

**Cumberland, MD      ANNUAL EEO PUBLIC FILE REPORT**

<b>Facility ID</b>	<b>Date Report Covers:</b> June 1, 2019 – May 31, 2020	<b>Employer:</b> <b>Forever Media of MD, LLC</b>	<b>Job Search to:</b> careers@forevermediainc.com
<b>71869</b>	<b>Stations, City of License:</b> <b>WFRB-FM 105.3,</b> <b>Frostburg, MD</b>	<b>Employment Unit Address:</b> <b>350 Byrd Avenue,</b> <b>Cumberland, MD 21502</b>	<b>Contact Person, Title, email,</b> <b>phone number: Timothy</b> <b>Martin, Operations Manager,</b> <b>tmartin@forevermediainc.com</b> <b>(301) 722-6666</b>
<b>71868</b>	<b>WFRB-AM 560,</b> <b>Frostburg, MD</b>	<b>www.forevercumberland.com</b>	
<b>74083</b>	<b>WRQE-FM 106.1,</b> <b>Cumberland, MD</b>		
<b>74082</b>	<b>WTBO-AM 1450,</b> <b>Cumberland, MD</b>		

This EEO Public File Report is filed in each Station’s public inspection file.

Employer is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We engage in a continuing effort to seek out prospective applicants for employment. We contacted agencies in the area of the station to solicit for full-time open positions of employment. 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:**

<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>
Salesperson	11/1/2019	1	1	1,2,3,4,5,6,7,8,9,10,11,12,13,14, 15 16,17,18,19,20,21,22,23,24,25,27,28,29	13
Total		1	1		

**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	FROSTBURG BUSINESS AND PROFESSIONAL ORGANIZATION 12 W. MAIN STREET FROSTBURG, MD 21532 301-689-1680 GEORGE PAPPAS	NO	
2	GARRETT COLLEGE 687 MOSSER ROAD McHENRY, MD 21541 301-387-3132 JOB PLACEMENT OFFICE www.gcc.cc.md.us	NO	
3	POTOMAC STATE COLLEGE 101 Fort Ave KEYSER, WV, 26726 800-262-7332 Diana Grady dlgrady@mail.wvu.edu	NO	
4	FROSTBURG STATE UNIVERSITY CAREER and Professional Development Center 124 SANDY SPRING HALL FROSTBURG, MD 21532 301-687-4403 Dr. Robbie Cordle rcordle@frostburg.edu	NO	
5	WOMENS HELP CENTER 809 NAPOLEON STREET JOHNSTOWN, PA 15901 1-814-533-2493 KATHY RITTER womenshelpcenter.org/	NO	
6	Forever Cumberland Website 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 TIM MARTIN www.forevercumberland.com	NO	
7	ALLEGANY COUNTY UNITED WAY 138 BALTIMORE ST. SUITE 102 CUMBERLAND, MD 21502 301-777-1221 Juli McCoy info@cuw.org	NO	
8	FOREVER MEDIA of MD INTERNAL POSTING 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 General Manager WTBO/WRQE/WFRB AM/WFRB FM rcornwell@forevermediainc.com	NO	

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

<b>9</b>	FOREVER MEDIA of MD ON-AIR (WFRB FM, WRQE, WTBO, WFRB-AM) 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 General Manager WTBO/WRQE/WFRB AM/WFRB FM rcornwell@forevermediainc.com	NO	
<b>10</b>	The Western Maryland Consortium (Cumberland) 138 Baltimore Street Suite 102 CUMBERLAND, MD 21502 301-777-1221 www.westernmarylandconsortium.org	NO	
<b>11</b>	Allegany College of Maryland Job Placement Office 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301 784-5209 Beth Nightengale bnightengale@allegany.edu	NO	
<b>12</b>	ALLEGANY COLLEGE OF MD Multimedia Technology 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301-784-5243 JOHN BONE jbone@allegany.edu	NO	
<b>13</b>	Walk-ins, Employee/Client Referrals 350 Byrd Avenue CUMBERLAND, MD 21502 (301)722-6666 General Manager WTBO/WRQE/WFRB AM/WFRB FM careers@forevermediainc.com	NO	1
<b>14</b>	Internal Posting Forever Media – Altoona One Forever Drive Hollidaysburg, PA 16648 814-941-9800 Bethany Hildebrand bhildebrand@forevermediainc.com	NO	
<b>15</b>	Internal Posting Forever Media – Brownsville 123 Blaine Road Brownsville, PA 15417 724-938-2000 Joyce Nicholson Jnicholson@forevermediainc.com	NO	
<b>16</b>	Internal Posting Forever Media - State College 2551 Park Center Blvd. State College, PA 16801 814-237-9800 Matt Decker mdecker@forevermediainc.com	NO	
<b>17</b>	Internal Posting Forever Media – Johnstown 109 Plaza Drive, Suite 2 Johnstown, PA 15905 814-255-4186 Shelly Lovenduski slovenduski@forevermediainc.com	NO	

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

<b>18</b>	Internal Posting Forever Media – New Castle 219 Savannah Gardner Road New Castle, PA 16101 724-654-5502 Jill Hamilton jhamilton@forevermediainc.com	NO	
<b>19</b>	Internal Posting Forever Media - Franklin 1243 Liberty Street Franklin, PA 16323 814-432-2188 Jill Hamilton jhamilton@forevermediainc.com	NO	
<b>20</b>	Internal Posting Forever Media - Meadville 900 Water Street Meadville, PA 16335 814-724-1111 Jill Hamilton jhamilton@forevermediainc.com	NO	
<b>21</b>	Internal Posting Forever Media - York 275 Radio Road Hanover, PA 17331 717-637-3831 Tammy Signor tsignor@forevermediainc.com	NO	
<b>22</b>	Internal Posting Forever Media - Cumberland 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 Jeanie McLaughlin jmclaughlin@forevermediainc.com	NO	
<b>23</b>	Internal Posting Forever Media – Easton 306 Port Street Easton, MD 21601 410-822-3301 Lynn Moore lmoore@forevermediainc.com	NO	
<b>24</b>	Internal Posting Forever Media -Robinson 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 Dottie McCartney dmccartney@forevermediainc.com	NO	
<b>25</b>	Internal Posting Forever Media- Bellaire 56325 High Street Bellaire, OH 43906 740-676-5661 Annie Howell ahowell@forevermediainc.com	NO	
<b>26</b>	Internal Posting Forever Media - Lebanon 440 Rebecca Street Lebanon, PA 17046 717 272-7651 Bryan Smith	NO	

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

27	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 Stacie.monz@forevermediainc.com	NO	
28	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 sgay@forevermediainc.com	NO	
29	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 302-478-2700 Jade Marzan jmarzan@forevermediainc.com	NO	
		<b>Total</b>	<b>1</b>

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

**Outreach Activities List:**

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	4/09/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	A career day was held at Georges Creek Elementary School dubbed "Vehicle Day," over 20 businesses were invited to bring their company vehicles and talk to students about career options.	Big Froggy 105.3 morning host "Trucker" Carson Yoder represented the Forever Media of MD LLC staff.
2	5/15/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media-Brownsville participated in a Job Fair presented by the Greater Connellsville Chamber of Commerce. The event featured 20 local and regional companies offering information on employment opportunities in a variety of fields. Information on all current employment opportunities with Forever Media, Inc. was offered to attendees.	David Pavlic represented all of the Forever Media stations.
3	9/26/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	An in-house Job Fair was sponsored by Forever Cumberland at our studio location. The Job fair was advertised on our stations in advance of the 1-day event.	General Manager Richard Cornwell was on-hand for on-the spot job interviews.
4	10/09/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Job Fair at Allegany College of Maryland.	G.M. Richard Cornwell and O.M. Tim Martin
5	10/29/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media participated in the Job and Networking Fair at the Community College of Allegheny County.	Diane Fetty, CHRD, represented all of the Forever Media stations.
6	11/15/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Focus On The Future for The Allegany County School System. A career day for students from area schools. Day 1	O.M. Tim Martin and P.D. Carson Yoder attended
7	11/16/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Focus On The Future for The Allegany County School System. A career day for students from area schools. Day 2	O.M. Tim Martin and P.D. Carson Yoder attended
8	12/09/19	#1 Conventions, Job Fairs, Career Days, Career Fairs	Program Advisory Committee for Allegany College of Maryland's Multimedia Technology. This was the fall meeting of that committee. This is an on-going advisory committee, to help guide the future of the Multimedia Technology Program.	O.M. Tim Martin is a standing committee member.
9	2/28/2020	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JUNIATA COLLEGE CAREER DAY</u> Participation in the 2020 Juniata College Career Day event at Juniata College in Huntingdon, PA in the Kennedy Sports and Recreation Center. This event was designed to bring students together with employers and alumni from 120+ business, industry and public service in one convenient location and time to discuss student career options, internships and full-time employment opportunities.	Bethany Hildebrand represented all of the Forever Media stations.
10	3/20/20	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS</u> Participation in the 2020	All company stations

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

			<p>PSU College of Communications Virtual JobExpo. The Pennsylvania State University's College of Communications is the largest ACEEJMC accredited undergraduate communications program in the country. This Job Expo is designed for Penn State's top-notch advertising, public relations, film/video, journalism, media studied and telecommunications students and alumni to meet with Radio Broadcasting Groups, public relations firms, newspapers, magazines, production companies and broadcast and cable organizations. We have found that participation in this Job Expo has provided us an opportunity to meet strong candidates with relevant experience in an extremely efficient manner covering the entire mid-Atlantic region. By participating in the 2020 Virtual JobExpo Comm, we had access to over 5,000 students from Penn State. Penn State University changed its job fair to a virtual event in light of the Covid-19 situation in the country at this time.</p>	<p>participated, Diane Fetty CHRD</p>
11	4/15/20	#1 Conventions, Job Fairs, Career Days, Career Fairs	<p>Shippensburg University's Career, Mentoring and Professional Development Center offered the Career CUB Take Over 2020 Spring Career &amp; Internship Fair. This virtual fair was held on April 15, 2020 from 10:30 a.m. to 2 p.m. through the Ship Career Connection Symplicity link.</p>	<p>Tim Martin participated.</p>
12	None this period.	#5 Forever Media Internship Program	<p>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.</p>	
13	05/05/19 and 05/06/19	#8 Establishment of Training Programs for Station Personnel	<p>Pennsylvania Association of Broadcasters held the 2019 Board of Directors Meeting in Hershey, PA. Presentations of broadcast innovations, programming and legal concerns.</p>	<p>Forever Media, Inc. – Bobbi Castellucci, Dave Davis</p>

Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

<b>14</b>	05/05/19 and 05/06/19	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2019 Board of Directors Meeting in Hershey, PA. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Mgr., Dave Davies, Market Manager, Mike Sherry, VP of Sales
<b>15</b>	8/25/19 through 8/27/19	#8 Establishment of Training Programs for Station Personnel	Forever Media managers/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in the Gaylord Opryland Hotel in Nashville, TN. This three-day conference presented discussions regarding the radio business and new opportunities and problem solving. It also offered attendees the opportunity to network with other like-minded radio broadcast management.	Lynn Deppen, President, Mike Sherry, VP of Sales, William Vernon, Market Manager
<b>16</b>	09/12/19 And 09/13/19	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a Board of Directors Meeting in Philadelphia, PA. Presentations of broadcast innovations, programming and legal concerns.	Dave Davies, Market Manager
<b>17</b>	10/20/19 Through 10/22/19	#8 Establishment of Training Programs for Station Personnel	Managers and Owners convened at the Wyndham Garden in York, PA for a three-day Forever Media Leadership Retreat. The scheduled seminar events covered multiple topics dealing with programming, sales, business, traffic and new technology. Managers and Owners attended and several presenters/guests at this event offered much opportunity for education, career development and networking	Managers and Owners
<b>18</b>	12/12/19- 12/13/19	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2019 Board of Directors Meeting in Bedford Springs, PA. Presentations of broadcast innovations, programming and legal concerns.	Mike Shery, VP Sales, Bobbi Castellucci, Market Mgr.
<b>19</b>	2/23/20- 2/25/20	#8 Establishment of Training Programs for Station Personnel	Forever Media Manager/owners attended the AIMS (Association of Independent Metropolitan Stations) conference in San Diego, CA. This three-day conference presented discussions regarding the radio business and new opportunities and problem solving. It also offered attendees the opportunity to network with other like-minded radio broadcast management. Attended by Mike Sherry, VP of Sales.	Michael Sherry, VP of Sales, Donald Alt, Owner
<b>20</b>	7/8/19 through 7/17/19	#10 Participation in Educational Events	Kerby Confer, Partner/Member of Forever Media, has endowed Bloomsburg University to establish the Confer Radio Talent Institute. It is an annual ten-day program of speakers and training events that range from on-air performance to programming to sales, management, production, promotions, social media, digital, engineering, ownership and practically all aspects of radio. The program places emphasis on entry-level position preparation to help each student get his/her career started. The Radio Talent Institute System is an incubator of well-rounded, well-	Bobbi Castellucci, Lynn Deppen, Dave Davies, Dan Dzikowski, Alyssa Keith, Scott Cohagan, Mike Stevens



Forever Media of MD, LLC Report Cumberland, MD 06-01-2019 through 05-31-2020

			educated college talent with a passion for radio and a determination to get into the business. Scholarships for the institute are available. The event was held on Bloomsburg University campus. Digital Display ads promoting the Institute were also placed on our web site: <a href="http://www.forevermediainc.com">www.forevermediainc.com</a> .	
<b>21</b>	8/28/19	#10 Participation in Educational Events	First day of School Event at Parkside Elementary School. All 4 Cumberland stations were represented for a Greet the Students event on the first day of school. Students arriving were greeted by local notables and political figures. Rocky 106.1 provided music for the event.	Rhonda Keefer represented the Forever Cumberland Stations at this Event
<b>22</b>	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 123 Blaine Road, Brownsville, PA 15417 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 contact: Forever Media, Inc., 350 Byrd Avenue, Cumberland, MD 21502 Attention: Tim Martin or call 301-722-6666	
<b>23</b>	7/24/19	#16 Radio Station Group Tours	Station Tour of Cumberland Studio location. About 15 people from the Local Friends Aware Chapter participated in the tour.	Tour arranged by Operations Manager Tim Martin and was conducted by Big Froggy 105.3 Afternoon personality "Cricket" Rhonda Keefer
<b>24</b>	8/16/19	#16 Radio Station Group Tours	Station Tour of Cumberland Studio location. About 10 people from Horizon Goodwill participated in the tour.	Tim Martin, Carson Yoder and Rhonda Keefer all participated in the tour.
<b>25</b>	10/15/19	#16 Radio Station Group Tours	Tour for interested attendees of 10/19/19 ACM Job Fair. Persons at the job fair were invited to tour the stations.	Tim Martin and Rich Cornwell Conducted the tour