

EEO PUBLIC FILE REPORT

For Radio Stations

WBUS (FM) 93.7, Boalsburg, PA
WAPY (FM) 103.1, State College, PA
WMAJ (FM) 99.5, Centre Hall, PA
WQWK 1450, State College, PA
WRSC 1390, State College, PA
WFGE (FM) 101.1, State College, PA

Employment Unit Address:

2551 Park Center Blvd.
State College, PA 16801

**This EEO Public File Report
Covers the One-Year Period
April 1, 2016 - March 31, 2017**

This EEO Public File Report is filed in each Stations public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission’s (“FCC”) rules.

Each station routinely provides on-air announcements to notify groups in the community to come forward to request full-time job vacancy notification. If your organization would like to be contacted regarding future vacancies, please contact:

Michelle L. Walizer, Business Manager
 Forever Media, Inc.
 State College, PA 16801
 Phone: 814-237-9800
 Fax: 814-237-2477
 E-mail: mwalizer@forevermediainc.com

During this one-year period, the stations filled the following full-time vacancies:

ACCOUNT EXECUTIVE / BRAND CONSULTANT – 5

BUSINESS MANAGER – 1

The station interviewed a total of 35 people for all full-time vacancies during the period covered in this report.

Name of Recruitment Source	Address	Contact Person	Phone Number	# Referred by Source	Request Notification
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE (FM)	2551 Park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	8	No
Websites Forever Media - WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE (FM)	2551 Park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Online Streaming Ads – WBUS(FM), WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No

Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Penn State University College of Communication-Job Fair	208-D Carnegie Building University Park, PA 16802	Bob Martin	814-863-4674	1	No
Career Link of Centre County-Job Fair	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	4	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	3	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ craigslist.org	800-664-0633	0	No
DuBois Business College	1001 Moore Street Huntingdon, PA 16652	Barb Martini	814-641-0440	0	No
InsideRadio.com	PO Box 567925 Atlanta, GA 31156		800-248-4242	0	No
MediaRecruiter.com	9457 So. University Blvd #303 Highlands Ranch, CO 80126	Art Scott	303-400-5150	0	No
Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Dr. State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No
Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media Department	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-2376	0	No
State College Young Professionals	PO Box 871 Lemont, PA 16851	Emily Bartlett	814-865-5453	0	No

Penn State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Niedermyer	814-865-4700	0	No
Centre Daily Times Career Builder	P.O. Box 89 State College, PA 16804	Heidi McNeal	866-438-1485	1	No
Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	15	No
PICCC, Inc.	2595 Clyde Ave., Ste. 1 State College, PA 16801	Cheryl Johnson	814-237-8998	1	No
Internal Posting Forever Media State College	2551 Park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWP	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Rd New Castle, PA 16101	James Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty St., Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No

South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16866	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043		650-687-3600	1	No
Penn State Altoona	3000 Ivyside Dr Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A contains the following information for each full-time vacancy:

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
4. The total number of interviewees referred by each recruitment source used in connection with each vacancy

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Brand Consultant / Account Executive**

Recruitment Source That Referred the Hiree: **On Air Recruitment Ad - WBUS**

Date Vacancy Opened: **04/01/15**

Total Number of Persons Interviewed for the Vacancy: **9**

Date Vacancy Filled: **7/5/16**

Total Number of Persons Hired: **1**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Phone Number	Total # Inter-viewed	Request Noti-fication
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	4	No
Forever Media Station Websites – WBUS(FM), WAPY(FM), WMAJ(FM), WRSC, WQWK, WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Pennsylvania State University College of Communications-Job Fair	208-D Carnegie Building University Park, PA 16802	Bob Martin Assistant Dean	814-863-4674	1	No
Career Link of Centre County-Job Fair	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	0	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ Craigslist.org	800-664-0633	0	No
PA Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Drive State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No
Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-2376	0	No

Department					
State College Young Professionals	www.scyoungpros.com	Kate Clarke	814-865-5453	0	No
Pennsylvania State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Neidermyer	814-865-4700	0	No
Career Builder.com Centre Daily Times	P.O. Box 89 State College, PA 16801	Heidi McNeal	866-438-1485	0	No
Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	3	No
PICCC, Inc.	2595 Clyde Avenue, Ste 1 State College, PA 16801	Cheryl Johnson	814-237-8998	0	No
Internal Posting Forever Media State College	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWPA	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Road New Castle, PA 16101	Jim Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty Street, Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15202	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No
South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16686	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	LinkedIn.com	650-687-3600	1	No
Penn State Altoona	3000 Ivyside Park Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Brand Consultant / Account Executive

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 7/10/16

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: 8/22/16

Total Number of Persons Hired: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Phone Number	Total # Interviewed	Request Notification
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	2	No
Forever Media Station Websites – WBUS(FM), WAPY(FM), WMAJ(FM), WRSC, WQWK, WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Pennsylvania State University College of Communications	208-D Carnegie Building University Park, PA 16802	Bob Martin Assistant Dean	814-863-4674	0	No
Career Link of Centre County	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	0	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Home & Garden Magazine – station ads	2551 Park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ Craigslist.org	800-664-0633	0	No
PA Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Drive State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Advantage Resource Group	444 East College Avenue State College, PA 16801	Sally Stanton	814-278-0477	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No

Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media Department	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-22376	0	No
State College Young Professionals	www.scyoungpros.com	Kate Clarke	814-865-5453	0	No
Pennsylvania State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Neidermyer	814-865-4700	0	No
Career Builder.com Centre Daily Times	P.O. Box 89 State College, PA 16801	Heidi McNeal	866-438-1485	0	No
Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	5	No
PICCC, Inc.	2595 Clyde Avenue, Ste 1 State College, PA 16801	Cheryl Johnson	814-237-8998	0	No
Internal Posting Forever Media State College	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWPA	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Road New Castle, PA 16101	Jim Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty Street, Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15202	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No
South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16686	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Penn State Altoona	3000 Ivyside Park Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Brand Consultant / Account Executive

Recruitment Source That Referred the Hiree: Indeed.com

Date Vacancy Opened: 10/14/16

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 12/16/16

Total Number of Persons Hired: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Phone Number	Total # Interviewed	Request Notification
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Forever Media Station Websites – WBUS(FM), WAPY(FM), WMAJ(FM), WRSC, WQWK, WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Online Streaming Ads – WBUS(FM), WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Career Link of Centre County	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	0	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ Craigslist.org	800-664-0633	0	No
InsideRadio.com	PO Box 567925 Atlanta, GA 31156		800-248-4242	0	No
MediaRecruiter.com	9457 So. University Blvd #303 Highlands Ranch, CO 80126	Art Scott	303-400-5150	0	No
PA Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Drive State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No

Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media Department	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-22376	0	No
Pennsylvania State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Neidermyer	814-865-4700	0	No
Career Builder.com Centre Daily Times	P.O. Box 89 State College, PA 16801	Heidi McNeal	866-438-1485	1	No
Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	4	No
PICCC, Inc.	2595 Clyde Avenue, Ste 1 State College, PA 16801	Cheryl Johnson	814-237-8998	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Internal Posting Forever Media State College	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWPA	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Road New Castle, PA 16101	Jim Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty Street, Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15202	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No
South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16686	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Penn State Altoona	3000 Ivyside Park Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Brand Consultant / Account Executive

Recruitment Source That Referred the Hire: On Air Recruitment Ad; Employee Referral

Date Vacancy Opened: 2/10/17

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 3/1/17

Total Number of Persons Hired: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Phone Number	Total # Interviewed	Request Notification
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Forever Media Station Websites – WBUS(FM), WAPY(FM), WMAJ(FM), WRSC, WQWK, WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
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Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Career Link of Centre County	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	0	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ Craigslist.org	800-664-0633	0	No
InsideRadio.com	PO Box 567925 Atlanta, GA 31156		800-248-4242	0	No
MediaRecruiter.com	9457 So. University Blvd #303 Highlands Ranch, CO 80126	Art Scott	303-400-5150	0	No
PA Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Drive State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No

Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media Department	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-22376	0	No
Pennsylvania State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Neidermyer	814-865-4700	0	No
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Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	0	No
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LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Internal Posting Forever Media State College	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWPA	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Road New Castle, PA 16101	Jim Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty Street, Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15202	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No
South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16686	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Penn State Altoona	3000 Ivyside Park Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Business Manager

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 04/01/16

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 6/6/16

Total Number of Persons Hired: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Phone Number	Total # Interviewed	Request Notification
On Air Recruitment Forever Stations – WBUS(FM), WQWK, WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Forever Media Station Websites – WBUS(FM), WAPY(FM), WMAJ(FM), WRSC, WQWK, WFGE(FM)	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Online Streaming Ads – WBUS(FM), WAPY(FM), WRSC, WMAJ(FM), WFGE(FM)	2551 park Center Blvd State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Forever Media Corporate Website	One Forever Drive Hollidaysburg, PA 16648	Scott Cohagan	814-237-9800	0	No
Career Link of Centre County	1300 Benner Pike State College, PA 16801	Karen Dabney	814-272-5465	4	No
Referral Friend/Family	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Referral Employee	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	1	No
Craigslist	1381 9 th Avenue San Francisco, CA 94122	robot@ Craigslist.org	800-664-0633	0	No
InsideRadio.com	PO Box 567925 Atlanta, GA 31156		800-248-4242	0	No
MediaRecruiter.com	9457 So. University Blvd #303 Highlands Ranch, CO 80126	Art Scott	303-400-5150	0	No
PA Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Gail Ponti	717-482-4820	0	No
South Hills School of Business & Technology	480 Waupelani Drive State College, PA 16801	Ms. Yoder	814-234-7755	0	No
Bellefonte Intervalley Chamber of Commerce	320 West High Street Bellefonte, PA 16823	Gary Hoover	814-355-2917	0	No
Chamber of Business & Industry	200 Innovation Park State College, PA 16801	Lisa Bartges	814-235-1666	0	No

Penn State Career Services Employment Relations	101 Bank of America Career Services Center University Park, PA 16802	Kathy Early	814-865-2377	0	No
Lock Haven University Communication Media Department	127 Russell Hall Lock Haven, PA 17745	Dr. Karen Kline	570-484-22376	0	No
Pennsylvania State University College of Continuing Education	121 Outreach Building University Park, PA 16802	Esther Neidermyer	814-865-4700	0	No
Career Builder.com Centre Daily Times	P.O. Box 89 State College, PA 16801	Heidi McNeal	866-438-1485	0	No
Indeed.com	177 Broad Street, 6 th Floor Stamford, CT 06901		203-328-2691	2	No
PICCC, Inc.	2595 Clyde Avenue, Ste 1 State College, PA 16801	Cheryl Johnson	814-237-8998	1	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Internal Posting Forever Media State College	2551 Park Center Blvd. State College, PA 16801	Scott Cohagan	814-237-9800	0	No
Internal Posting Forever Media NWPA	900 Water Street Meadville, PA 16335	Jill Hamilton	814-724-1111	0	No
Internal Posting Forever Media Johnstown	109 Plaza Drive, Suite 2 Johnstown, PA 15905	Terry Dietz	814-255-4186	0	No
Internal Posting Forever Media Altoona	One Forever Drive Hollidaysburg, PA 16648	PJ Mitchell	814-941-9800	0	No
Internal Posting Forever Media New Castle	219 Savannah Gardner Road New Castle, PA 16101	Jim Shields	724-654-5502	0	No
Internal Posting Forever Media Franklin	1243 Liberty Street, Suite 501 Franklin, PA 16323	Jim Shields	814-432-2188	0	No
Internal Posting Forever Media Cumberland	350 Byrd Avenue Cumberland, MD 21502	Richard Cornwell	301-722-6666	0	No
Internal Posting Forever Media York	275 Radio Road Hanover, PA 17331	Dave Davies	717-637-3831	0	No
Internal Posting Forever Media Wheeling	56325 High Ridge Road Bellaire, OH 43906	Robert Hasson	740-676-5661	0	No
Internal Posting Forever Media Midshore	306 Port Street Easton, MD 21601	Julie Fickes	410-822-3301	0	No
Internal Posting Forever Media Robinson	2 Robinson Plaza, Suite 410 Pittsburgh, PA 15202	Michael Vennare	412-275-3393	0	No
Internal Posting Forever Media Brownsville	123 Blaine Road Brownsville, PA 15417	Michael Vennare	724-938-2000	0	No
South Hills School of Business & Technology	200 Shady Lane Philipsburg, PA 16686	Brenda Hill	814-342-7427	0	No
LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	650-687-3600	0	No
Penn State Altoona	3000 Ivyside Park Altoona, PA 16601	Rebecca Maguda	814-949-5000	0	No
Pennsylvania State University Association of Journalists for Diversity	208 Carnegie Building University Park, PA 16802	Danielle Hayes	814-863-7999	0	No

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 periods covered by this report. The stations have engaged in the following outreach activities:

Forever Internship Program

The stations hosted an internship for 1 student May 2016 thru August 2016 with The Pennsylvania State University.

Partner: The Pennsylvania State University – The College of Communications

Contact: Bob Martin
Assistant Dean for Internships and Career Placement
208-D Carnegie Building
University Park, PA 16802-5101
Telephone: 814-863-4674
Fax: 814-863-8044
E-mail: rpm163@psu.edu

Description of the Internship Program: The Pennsylvania State University's College of Communications is the largest ACEJMC accredited undergraduate communications program in the country. Forever Media has a long standing relationship with the College of Communications to help prepare students to take their place in society as active, critical and engaged media professionals. We work with the College to design a program that allows students to earn college credit for hands on experience at the Radio Stations. The Internships are designed to meet the needs of the Radio Stations and academic requirements of the University. Each Internship is uniquely designed. Students work with Program Directors / Brand Managers, Business Manager, Chief Engineer, Sales Manager and the General Manager to fulfill their Internship.

Each semester we post opportunities with the University for On-air, Sales, All Station and Technical Internships. For this period we had internships as per the following:

- Account Executive Sales: Intern assisted in working with clients and advertising agencies to execute successful sales promotions, branding, and marketing campaigns.

All Station Internships - Forever Media you'll be strengthening your knowledge of how the Radio Medium works. You will get an understanding of how advertising, media, programming and radio promotions works. You'll be shown the selling skills and marketing techniques as you develop from your day-to-day internship. You'll also with the Programming Directors / Programming team with on air assistance, board operator and promotions assistance.

Radio Station Group Tours

We routinely give group tours of our facility at 2551 Park Center Blvd., State College, to organizations such as Boy and Girl Scouts, elementary and high school groups, church groups, daycares 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 given by station management in programming and sales and our production / programming team. The tours are tailored to meet the goals of the specific groups.

We gave a tour to Skills of Central PA on 10/23/16. The tour was given to 1 and was requested by Maren Dotoli. The tour was given by Jeff Hunt, On-Air Personality, and Chris Prospero, Operation Director & On-Air Personality.

We gave a tour to St. Joseph's Catholic Academy Radio Club on 3/22/17. The tour was given to 8 students and faculty and was requested by Chris Chirieleison. The tour was given by Chris Prospero, Operation Director & On-Air Personality.

To request a tour, contact:
Forever Media
2551 Park Center Blvd.
State College, PA 16801
Attention: General Manager
Phone: 814-237-9800

Participation in Educational Events

On Thursday, June 2, 2016 at 1:00PM, the Pennsylvania Association of Broadcasters held a webex meeting titled "Online Public Files – Radio, You're Up Next!". This session provided explanation on the FCC's recent rules requiring radio stations to maintain their public files in the FCC's online public file system. What was covered: Timing of online public file for radio, why the file is important, what goes in the file, what are the most common issues that lead to fines, details of some of the obligations. David Oxenford presented the webex. Forever Managers viewed the webinar.

On July 6, 2016, Michael Sherry, Vice President of Sales was a guest faculty instructor at the Confer Radio Talent Institute on the Bloomsburg University campus. A significant part of the Institute are sessions that include RAB sales sessions so the students have the opportunity to be certified as Radio Marketing Professionals by the RAB. There are 17 internet modules in total that the students watch but the sessions that include those modules are led by radio professionals. In the session, Michael presented RAB Training Modules #5 "Elements of Good Written Proposals"; and Module #6 "The difference between Features and Benefits". A major part of the concept of the Radio Talent Institute, radio professionals sharing with these students/future broadcasters what you think they need to know. All the sessions of the ten day Institute are taught by broadcasters.

On July 8, 2016, Scott Cohagan, General Manager, was a guest faculty instructor at the Confer Radio Talent Institute on the Bloomsburg University campus. A significant part of the Institute are sessions that include RAB sales sessions so the students have the opportunity to be certified as Radio Marketing Professionals by the RAB. There are 17 internet modules in total that the students watch but the sessions that include those modules are led by radio professionals. In the session, Scott presented RAB Training Module #16 "How to Find alternative Revenue Sources"; and Module #17 "Goal Setting and Time management." A major part of the concept of the Radio Talent Institute, radio professionals sharing with these students/future broadcasters what you think they need to know. All the sessions of the ten day Institute are taught by broadcasters.

On February 25, 2017, Chris Prospero, Operation Director, was a guest speaker for St. Joseph's Catholic Academy Radio Club, at St. Joseph's Catholic Academy. Chris was invited by School Principal Chris Chirieleison and Club Supervisors, Mr. Krievy. He met with 7 members of the Radio Club. He gave a background of his over 25 years of radio experience both on air and off. He explained what a typical day is like for him. He also talked about some reasons why they might want to pursue a career in radio. They planned a station tour on 3/22/17.

On February 29, 2017, Scott Cohagan, General Manager was a guest panelist at the annual Advanced Resume Workshop for students from the College of Communications at The Pennsylvania State University. Scott met with students individually to discuss the respective student's resume and cover letter. The Workshop was part hosted by Robert P. Martin, Assistant Dean for Internships and Career Placement.

Establishment of Training Programs for Station Personnel

The Station's Account Executives have been routinely training on-line with the Radio Advertising Bureau. These are education/instructional courses designed to improve our sales team.

The Station's Account Executives have been routinely training on-line with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling). These are education/instructional courses are designed to improve our sales team.

The Business Manager, Traffic Director, On-Air Personnel, and Graphic Designer have been routinely training on-line with the Pennsylvania Associations of Broadcasters (P1 Selling). These are education/instructional courses are designed to improve our daily operation as a team.

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.

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 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 General Sales Manager has been routinely training on-line with the Radio Advertising Bureau. Education/instructional courses are designed to improve Management, daily operations and leadership of the sales team as well as introduce new accreditations.

The General Sales Manager has been routinely training on-line with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling).

Education/instructional courses are designed to improve management, daily operations and leadership of the sales team.

The General Manager has been routinely training on-line with the Radio Advertising Bureau. Education/instructional courses are designed to improve management, daily operations and leadership of the Radio Stations.

The General Manager has been routinely training on-line with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling). Education/instructional courses are designed to improve management, daily operations and leadership of the Radio Stations.

On April 27, 2016 Scott Cohagan, General Manager, attended a Defining Career Pathways seminar at PA Career Link, Mifflin County. The seminar covered topics such as improving employee retention; Helping with recruitment; and identifying business's career pathways. The workshop was sponsored by Penn State University.

On June 2, 2016, Bob Taylor, Chief Engineer/Program Director, participated in a webinar entitled "Radio Online Public File Training" The webcast discussed useful FCC rules and requirements for maintaining public files on their online public file system. This webinar was offered by the Pennsylvania Association of Broadcasters and was presented by David Oxenford of Wilkinson Barker Knauer LLP.

August 28-30, 2016, Forever Media managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in Whistler, BC. This three day conference presented discussions regarding the radio business and new opportunities and problem solving. Specifically, discussion on the Labor Department plan for mandatory overtime beginning December 2016. It also offered attendees the opportunity to network with other like-minded radio broadcast management. Speakers representing Forever Media at the meeting: Lynn Deppen, Carol Logan.

The Radio Association of Broadcasters (RAB) and National Association of Broadcasters (NAB) held their Radio Show 2016 conference in Nashville, TN September 21st – 23rd. Forever VP of Sales and three managers were in attendance. 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.

On October 5, 2016, Tom Schmidt, Sales Manager, attended a training at the Willowbank Building in Bellefonte, PA presented by Terry Welch of Welch Performance Consulting. Topics covered were: HR Process Assessments; Recruitment and Selection; On-Boarding and Orientation; Talent Management; Compensation, Rewards and Recognition; Corporate Strategy and Process Management; HR Legal Compliance; and Special Support.

On November 30, 2016, Andrea McCool, Interactive Director, and Chris Prospero, Operation Director, participated in a webinar entitled “Broadcasters in the Digital World, A Legal Guide to the Cyber-Jungle”. The webinar discussed legal issues that a broadcaster may face exploiting new digital delivery systems, including a discussion of music licensing, legal issues that arise in social networking, other copyright and trademark issues, privacy concerns, and other government regulations that could affect our internet and other digital operations.

On December 2, 2016, Michelle Walizer, Business Manager, attended a training entitled “Anti-Harassment for Management & HR Staff” at the Willow Bank Building in Bellefonte, PA. The training covered topics such as what constitutes harassment; how to recognize different forms of harassment; the responsibilities of the employer; why employee do not report; and how to correct and/or prevent harassment in the workplace. The training was sponsored by PA Career Link and presented by Heather Roth, Regional Director of the Pennsylvania Human Relations Commission (PHRC).

February 12-14, 2017 Forever Media managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in Naples, FL. The conference attendees discussed problems, concerns, and opportunities regarding the radio broadcast business during various daily sessions. Speakers representing Forever Media at the meeting: Lynn Deppen, Carol Logan.

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, all new employees are put through Sexual Harassment training as well as every employee annually is trained. During this period, the annual training was provided on 11/14/16 at 8:00 a.m.; 10:30 a.m.; and 3:00 p.m. The training was provided by the Business Manager and Program Directors / Brand Managers.

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 5th through July 14th, 2016.

Job Fairs, Career Days, Career Fairs

Pennsylvania CareerLink Centre County Job Fair

Contact: Karen Dabney
CareerLink Centre County

240 Match Factory Place
Bellefonte, PA 16823
Telephone: (814) 548-7587 X 241
Fax: (814) 548-7591

Date / Time: April 14, 2016 10AM-2PM

Location: Central Pennsylvania Institute of Science and Technology, Pleasant Gap.

Representing Forever Media, Inc.: Scott Cohagan, General Manager, and Tom Schmidt, General Sales Manager

All stations and job opportunities were represented.

Description: The Pennsylvania CareerLink brings businesses to campus to interview and talk with students / graduates. We had the opportunity to meet and talk with over 100 prospective candidates.

Lock Haven University Clearfield Job Fair

Contact: Linsey T. Mizic, BS
Graduate Assistant
Student Learning Resource Center
LHU Clearfield Campus Academic Building
353 University Drive
Clearfield, PA 16830
Telephone: 814-768-3699
Fax: 814-768-3449
Email: ltm901@lhup.edu

Date / Time: December 1, 2016 11AM-2PM

Location: Lock Haven University Clearfield Campus Academic Building

Representing Forever Media, Inc.: Scott Cohagan, General Manager

All stations and job opportunities were represented.

Description: Lock Haven University Clearfield Campus brings businesses to campus to interview and talk with students / graduates. We had the opportunity to meet and talk with over 100 prospective candidates.

Job Expo: The Pennsylvania State University - The College of Communications

Contact: Bob Martin

Assistant Dean for Internships and Career Placement
208-D Carnegie Building
University Park, PA 16802-5101
Telephone: (814) 863-4674
Fax: (814) 863-8044
E-mail: rpm163@psu.edu

Date / Time: March 24, 2017 9AM-2PM

Location: Hetzel Union Building's Alumni Hall at University Park, Pennsylvania.

Representing Forever Media, Inc.: Scott Cohagan, General Manager and Tom Schmidt, General Sales Manager

All station jobs and opportunities were represented.

Description: 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 studies 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 in an extremely efficient manner. We have benefited from hiring Penn State students as well as expanding our internship program in the past. By participating in the 2017 Job Expo, we had access to hundreds of resumes from Penn State Students.