburg, MD 21727	Jillian Ellis	301-447-5630		
Penn State Mont Alto	1 Campus Drive Mont Alto, PA 17237	Patty Gochenauer	717-749-6104		Yes
Forever Media Inc. WGTY (FROGGY 107.7) On Air, Website, Internally	1560 Fairfield Road Gettysburg, PA 17325	Tammy Signor	717-334-3101	14	
Forever Media Inc. Internally at other locations	109 Plaza Drive, Suite 2 Johnstown, PA 15905 2551 Park Center Blvd. State College, PA 16801 One Forever Drive Holidaysburg, PA 16648 900 Water Street Downtown Mall Meadville, PA 16335 350 Byrd Avenue Cumberland, MD, 21502	Shelly Lovenduski Bobbi Clifford PJ Mitchell Jill Hamilton Jeanie McLaughlin	814-255-4186 814-237-9800 814-941-9800 814-724-1111 301-722-6666		
Unknown- Didn't return form				1	

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Engineer

Recruitment Source That  
Referred the Hiree: Friend

Date Vacancy Opened: December 18, 2015

Total Number of Persons  
Interviewed for the  
Vacancy: 2

Date Vacancy Filled: March 4, 2016

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PAB – Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti and Carter Wycoff	717-482-4820		
Pennsylvania CareerLink	150 V-Twin Drive Gettysburg, PA 17325	Luis Gomez	717-334-1173 ext. 213		
York College of Pennsylvania	441 Country Club Road York, PA 17403	Alice Baldwin Tonaya Shaffer	717-815-1908		
All Access Music Group	24955 Pacific Coast Highway, C303 Malibu, CA 90265	Joel Denver, Paul Cartellone, Shawn Alexander, Perry Simon, Pat Gillen, Jeff Silberman	310-457-6616		
Dickinson College	P.O. Box 1773 Carlisle, PA 17013	Tammy Heberlig	717-245-1069		Yes
Pennsylvania State University – York Campus	1031 Edgecomb Avenue York, PA 17403	Andrew Caldwell	717-771-4053		
Gettysburg College	P.O. Box 425 Gettysburg, PA 17325	Sandy Buhman Rebecca Barth	717-337-6662		
Shippensburg University	1871 Old Main Drive Shippensburg, PA 17257	Sarah McDowell and Holly Ott	717-477-1484 717-477-1652		Yes



Harrisburg Area Community College	731 Old Harrisburg Road Gettysburg, PA 17325	Howard Alexander	717-339-3576		Yes
Hanover Area Chamber of Commerce	146 Carlisle Street Hanover, PA 17331	Katy King	717-637-6130 ext. 105		
South Central Community Action Programs	153 North Stratton Street Gettysburg, PA 17325	Debi Little	717-334-7634 ext. 194		
American Broadcasting School	712 North Watson Road Arlington, TX 76011	Michelle McConnell	817-695-2474		Yes
Office of Vocational Rehabilitation	2550 Kingston Road Suite 101 York, PA 17402	Marie Martini	717-771-4407		Yes
Messiah College	One College Avenue Mechanicsburg, PA 17055	Michael True	717-691-6016		Yes
Mount St. Mary's University	16300 Old Emmitsburg Road Emmitsburg, MD 21727	Jillian Ellis	301-447-5630		
Penn State Mont Alto	1 Campus Drive Mont Alto, PA 17237	Patty Gochenauer	717-749-6104		Yes
Society of Broadcast Engineers Inc.	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	www.sbe.org	317-846-9000	1	
Forever Media Inc. On Air, Website, Internally	1560 Fairfield Road Gettysburg, PA 17325	Tammy Signor	717-334-3101		
Forever Media Inc. Internally at other locations	109 Plaza Drive, Suite 2 Johnstown, PA 15905 2551 Park Center Blvd. State College, PA 16801 One Forever Drive Hollidaysburg, PA 16648 900 Water Street Downtown Mall Meadville, PA 16335 350 Byrd Avenue Cumberland, MD, 21502	Shelly Lovenduski Bobbi Clifford PJ Mitchell Jill Hamilton Jeanie McLaughlin	814-255-4186 814-237-9800 814-941-9800 814-724-1111 301-722-6666		
Friend				1	

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Market Manager Recruitment Source That Referred the Hiree: Filled Within

Total Number of Persons Interviewed for the Vacancy: 0

Date Vacancy Opened: February 5, 2016

Date Vacancy Filled: February 5, 2016

Dave Davies was promoted to Market Manager. Dave had been with Forever Media Inc. for over 20 years starting in Wilkes-Barre, then Altoona, now York. Dave is originally from York and looking forward to making a major impact in the market with Froggy 107.7 and 98.5 The Peak.

**FULL-TIME VACANCY EEO INFORMATION**

[Fill out for each full-time vacancy]

Job Title of Vacancy: Afternoon On Air Personality

Recruitment Source That Referred the Hiree: Filled Within

Date Vacancy Opened: March 8, 2016

Total Number of Persons Interviewed for the Vacancy: 0

Date Vacancy Filled: Filled Within - March 24, 2016

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PAB - Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti and Carter Wycoff	717-482-4820		
Pennsylvania CareerLink	150 V-Twin Drive Gettysburg, PA 17325	Luis Gomez	717-334-1173 ext. 213		
York College of Pennsylvania	441 Country Club Road York, PA 17403	Alice Baldwin Tonaya Shaffer	717-815-1908		
All Access Music Group	24955 Pacific Coast Highway, C303 Malibu, CA 90265	Joel Denver, Paul Cartellone, Shawn Alexander, Perry Simon, Pat Gillen, Jeff Silberman	310-457-6616		
Dickinson College	P.O. Box 1773 Carlisle, PA 17013	Tammy Heberlig	717-245-1069		Yes
Pennsylvania State University - York Campus	1031 Edgecomb Avenue York, PA 17403	Andrew Caldwell	717-771-4053		
Gettysburg College	P.O. Box 425 Gettysburg, PA 17325	Sandy Buhrman Rebecca Barth	717-337-6662		
Shippensburg University	1871 Old Main Drive Shippensburg, PA 17257	Sarah McDowell and Holly Ott	717-477-1484 717-477-1652		Yes

Harrisburg Area Community College	731 Old Harrisburg Road Gettysburg, PA 17325	Howard Alexander	717-339-3576	Yes
Hanover Area Chamber of Commerce	146 Carlisle Street Hanover, PA 17331	Katy King	717-637-6130 ext. 105	
South Central Community Action Programs	153 North Stratton Street Gettysburg, PA 17325	Debi Little	717-334-7634 ext. 194	
American Broadcasting School	712 North Watson Road Arlington, TX 76011	Michelle McConnell	817-695-2474	Yes
Office of Vocational Rehabilitation	2550 Kingston Road Suite 101 York, PA 17402	Marie Martini	717-771-4407	Yes
Messiah College	One College Avenue Mechanicsburg, PA 17055	Michael True	717-691-6016	Yes
Mount St. Mary's University	16300 Old Emmitsburg Road Emmitsburg, MD 21727	Jillian Ellis	301-447-5630	
Penn State Mont Alto	1 Campus Drive Mont Alto, PA 17237	Patty Gochenauer	717-749-6104	Yes
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**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

Job Title of Vacancy: General Sales Manager

Recruitment Source That Referred the Hiree: Not Filled

Date Vacancy Opened: December 1, 2015

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: Not Filled

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PAB – Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti and Carter Wycoff	717-482-4820		
Pennsylvania CareerLink	150 V-Twin Drive Gettysburg, PA 17325	Luis Gomez	717-334-1173 ext. 213		
York College of Pennsylvania	441 Country Club Road York, PA 17403	Alice Baldwin Tonaya Shaffer	717-815-1908		
All Access Music Group	24955 Pacific Coast Highway, C303 Malibu, CA 90265	Joel Denver, Paul Cartellone, Shawn Alexander, Perry Simon, Pat Gillen, Jeff Silberman	310-457-6616	1	
Dickinson College	P.O. Box 1773 Carlisle, PA 17013	Tammy Heberlig	717-245-1069		Yes
Pennsylvania State University – York Campus	1031 Edgecomb Avenue York, PA 17403	Andrew Caldwell	717-771-4053		
Gettysburg College	P.O. Box 425 Gettysburg, PA 17325	Sandy Buhrman Rebecca Barth	717-337-6662		
Shippensburg University	1871 Old Main Drive Shippensburg, PA 17257	Sarah McDowell and Holly Ott	717-477-1484 717-477-1652		Yes

Harrisburg Area Community College	731 Old Harrisburg Road Gettysburg, PA 17325	Howard Alexander	717-339-3576		Yes
Hanover Area Chamber of Commerce	146 Carlisle Street Hanover, PA 17331	Katy King	717-637-6130 ext. 105		
South Central Community Action Programs	153 North Stratton Street Gettysburg, PA 17325	Debi Little	717-334-7634 ext. 194		
American Broadcasting School	712 North Watson Road Arlington, TX 76011	Michelle McConnell	817-695-2474		Yes
Office of Vocational Rehabilitation	2550 Kingston Road Suite 101 York, PA 17402	Marie Martini	717-771-4407		Yes
Messiah College	One College Avenue Mechanicsburg, PA 17055	Michael True	717-691-6016		Yes
Mount St. Mary's University	16300 Old Emmitsburg Road Emmitsburg, MD 21727	Jillian Ellis	301-447-5630		
Penn State Mont Alto	1 Campus Drive Mont Alto, PA 17237	Patty Gochenauer	717-749-6104		Yes
Forever Media Inc. Froggy 107.7 (WGTY) On Air, Website, Internally	1560 Fairfield Road Gettysburg, PA 17325	Tammy Signor	717-334-3101	2	
Forever Media Inc. Internally at other locations	109 Plaza Drive, Suite 2 Johnstown, PA 15905 2551 Park Center Blvd. State College, PA 16801 One Forever Drive Holidaysburg, PA 16648 900 Water Street Downtown Mall Meadville, PA 16335 350 Byrd Avenue Cumberland, MD, 21502 275 Radio Road P.O. Box 234 Hanover, PA 17331	Shelly Lovenduski Bobbi Clifford PJ Mitchell Jill Hamilton Jeanie McLaughlin Karen Smith	814-255-4186 814-237-9800 814-941-9800 814-724-1111 301-722-6666 717-637-3831		

Unsolicited – Submitted at announcement of purchasing company				1	
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## **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:

### **#4 CAREER FAIR – The Gettysburg Adams Chamber of Commerce and Adams County Economic Education Foundation**

March 9, 2016 8 AM – 2 PM: Participation in the 2016 Career Fair for Adams County 10<sup>th</sup> grade students at the Gettysburg College. The career fair is designed for students to meet with various speakers to help them decide on future careers. Creative Director, Eric Weiss, gave students in 6 sessions a broad overview of the radio broadcast industry.

### **ESTABLISHMENT OF TRAINING PROGRAMS FOR STATION PERSONNEL:**

Annually, and upon each new hire, every Forever Media employee is mandated to review policies and procedures for unlawful harassment including sexual harassment. After attending training sessions, each employee signs-off indicating their understanding of what encompasses harassment and the appropriate action to take in the event of an occurrence.

Forever Media incorporates an additional level of employee training with Thinkzoom by P1 Learning. P1 Learning provides on-line training and operations development solutions focused exclusively on the media industry. P1 provides selling techniques and concepts, tips, trainings, development leadership advice and legal compliance requirements to account executives, administrative, 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 Market Manager schedules weekly and individual meetings with Account Executives to review, guide and train in order to help each succeed in their career.