

ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: April 1, 2024 – March 31, 2025	Employer: Forever Media, Inc.	Job Search to: careers@forevermediainc.com
67131 54608 54607 67132 62368 25870	Stations, City of License: WGTY (FM), Gettysburg, PA WYCR (FM), York/Hanover, PA WHVR, Hanover, PA WGET, Gettysburg, PA WPPY (FM), Starview, PA WRKY, Lancaster, PA	Employment Unit Addresses: 275 Radio Road Hanover, PA 17331 On-Line Public File Location: www.foreveryork.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
Digital Strategist	4/17/24	1	4	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,19, 25,26,28	3
AE	7/8/24	1	4	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,19, 25,26,28	3
AE	8/26/24	1	2	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,19, 25,26,28	3
AE	11/08/24 11/18/24	2	6	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,19, 25,26,28	1 3
AE	2/3/25	1	5	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18, 19,20,21,22, 25,26,28	2
		6	21		

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 Web 275 Radio Road Hanover, PA 17331 www.foreveryork.com	No	3
2	Forever Media - On-Air Radio Stations WGTY/WYCR/WHVR/WGET/WPPY/WRKY 275 Radio Road Hanover, PA 17331 717-637-3831 www.foreveryork.com	No	4
3	Walk-Ins, Employee / Client Referrals /Other Linda Propheter, General Sales Manager 275 Radio Road Hanover, PA 17331 717-637-3831 lpropheter@forevermediainc.com	No	8
4	Indeed 177 Broad Street, 6 th Floor Stamford, CT 06901 888-746-9333 Customer Support www.indeed.com	No	5
5	Linked In www.linkedin.com	No	1
6	Pennsylvania Association of Broadcasters Gail Ponti 208 North 3 rd Street, Suite 105 Harrisburg, PA 17101 717-482-4820 gponti@pab.org	No	0
7	Internal Job Posting – Cumberland Jeanie McLaughlin 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 jmclaughlin@forevermediainc.com (until 10/15/24) Tim Martin tmartin@forevermediainc.com	No	0
8	Internal Job Posting – Easton Patti Tibbitt 306 Port Street Easton, MD 21601	No	0

	410-822-3301 ptibbitt@forevermediainc.com		
9	Internal Job Posting - Havre de Grace Joseph Keane 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 jkeane@forevermediainc.com	No	0
10	Internal Job Posting – Brownsville Joyce Nicholson 123 Blaine Road Brownsville, PA 15417 724-938-2000 jnicholson@forevermediainc.com	No	0
11	Internal Job Posting – Pittsburgh Joyce Nicholson 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 jnicholson@forevermediainc.com	No	0
12	Internal Job Posting – Milford Nanci Black 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 nblack@forevermediainc.com	No	0
13	Internal Job Posting – Wilmington Ken Scriven 2727 Shipley Road Wilmington, DE 19810 302-478-2700, 302-660-3446 kscriven@forevermediainc.com	No	0
14	Harrisburg Area Community College Andrew Leister YL104A, 2010 Pennsylvania Avenue York, PA 17404 717-801-3338 ajleiste@hacc.edu	Yes	0
15	Pennsylvania State University – Mont Alto Patty Gochenauer 1 Campus Drive Mont Alto, PA 17237 717-749-6104 pmgoch@psu.edu	Yes	0
16	Pennsylvania State University – York Leigh Ann Fry 1031 Edgecomb Ave	No	0

	York, PA 17403 717-771-4053 lnm5048@psu.edu		
17	Dickinson College 28 N. College St P.O. Box 1773 Carlisle, PA 17013 717-245-1740 https://app.joinhandshake.com	No	0
18	Lebanon Valley College 101 North College Ave Annville, PA 17003 717-867-6381, 717-867-6560 https://app.joinhandshake.com	No	0
19	Messiah College One College Avenue Mechanicsburg, PA 17055 717-691-6016 https://app.joinhandshake.com	Yes	0
20	Mount St. Mary's University 16300 Old Emmitsburg Road Emmitsburg, MD 21727 301-447-5630, 301-447-5202 https://app.joinhandshake.com	No	0
21	Shippensburg University 1871 Old Main Drive Shippensburg, PA 17257 717-477-1484 https://app.joinhandshake.com	Yes	0
22	York College of Pennsylvania 441 Country Club Rd York, PA 17403 717-815-1908 https://app.joinhandshake.com	No	0
23	All Access Music Group Joel Denver 24955 Pacific Coast Highway, C303 Malibu, CA 90265 www.allaccess.com (Programming only)	No	0
24	Country Aircheck Monta Vaden 941 18 th Avenue, 2 nd Floor Nashville, TN 37212 www.countryaircheck.com (Programming only)	No	0

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25	First Saint John's Lutheran Church Rev. James Driskell 140 West King Street York, PA 17403 717-386-3698 bm2driskell@aol.com	Yes	0
26	Office of Vocational Rehabilitation KayLee Young 2550 Kingston Road Suite 101 York, PA 17402 717-771-4407 kaylyoung@pa.gov	Yes	0
27	TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663	No	0
28	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
		Total	21

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/18/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	David Davies conducted mock interviews with students of York College.	Dave Davies, Market Manager
2	11/6/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career Fair & Internship Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
3	11/8/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Syracuse University -Newhouse School of Public Communications. Fall Virtual Communications, Journalism & Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
4	3/21/25	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2025 Virtual Communications, Journalism & Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
5	10/3/24	#2 Hosted Job Fairs	In-House Job Fair Forever Media York hosted an In-House Career fair in Hanover/York, PA	Dave Davies, Market Manager Sales Team Programming Team
6	1/9/25	#2 Hosted Job Fairs	In-House Job Fair Forever Media York hosted an In-House Career fair in Hanover/York, PA	Dave Davies, Market Manager Sales Team Programming Team
7	3/13/25	#2 Hosted Job Fairs	In-House Job Fair Forever Media York hosted an In-House Career fair in Hanover/York, PA	Dave Davies, Market Manager Sales Team Programming Team
8	Ongoing	#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.	None this period
9	4/3/24	#8 Establishment of Training Programs for Station Personnel	The Infinite Dial 2024 Webinar The Infinite Dial has become a critical resource for understanding consumer behavior and	Mike Stevens, Corporate Program Director

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			technology adoption across smart platforms. Marketers and media buyers turn to these insights for important media trends in key channels such as radio, streaming audio, podcasts, social media, and more.	
10	4/4/24 & 4/11/24	#8 Establishment of Training Programs for Station Personnel	RAB Certified Leadership Masterclass. This is a PAB Member Professional Development Opportunity with an intensive training course being held online for 7 weeks. Carried over from 2023-2024 year to 2024-2025 year for 2 of those weeks. The weekly sessions allow participants to put into practice in their work environment what they are learning every week. There is a final exam to earn the CRSM certification and the group will continue with monthly group coaching sessions.	Linda Propheter, GSM
11	4/10/24	#8 Establishment of Training Programs for Station Personnel	Radio's Place in America's Top Selling New Vehicles Webinar	Mike Stevens, Corporate Program Director
12	4/11/24	#8 Establishment of Training Programs for Station Personnel	Up Close and Personal with Scott Shannon Webinar	Mike Stevens, Corporate Program Director
13	4/15/24	#8 Establishment of Training Programs for Station Personnel	QUU-Radio's Place in America's Top-Selling New Vehicles webinar. This first-of-its-kind study uncovers radio's strengths and areas for growth in vehicles, the #1 location for listening. Get the 2024 Dashboard Scoreboard, six key findings, and recommendations from Fred Jacobs, Paul Jacobs, Joe D'Angelo, and Mike McVay	Mike Stevens, Corporate Program Director
14	4/18/24	#8 Establishment of Training Programs for Station Personnel	Breakthrough Sales: Practical Tips for Creating a Successful Sales Culture in Your Operation.	Linda Propheter, GSM
15	4/24/24	#8 Establishment of Training Programs for Station Personnel	"But They have a Great Personality" webinar	Mike Stevens, Corporate Program Director
16	4/25/24	#8 Establishment of Training Programs for Station Personnel	2024 Techsurvey-All Industry Webinar sponsored by InsideRadio.	Mike Steven, Corporate Program Director
17	4/25/24 & 4/26/24	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person annual Board of Directors meeting and sales training at the Harrisburg Hilton Harrisburg, PA.	Mike Sherry - VP Sales Dave Davies - Market Manager, Linda Propheter – GSM, Joe Keane – GSM, David Pavlic – GSM, Eric Weiss – PD, Joe Bleacher, Melissa Kubik, Melissa Kasula
18	4/30/24	#8 Establishment of Training Programs for Station Personnel	"Hear from the experts: Successful promotions that you can easily replicate in your market" Webinar	Mike Stevens, Corporate Program Director
19	5/15/24	#8 Establishment of Training Programs for Station Personnel	"What Women Want 2024" Webinar	Mike Stevens, Corporate Program Director
20	5/21/24	#8 Establishment of	RAB Professional Development Online CRMC-	Eric Weiss, Production Director

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		Training Programs for Station Personnel	CC - This course is divided into 8 main sections (classes) and each class has multiple modules.	
21	5/30/24	#8 Establishment of Training Programs for Station Personnel	"Analytics and Innovation Driving Radios Future in Connected Cars" Webinar	Mike Stevens, Corporate Program Director
22	6/12/24	#8 Establishment of Training Programs for Station Personnel	"CRS360 Tame the Tech Unleash the Potential How AI can be your Ally" Webinar	Mike Stevens, Corporate Program Director
23	6/13/24	#8 Establishment of Training Programs for Station Personnel	"Getting the Most from your station Imaging Voice" Webinar	Mike Stevens, Corporate Program Director
24	6/18/24	#8 Establishment of Training Programs for Station Personnel	"RAB Radio Mercury Awards" Webinar	Mike Stevens, Corporate Program Director
25	7/8/24	#8 Establishment of Training Programs for Station Personnel	A Seller Success Program from P1 Plus and PAB. 7-week program.	Ava Kidd, Digital Strategist
26	7/11/24	#8 Establishment of Training Programs for Station Personnel	"How to Prompt: Unlock the Power of AI" Webinar	Mike Stevens, Corporate Program Director
27	7/24/24	#8 Establishment of Training Programs for Station Personnel	SBE Certified Broadcast Technicians Society of Broadcast Engineers.	Justin Eaton, Associate Engineer
28	8/1/24	#8 Establishment of Training Programs for Station Personnel	"News in the New Era of Communication" Webinar	Mike Stevens, Corporate Program Director
29	8/14/24	#8 Establishment of Training Programs for Station Personnel	"Navigating Legal Issues involving Sales contests" Webinar	Mike Stevens, Corporate Program Director
30	8/22/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 1" Webinar	Mike Stevens, Corporate Program Director
31	8/27/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 2" Webinar	Mike Stevens, Corporate Program Director
32	9/4/24	#8 Establishment of Training Programs for Station Personnel	"Results of the 2024 AQ6 study" Webinar	Mike Stevens, Corporate Program Director
33	10/9/24	#8 Establishment of Training Programs for Station Personnel	PAB Member Benefit: Chris Lytle Presents "Attitude Advantage"	Mark Jackson, AE Linda Propheter, GSM Ava Kidd, Digital Strategist
34	10/29/24	#8 Establishment of Training Programs for Station Personnel	"Sports Audio Report" Webinar	Mike Stevens, Corporate Program Director
35	11/14/24	#8 Establishment of Training Programs for Station Personnel	"Office hours: Promotion Ideas to Kickstart 2025" Webinar	Mike Stevens, Corporate Program Director
36	11/14/24 11/15/24	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person annual Board of Directors meeting at Harrisburg Hilton, Harrisburg, PA	Dave Davies, Market Manager
37	11/20/24	#8 Establishment of Training Programs for Station Personnel	RAB Live presentation Radio Mercury Awards Webinar	Mike Stevens, Corporate Program Director
38	11/21/24	#8 Establishment of Training Programs for Station Personnel	"The Election is over – What it Means for Broadcasters for 2025 and Beyond" Webinar	Mike Stevens, Corporate Program Director
39	12/5/24	#8 Establishment of	"Second Street Product Roundup – New	Mike Stevens, Corporate Program

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		Training Programs for Station Personnel	Features” Webinar	Director
40	12/10/24	#8 Establishment of Training Programs for Station Personnel	“Top 10 Findings of 2024” Webinar	Mike Stevens, Corporate Program Director
41	12/11/24	#8 Establishment of Training Programs for Station Personnel	PAB Webinar “Speak Their Language-Unlock the Power of Connection in Your Ads	Dave Davies, Market Manager Eric Weiss, PD
42	1/15/25	#8 Establishment of Training Programs for Station Personnel	“RAB Live – Key Takeaways from CES” Webinar	Mike Stevens, Corporate Program Director
43	1/15/25	#8 Establishment of Training Programs for Station Personnel	“Transform your morning show Audience into Communities” Webinar	Mike Stevens, Corporate Program Director
44	1/20/25	#8 Establishment of Training Programs for Station Personnel	A Seller Success Program from P1 Plus and PAB. 7 week program.	Erika Howington, Account Executive
45	1/21/25	#8 Establishment of Training Programs for Station Personnel	CRS 2025 Industry Webinar	Mike Stevens, Corporate Program Director
46	1/22/25 1/23/25	#8 Establishment of Training Programs for Station Personnel	Rising Above 2025: A live virtual training event designed to teach, coach, inspire, and motivate you to rise above today’s sales and management challenges.	Dave Davies, GM Linda Propheeter, GSM Lauren Kares-Yelk, LSM Kathleen Mercer, AE Jeff Kriner, AE Jennifer Williams, AE Mark Jackson, AE Cortney Shupe, AE Audrey Clabaugh, AE Erika Howington, AE Eric Weiss, PD Ava Kidd, Digital Strategist Joe Bleacher, Digital Strategist
47	1/29/25	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation - Better Together in 2025 A Unified Approach to Nielsen’s Measurement Modernization	Lauren Kares-Yelk LSM Mike Stevens, Corporate Program Director
48	2/6/25	#8 Establishment of Training Programs for Station Personnel	How AI is Reshaping Enterprise Connectivity. Presented by Comcast Business.	Justin Eaton, Associate Engineer
49	2/12/25	#8 Establishment of Training Programs for Station Personnel	Leading with Love by Ten Minute Trainer. Defining self-love, benefits of self-love, boundaries, communication, listening and action steps.	Lauren Kares-Yelk, Local Sales Manager
50	2/13/25	#8 Establishment of Training Programs for Station Personnel	What Radio can learn from America’s #1 Webinar	Mike Stevens, Corporate Program Director
51	2/19/25 2/20/25 2/21/25	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar (CRS), a three-day educational event held on February 19-21, 2025, at the Omni in Nashville, TN, gathers key business leaders in various radio and music industry fields, featuring presentations on best business practices, emerging technology, personal career development, and new music showcases.	Dave Davies, Market Manager Scott Donato, Program Director
52	3/4/25-	#8 Establishment of	NAB State Leadership Conference in DC	Mark Schollenberger, Market

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	3/5/25	Training Programs for Station Personnel		Manager
53	3/5/25	#8 Establishment of Training Programs for Station Personnel	Breaking Barriers – Shaping Your Future: A Summit for all Women in Business. York County Economic Alliance	Ava Kidd, Digital Strategist Kathleen Mercer, Account Executive
54	3/6/25	#8 Establishment of Training Programs for Station Personnel	The 3 Minute Difference: Nielsen’s New Rule and You	Mike Stevens, Corporate Program Director
55	3/17/25	#8 Establishment of Training Programs for Station Personnel	A Seller Success Program from P1 Plus and PAB. 7-week program.	Amanda McClair, Account Executive
56	3/20/25	#8 Establishment of Training Programs for Station Personnel	The Infinite Dial 2025 Webinar	Mike Stevens, Corporate Program Director
57	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.	Program Directors and GMs with Mike Stevens
58	Weekly	#8 Establishment of Training Programs for Station Personnel	A weekly telephone conference call is held on Thursdays at 10:31 am with Production Directors and copywriters, who are divided into group, to share ideas for commercials and promos.	Production Directors and Copywriters
59	Occasionally	#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
60	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
61	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
62	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media Corporate Program Director, Mike Stevens conducts a monthly telephone conference call with Production Directors and Copy Writers to guide, and train in order to help them succeed in their careers, as well as share ideas and talk about trends in copy writing and production. These calls include coaching and support from Mike.	Production Directors and Copywriters with Mike Stevens

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63	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch Solutions to the Sales Department. Monarch offers a web-based media-specific software platform that enables the sales department to maximize their advertising opportunities. The program provides media sales workflow while giving the exact information needed for prospecting, managing, evaluating, and closing business. Training tools for all aspects of sales are provided and available within this program.	All Management and sales staff
64	Annually and upon hire	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principles 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
65	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
66	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 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
67	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	Sales Staff

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			leadership of the Radio Stations.	
68	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
69	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
70	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
71	Weekly	#8 Establishment of Training Programs for Station Personnel	Establishment of Digital sales products. Marketron offers a web-based digital-specific software platform that enables the sales, sales management to provide digital products to our clients. Training is ongoing and is incorporated into their weekly sales training sessions.	All Management and Sales Staff
72	4/17/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University Buyer's Challenge @ Point Park University Rowland School of Business; Sales Center on April 17, 2024 4:00pm-6:00pm <i>We were invited by Dorene Ciletti MBA, PhD (Associate Professor and Program Director, Marketing and Sales) to participate in the Rowland School of Business Broadcast Sales Challenge- Spring 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222. Mike and I played the role of media buyer's prospects for the broadcast sales challenge for their Professional Selling class. We each met with a different student every 15 minutes from 4pm-6pm.</i>	<i>Mike Sherry and David Pavlic, representing Forever Media Inc.</i>
73	4/18/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	York College Spring 2024 Communication Theory Mock Interviews.	Dave Davies, Market Manager
74	4/18/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Penn Highlands Advisory Board Meeting Mike Stevens Participated in the Penn Highlands Community College Advisory Board Meeting for the Communications Program at Penn Highlands Community College	Mike Stevens, Corporate Program Director

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75	11/20/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<p>Point Park University / Pennsylvania Association of Broadcasters Business of Broadcast Sales Challenge @ Point Park University Rowland School of Business; Michael P. Pitterich Sales & Innovation Center on November 20, 2024 4:00pm-6:00pm</p> <p>Mike Sherry and David Pavlic, representing Forever Media Inc, were invited by Dorene Ciletti MBA, PhD (Professor and Program Director, Marketing and Sales) to participate in the Rowland School of Business's Business of Broadcast Sales Challenge- Fall 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222.</p> <p>Mike and I played the role of a Marketing Director from a local business. 18 students from Point Park University participated in the sales challenge. Information was left for those students interested in a career in sales.</p>	Mike Sherry, VP of Sales, David Pavlic, GSM
76	1/14/25	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<p>Broadcast NOW! on January 14, 2025 Forever Media Brownsville (WOGG-FM and WPKL-FM) paired with Uniontown High School for the Broadcast NOW! competition hosted by the Pennsylvania Association of Broadcasters. David Pavlic has met virtually with the student team prior to the recording session and has been in phone and email contact with their advisor Tammy Marzano.</p>	David Pavlic, GSM Jeremy Mulder, PD Eric McKenna, Programming Melissa Kubik, AE Amanda Syner, Sales Assistant
77	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 college and high schools.	Dave Davies, General Manager, Chairman of the Talent Acquisition Committee for the PAB.
78	Upon Request	#16 – Radio Station Group Tours	We routinely give group tours of our facility, 275 Radio Road, Hanover, 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	

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	11/5/24	#16 – Radio Station Group Tours	contact: WGET/WGTY/WYCR/WHVR, 275 Radio Road, Hanover, PA 17331. Attn: GM or call 717-637-3831. ddavies@forevermediainc.com Career Discovery Excursions. Group of homeschool families with Middle School and High School children on tours of various professions/businesses around our town so they can get exposed to jobs they may not have thought about. They received a tour and heard about careers available in radio.	
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