

**Milford, DE      ANNUAL EEO PUBLIC FILE REPORT**

<b>Facility ID:</b>	<b>Date Report Covers:</b> June 1, 2023- May 31, 2024	<b>Employer:</b> Forever Media of DE, LLC	<b>Job Search to:</b> careers@forevermediainc.com
<b>53482</b>	<b>Stations, City of License:</b> WAFL (FM), Milford, DE WAVD (FM) Ocean Pines, MD WNCL (AM) Milford, DE WXDE (FM) Lewes, DE WCHK-FM Milford, DE	<b>Employment Unit Address:</b> 1666 Blairs Pond Road Milford, DE 19963 <b>On-Line Public File location:</b> www.foreverdelmarva.com	<b>Contact Person, Title, email, phone number:</b> Mark Schollenberger, GM <a href="mailto:mschollenberger@forevermediainc.com">mschollenberger@forevermediainc.com</a> 302-260-7084
<b>53490</b>			
<b>53483</b>			
<b>53487</b>			
<b>58763</b>			

This EEO Public File Report is filed in each Station’s online FCC Public 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 and evolving effort to seek out prospective applicants for employment. The Annual EEO Reports herein exemplify those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of diverse and qualified employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. We periodically re-evaluate the recruitment process to enhance wide dissemination. As a result, we believe our overall package of recruiting initiatives has been successful over the past two reporting periods.

**Full-Time Vacancies Filled:**

<b>Job Title</b>	<b>Hire Date</b>	<b>Persons Hired</b>	<b>Persons Interviewed</b>	<b>Recruitment Sources Used from Master List</b>	<b>Referring Source</b>
SALES	7/17/23	1	3	1,2,3,4,5,6,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35	3
DIGITAL	10/16/23	1	6	1,2,3,4,5,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35	4
ON AIR	11/6/23	1	5	1,2,3,4,5,6,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35	4
SALES	12/1/23	1	3	1,2,3,4,5,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35	3
Total		4	17		

**Full-Time Recruitment Sources Master List:**

<b>Recruitment Source Number</b>	<b>Recruitment Source Name, Address, Phone, Contact, email, URL</b>	<b>Source Requested Notification</b>	<b>Referrals from this source</b>
1	Forever Media Website 1666 Blairs Pond Road Milford, DE 19963 1-302-260-7084 <a href="http://www.Foreverdelmarva.com">www.Foreverdelmarva.com</a>	No	0
2	Forever Media ON-AIR RADIO STATIONS WAFL, WAVD, WCHK, WNCL, WXDE 1666 Blairs Pond Road Milford, DE 19963 1-302-422-7575 <a href="mailto:careers@forevermediainc.com">careers@forevermediainc.com</a>	No	3
3	Walk-Ins, Employee/ Client Referrals/Other Mark Schollenberger 1666 Blairs Pond Road Milford, DE 19963 1-302-260-7084 <a href="mailto:careers@forevermediainc.com">careers@forevermediainc.com</a>	No	6
4	Indeed 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support <a href="http://www.indeed.com">www.indeed.com</a>	No	7
5	LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
6	All Access 24955 Pacific Coast Highway, C303 Malibu, CA 90265 310-457-6616 <a href="http://www.Allaccess.com">www.Allaccess.com</a>	No	1
7	Zip Recruiter <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	NO	0
8	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 <a href="mailto:jnicholson@forevermediainc.com">jnicholson@forevermediainc.com</a>	No	0
9	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Jeanie McLaughlin 301-722-6666 <a href="mailto:jmclaughlin@forevermediainc.com">jmclaughlin@forevermediainc.com</a>	No	0
10	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patty Tibbitt 410-822-3301 <a href="mailto:ptibbit@forevermediainc.com">ptibbit@forevermediainc.com</a>	No	0
11	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 866-664-1037	No	0

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	Doug Hall <a href="mailto:dhall@forevermediainc.com">dhall@forevermediainc.com</a>		
12	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 724-938-2000 <a href="mailto:jnicholson@forevermediainc.com">jnicholson@forevermediainc.com</a>	No	0
13	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 <a href="mailto:tsignor@forevermediainc.com">tsignor@forevermediainc.com</a>	No	0
14	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Ken Scriven 302-478-2700 <a href="mailto:kscriven@forevermediainc.com">kscriven@forevermediainc.com</a>	No	0
15	Berkshire Community College 1350 West Street Pittsfield, MA 01201 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
16	Bucks County Community College 275 Swamp Road Newtown, PA 18940 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
17	Chestnut Hill College 9601 Germantown Ave Philadelphia, PA 19118 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
18	Connecticut College 270 Mohegan Ave New London, CT 06320 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
19	Del-Tech Community College 100 Campus Dr Dover, DE 19904 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
20	Drew University 36 Madison Ave Madison, NJ 07940 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
21	Fairleigh Dickinson University 1000 River Road Teaneck, NJ 07666 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
22	Hofstra University Hempstead, NY 11549 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
23	Kean University 1000 Morris Ave Union Twsp, NJ 07083 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
24	LaSalle University 1900 West Olney Ave Philadelphia, PA 19141 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0

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<b>25</b>	Lebanon Valley College 101 College Ave Annville, PA 17003 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>26</b>	Monmouth University 400 Cedar Ave W. Long Branch, NJ 07764 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>27</b>	Ocean County College College Dr Toms River, NJ 08753 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>28</b>	Rutgers University College Ave New Brunswick NJ 08901 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>29</b>	Seton Hall 400 South Orange Ave So. Orange. NJ 07079 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>30</b>	Stockton University 101 Vera King Farris Dr Galloway, NJ 08205 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>31</b>	University of Delaware 401 Academy St Newark, DE <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>32</b>	University of Maryland 11868 College Backbone Rd Princess Anne, MD 21853 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>33</b>	Washington College 300 Washington Ave Chestertown, MD 21620 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>34</b>	Wesleyan University 41 Wyllys Ave Middletown, CT 06459 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>35</b>	West Chester University 700 South High Street West Chester, PA 19382 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
<b>36</b>	Wilmington University 320 N Dupont Hwy New Castle, DE 19720 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	No	0
		TOTAL	17

**Outreach Activities List:**

<b>Outreach Number</b>	<b>Date</b>	<b>Recruitment Initiative</b>	<b>Description</b>	<b>Participants</b>
1	10/25/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Frostburg State University Virtual Career and Internship Fair.</b> Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
2	11/2/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>University of Delaware's 2023 Communications, Marketing and Media Career Meetup.</b> Engaged with students and alumni seeking full-time, part-time and seasonal career opportunities and career advice relating to advertising, branding, communications, graphic design, public relations and media.	Diane Fetty represented all of the Forever Media stations.
3	3/19/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Laurel Public Library Annual Job Fair.</b> Engaged with local applicants seeking full-time, part-time and seasonal career opportunities	Mark Schollenberger, GM
4	3/27/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Frostburg State University Virtual Career and Internship Fair.</b> Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
5	Ongoing	#2 Hosted Job Fairs	FOREVER MEDIA hosts an on-going job fair on its website <a href="http://www.forevermediainc.com">www.forevermediainc.com</a> where applicants have an opportunity to view open positions, by market, and submit a resume.	Diane Fetty, CHRD
6	12/6/23	#2 Hosted Job Fairs	Forever Media in Milford, DE host an in-house job fair	Mark Schollenberger, GM and staff
7	3/27/24	#2 Hosted Job Fairs	Forever Media in Milford, DE host an in-house job fair	Mark Schollenberger, GM and staff
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	None this period

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			station group. They attend Live Action Broadcasts for the radio network and help promote the event.	
9	6/7/23	#8 Establishment of Training Programs for Station Personnel	<p>Ask Me anything Episode 4 – Qualitative Research In this fast-paced 15-minute webinar moderated by Client Services Director Kimberly Bryant, Jay and Meghan will answer your questions about qualitative research, including: What’s the difference between qualitative and quantitative research? When should I use qualitative research and when should I use quantitative research? What are the benefits of pairing qualitative and quantitative and what order they should be in?</p> <p>What are the benefits of an online discussion group vs. a traditional focus group and vice versa? What is an IDI?</p> <p>What are some themes we’ve seen from qualitative research in the past year?</p>	Mike Stevens, Corporate Program Director
10	6/8/23	#8 Establishment of Training Programs for Station Personnel	Westwood One Advisory Board Call	<p>Lynn Deppen, President</p> <p>Mike Stevens, Corporate Program Director</p>
11	6/21/23	#8 Establishment of Training Programs for Station Personnel	Ok Boomer A Conversation with Gen Z Description: Gen-Z personalities and programmers compare notes with experienced industry veterans, to better understand how to connect and appeal to the next generation of audio consumers, employees, and co-workers in 2023 and beyond.	Mike Stevens, Corporate Program Director
12	6/27/23	#8 Establishment of Training Programs for Station Personnel	Copywriting Webinar A free 30-minute webinar on Wednesday, June 7 at 1p ET on <i>Radio Ink’s</i> <a href="#">Facebook page</a> about copywriting.	Mike Stevens, Corporate Program Director
13	7/12/23	#8 Establishment of Training Programs for Station Personnel	<p>Ask Me Anything - Episode 5: Personality/Show Research</p> <p>In our fourth Ask Me Anything (AMA) Webinar, consultants Jay Nachlis and Meghan Campbell answered questions related to qualitative research.</p> <p>In our next fast-paced 15-minute webinar moderated by Client Services Director Kimberly Bryant, Jay and Meghan will answer your questions about personality/show research, including: What are some of the best ways to measure the appeal of personalities and shows?</p>	Mike Stevens, Corporate Program Director

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			<p>How long should you wait before including a personality or show in a study? What are some of the most important things you can learn from personality research?</p> <p>Are there any personalities you shouldn't include in research</p>	
14	8/16/23	#8 Establishment of Training Programs for Station Personnel	<p>Ask Me Anything - Episode 6: The Image Pyramid</p> <p>The Coleman Insights Image Pyramid is the foundation of the insights we provide to our clients. The Image Pyramid states that a radio station's ratings performance is largely based on the relatively simple images that listeners possess of that station.</p> <p>In our sixth Ask Me Anything webinar moderated by Client Services Director Kimberly Bryant, consultants Jay Nachlis and Meghan Campbell will answer your questions about the Image Pyramid and the layers that comprise it, such as:</p> <p>Why is a station's Base Music or Talk position the most important layer of the Image Pyramid?</p> <p>Why isn't Personality the most important layer?</p> <p>What are some challenges you see with some stations' Image Pyramids?</p> <p>What's an example of a great radio station's Image Pyramid?</p> <p>Does the Image Pyramid only apply to radio or can it apply to other media?</p>	Mike Stevens, Corporate Program Director
15	9/13/23	#8 Establishment of Training Programs for Station Personnel	AQ5: Radio Talent in the AI Era	Mike Stevens, Corporate Program Director
16	9/28/23 & 9/29/23	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person annual Board of Directors meeting at the Omni Hotel in Pittsburgh, PA.	Mike Sherry, VP of Sales
17	10/12/23	#8 Establishment of Training Programs for Station Personnel	<p>Checking in on the World's First AI presenter – Is this Radio's future</p> <p>Description: How Dylan Salisbury created the world's first AI radio presenter and what it means for broadcasters. Host(s): Global Radio Ideas, Ken Benson, Andreas Sannemann, Dylan Salisbury.</p>	Mike Stevens, Corporate Program Director

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18	10/18/23	#8 Establishment of Training Programs for Station Personnel	AM Mike Stevens held a webinar with Program Directors from Westwood One and the Program Directors using Westwood One products.	Mike Stevens, Corporate Program Director
19	10/25/23	#8 Establishment of Training Programs for Station Personnel	<p>Scary Research Stories - Description: Just in time for Halloween, our next Coleman Insights Ask Me Anything will delve into some of the things that haunt our dreams...err..nightmares.</p> <p>While you can be sure we'll offer valuable treats in this AMA, pay attention to the tricks...as we share some of the scariest things we see in research that you'll want to avoid.</p> <p>If the ratings ghosts keep you up at night and it feels like you're just spinning your wheels, don't worry pumpkin! Just ask us "witch" way to use research to escape the dungeon.</p> <p>It's not magic. It's a Coleman Insights Ask Me Anything event.</p>	Mike Stevens, Corporate Program Director
20	11/8/23	#8 Establishment of Training Programs for Station Personnel	MDCD Board of Director's Meeting via Zoom	Mark Schollenberger, Market Manager
21	11/9/23	#8 Establishment of Training Programs for Station Personnel	The Spoken Word Audio Report from NPR and Edison Research	Mike Stevens, Corporate Program Director
22	11/29/23	#8 Establishment of Training Programs for Station Personnel	Political Advertising Compliance Refresher Webinar – PAB and Michigan State Broadcasters	Mike Stevens, Corporate Program Director
23	12/11/23	#8 Establishment of Training Programs for Station Personnel	Westwood One Advisory Board	Lynn Deppen, President Mike Stevens, Corporate Program Director
24	12/13/23	#8 Establishment of Training Programs for Station Personnel	Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects.	Lynn Deppen, President Mike Stevens, Corporate Program Director
25	12/23/23	#8 Establishment of Training Programs for Station Personnel	Top 10 Findings from 2023 from Edison Research Description: It's here at last! Throughout the year, we contemplate numerous findings from our custom studies as well as our syndicated datasets, carefully selecting those	Mike Stevens, Corporate Program Director



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			deemed list-worthy. This 30-minute webinar will showcase top findings on audio, podcasts, radio, exit polls, and more, presented by the researchers who worked on the projects.	
<b>26</b>	1/10/24	#8 Establishment of Training Programs for Station Personnel	Luminate: Year End Music Webinar Description: 2023 Year-End Music Webinar where members of our expert insights team will talk through Luminate's 2023 Year-End Music Report, giving context to the data that highlights some of the industry's biggest trends over the past year.	Mike Stevens, Corporate Program Director
<b>27</b>	1/17/24	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation - Key Takeaways from CES 2024, the Consumer Electronics Show	Mike Stevens, Corporate Program Director
<b>28</b>	2/15/24	#8 Establishment of Training Programs for Station Personnel	AI's Role, Impact and Future on Local Broadcasting: A Conversation with the NAB Sam Matheny Chief Technology Officer, NAB. With the meteoric rise in AI, what do broadcasters need to know about what's on the horizon. In this session, the NAB will define AI, what technologies are available to enhance local broadcasts, and tips to avoid potential pitfalls.	Mike Stevens, Corporate Program Director
<b>29</b>	2/28/24, 2/29/24 & 3/1/24	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar (CRS), a three-day educational event held on February 28 – March 1, 2024, 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.	Mike Stevens, David Davies, Nancy Gleason, Jeremy Mulder and Scott Donato
<b>30</b>	2/29/24	#8 Establishment of Training Programs for Station Personnel	MDCD Board of Director's Meeting via Zoom	Mark Schollenberger, Market Manager
<b>31</b>	3/4/24 and 3/5/24	#8 Establishment of Training Programs for Station Personnel	NAB State Leadership Conference in Washington D.C.	Mark Schollenberger, Market Manager
<b>32</b>	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
<b>33</b>	4/25/24	#8 Establishment of Training Programs for Station Personnel	2024 Techsurvey-All Industry Webinar sponsored by InsideRadio.	Mike Steven, Corporate Program Director

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34	4/25/24 & 4/26/24	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting and Awards Luncheon at the Harrisburg Hilton.	Mike Sherry - VP Sales  Dave Davies - Market Manager, Linda Prophet - GSM, Joe Keane - GSM, David Pavlic - GSM, Eric Weiss - PD, Joe Bleacher, Melissa Kubik, Melissa Kasula
35	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
36	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
37	Weekly	#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 Programming/Production Staff
38	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
39	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
40	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 me.	Production Directors and Copywriters with Mike Stevens

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41	Ongoing	#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
42	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
43	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
44	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
45	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	Sales Staff

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			Radio Advertising Bureau. These educational and instructional courses are designed to improve our sales team's knowledge about radio and offers educational/instructional courses designed to improve management, daily operations and leadership of the Radio Stations.	
46	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
47	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
48	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
49	4/17/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<p><b>Point Park University Buyer's Challenge @ Point Park University Rowland School of Business; Sales Center from 4:00pm-6:00pm</b></p> <p><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 &amp; Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222.</i></p> <p><i>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></p>	Mike Sherry and David Pavlic, representing Forever Media Inc.
50	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 1666 Blairs Pond Road, Milford, DE 19963 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	1666 Blairs Pond Road, Milford, DE 19963/All Staff

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			<p>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 contact: Forever Media, Inc. 1666 Blairs Pond Road, Milford, DE 19963 Attention: GM or call 302-422-7575</p>	
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