

Cumberland, MD ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: June 1, 2024 – May 31, 2025	Employer: Forever Media of MD, LLC Licensee: FM Radio Licenses, LLC	Job Search to: careers@forevermediainc.com
71869 71868 74083 74082	Stations, City of License: WFRB-FM, Frostburg, MD WFRB, Frostburg, MD WRQE (FM), Cumberland, MD WTBO, Cumberland, MD	Employment Unit Address: 350 Byrd Avenue, Cumberland, MD 21502 www.forevercumberland.com	Contact Person, Title, email, phone number: Timothy Martin, Operations Manager, tmartin@forevermediainc.com (301) 722-6666

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:

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
Account Executive	11/18/24	1	1	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26	3
Sales Assistant	12/5/24	1	1	1,2,3,4,5,6,7,8,9,10,11,12,13,14,17,18,19,20,21,22,23,24,26	2
Total		2	2		

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, email, URL	Source Requested Notification	Referrals from this source
1	Forever Cumberland Website 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 TIM MARTIN www.forevercumberland.com	NO	0
2	Forever Media of MD, LLC On-Air (WFRB FM, WRQE, WTBO, WFRB-AM) 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 Operations Manager WTBO/WRQE/WFRB AM/WFRB FM tmartin@forevermediainc.com	NO	1
3	Walk-Ins, Employee/Client Referrals/Other 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 WTBO/WRQE/WFRB AM/WFRB FM tmartin@forevermediainc.com	NO	1
4	Indeed 177 Broad Street, 6 th Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	NO	0
5	Linked In www.linkedin.com	NO	0
6	Garrett College 687 Mosser Road McHENRY, MD 21541 301-387-3132 JOB PLACEMENT OFFICE www.gcc.cc.md.us Julie Yoder julie.yoder@garrettcollege.edu	NO	0
7	Potomac State College 101 Fort Ave KEYSER, WV, 26726 800-262-7332 Diana Grady dlgrady@mail.wvu.edu	NO	0
8	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	0

9	West Virginia Wesleyan College https://www.wvwc.edu/ 304-473-8000 okes_j@wvwc.edu 59 College Avenue Buckhannon, WV 26201	NO	0
10	Howard Community College http://www.howardcc.edu 443-518-1340 ccs@howardcc.edu 10901 Little Patuxent Parkway Columbia, MD 21044	NO	0
11	McDaniel College https://www.mcdaniel.edu/ Daniel DeHollander Associate Director Career Development ddehollander@mcdaniel.edu 410 857-2238	NO	0
12	Davis and Elkins College https://www.dewv.edu 304 637 1220 careerservices@dewv.edu 100 Campus Dr, Elkins, WV 26241	NO	0
13	Shenandoah University https://www.su.edu/ 1460 University Drive Winchester, VA 22601 Brian Lee Career Education (540) 665-5412 blee19@su.edu	NO	0
14	Mount St. Mary's University 16300 Old Emmitsburg Rd. Emmitsburg, MD 21727 (301) 447-5202 career-center@msmary.edu	NO	0
15	University of Pittsburgh at Johnstown https://www.upj.pitt.edu/ Kim Shook kshook@pitt.edu Phone: (814) 269-7123 450 Schoolhouse Road Johnstown, PA 15904	NO	0
16	Shepherd University Dana Cifala dcifala@shepherd.edu https://www.shepherd.edu (304) 876-5000 301 S King St. Shepherdstown, WV 25443	NO	0
17	Point Park University https://www.pointpark.edu/index careerdev@pointpark.edu. (412) 392-3950 Point Park University 201 Wood Street Pittsburgh, PA 15222	NO	0

Forever Media of MD, LLC Report Cumberland, MD 06-01-2024 through 05-31-2025 FINAL

18	Allegany County United Way 138 Baltimore, Street, Suite 102 CUMBERLAND, MD 21502 301-777-1221 Juli McCoy info@cuw.org	NO	0
19	Allegany College of Maryland Job Placement Office 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301 784-5209 Beth Nightengale bnightengale@allegany.edu	NO	0
20	ALLEGANY COLLEGE OF MD Multimedia Technology 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301-784-5243 JOHN BONE jbone@allegany.edu	NO	0
21	DCBA becky@mcclarranwilliams.com	NO	0
22	Work Force West Virginia (South Branch) https://workforcewv.org/ 151 Robert C Byrd Indus Park Rd Ste 1 Moorefield, WV 26836 Phone: 1-800-252-JOBS(5627) Fax: 304-538-3178 workforceJOBS@wv.gov	NO	0
23	Garrett County Economic Development www.visitdeepcreek.com 301 334-1921 15 Visitors Center Dr. McHenry, MD 21541 economic.development@garrettcountry.org	NO	0
24	Haleigh Ruppenthal Haleigh.ruppenthal@sheppardpratt.org	NO	0
25	The Western Maryland Consortium (Cumberland) 138 Baltimore Street Suite 102 CUMBERLAND, MD 21502 301-777-1221 www.westernmarylandconsortium.org	NO	0
26	MDCD info@mdcd.com	NO	0
27	Internal Posting Forever Media – Brownsville 123 Blaine Road Brownsville, PA 15417 724-938-2000 Joyce Nicholson Jnicholson@forevermediainc.com	NO	0
28	Internal Posting Forever Media - York 275 Radio Road Hanover, PA 17331 717-637-3831 Tammy Signor tsignor@forevermediainc.com	NO	0
29	Internal Posting Forever Media - Cumberland 350 Byrd Avenue	NO	0

	Cumberland, MD 21502 301-722-6666 Jeanie McLaughlin jmclaughlin@forevermediainc.com		
30	Internal Posting Forever Media – Easton 306 Port Street Easton, MD 21601 410-822-3301 Patti Tibbitt ptibbitt@forevermediainc.com	NO	0
31	Internal Posting Forever Media -Robinson 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 Joyce Nicholson jnicholson@forevermediainc.com	NO	0
32	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 Joe Keane jkeane@forevermediainc.com	NO	0
33	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 Nanci Black nblack@forevermediainc.com	NO	0
34	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 302-478-2700 Ken Scriven kscriven@forevermediainc.com	NO	0
Total			2

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	11/6/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
2	11/8/24	#1 Conventions, Job Fairs, Career Days, Career Fairs	Syracuse University Newhouse School of Public Communications virtual communications, Journalism, and Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
3	3/21/25	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2025 Virtual Communications, Journalism & Media Career Fair. Engaged with students and alumni seeking employment opportunities.	Diane Fetty represented all of the Forever Media stations.
4	Ongoing	#2 Hosted Job Fairs	FOREVER MEDIA hosts an on-going job fair on its website www.forevermediainc.com where applicants have an opportunity to view open positions, by market, and submit a resume.	Diane Fetty, CHRD
5	08/14/24	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. Advertisements were aired on all four radio stations. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager
6	11/13/24	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. Advertisements were aired on all four radio stations. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager
7	2/12/25	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. Advertisements were aired on all four radio stations. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager
8	4/11/25-4/13/2025	#2 Hosted Job Fairs	Hosted Job Fair at 2025 Home show at Allegany County Fairgrounds	Operations Manager Tim Martin, Sales Manager Michael Bratton, and several other key staffers were in

				attendance for this three-day event.
9	5/21/25	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. 1Advertisements were aired on all four radio stations. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager
10	Ongoing	#5 Forever Media Internship Program	Forever Media Radio helps prepare students to take their place in society as active, critical and engaged media professionals. We provide internship opportunities to students every year. We work to design a program that allows students to earn college credit for hands on experience at the radio station. The Internships are designed to meet the needs of the radio station and academic requirements of the college or university where the student is enrolled. Each internship is uniquely designed to help prepare students to take their place in society as active, critical and engaged media professionals. Students may work with the News Director, Program Director, Business Manager, Chief Engineer, Sales Manager or the General Manager to fulfill their internship. Promotional interns. They helped develop, plan, implement, and recap ways to market and promote the station group. They attend Live Action Broadcasts for the radio network and help promote the event.	None this period
11	6/12/24	#8 Establishment of Training Programs for Station Personnel	"CRS360 Tame the Tech Unleash the Potential How AI can be your Ally" Webinar	Mike Stevens, Corporate Program Director
12	6/13/24	#8 Establishment of Training Programs for Station Personnel	"Getting the Most from your station Imaging Voice" Webinar	Mike Stevens, Corporate Program Director
13	6/18/24	#8 Establishment of Training Programs for Station Personnel	"RAB Radio Mercury Awards" Webinar	Mike Stevens, Corporate Program Director
14	7/11/24	#8 Establishment of Training Programs for Station Personnel	"How to Prompt: Unlock the Power of AI" Webinar	Mike Stevens, Corporate Program Director
15	8/1/24	#8 Establishment of Training	"News in the New Era of Communication" Webinar	Mike Stevens, Corporate Program Director

		Programs for Station Personnel		
16	8/6/24	#8 Establishment of Training Programs for Station Personnel	Maryland DC Delaware Board of Director's Meeting via Zoom	Mark Schollenberger, Market Manager
17	8/14/24	#8 Establishment of Training Programs for Station Personnel	"Navigating Legal Issues involving Sales contests" Webinar	Mike Stevens, Corporate Program Director
18	8/22/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 1" Webinar	Mike Stevens, Corporate Program Director
19	8/27/24	#8 Establishment of Training Programs for Station Personnel	"Nielsen Audio Diary Transformation – Part 2" Webinar	Mike Stevens, Corporate Program Director
20	9/4/24	#8 Establishment of Training Programs for Station Personnel	"Results of the 2024 AQ6 study" Webinar	Mike Stevens, Corporate Program Director
21	10/15/24	#8 Establishment of Training Programs for Station Personnel	MDCD Board of Director's Meeting via zoom	Mark Schollenberger, Market Manager
22	10/29/24	#8 Establishment of Training Programs for Station Personnel	"Sports Audio Report" Webinar	Mike Stevens, Corporate Program Director
23	11/14/24	#8 Establishment of Training Programs for Station Personnel	"Office hours: Promotion Ideas to Kickstart 2025" Webinar	Mike Stevens, Corporate Program Director
24	11/14/24 and 11/15/24	#8 Establishment of Training Programs for Station Personnel	The Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting at the Harrisburg Hilton.	Mike Sherry, VP of Sales Dave Davies, Market Manager
25	11/20/24	#8 Establishment of Training Programs for Station Personnel	RAB Live presentation Radio Mercury Awards Webinar	Mike Stevens, Corporate Program Director
26	11/21/24	#8 Establishment of Training Programs for Station Personnel	"The Election is over – What it Means for Broadcasters for 2025 and Beyond" Webinar	Mike Stevens, Corporate Program Director
27	12/5/24	#8 Establishment of Training Programs for Station Personnel	"Second Street Product Roundup – New Features" Webinar	Mike Stevens, Corporate Program Director
28	12/10/24	#8 Establishment of Training Programs for Station Personnel	"Top 10 Findings of 2024" Webinar	Mike Stevens, Corporate Program Director
29	12/11/24	#8 Establishment of Training Programs for Station Personnel	MDCD Board of Director's Meeting	Mark Schollenberger, Market Manager

30	1/15/25	#8 Establishment of Training Programs for Station Personnel	"RAB Live – Key Takeaways from CES" Webinar	Mike Stevens, Corporate Program Director
31	1/15/25	#8 Establishment of Training Programs for Station Personnel	"Transform your morning show Audience into Communities" Webinar	Mike Stevens, Corporate Program Director
32	1/21/25	#8 Establishment of Training Programs for Station Personnel	CES 2025 Industry Webinar	Mike Stevens, Corporate Program Director
33	1/29/25	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation -Better Together in 2025 Webinar	Mike Stevens, Corporate Program Director
34	2/13/25	#8 Establishment of Training Programs for Station Personnel	What Radio can learn from America's #1 Webinar	Mike Stevens, Corporate Program Director
35	2/19/25 2/20/25 2/21/25	#8 Establishment of Training Programs for Station Personnel	Country Radio Seminar (CRS), a three-day educational event held on February 19-21, 2025, at the Omni in Nashville, TN, gathers key business leaders in various radio and music industry fields, featuring presentations on best business practices, emerging technology, personal career development, and new music showcases.	Dave Davies, Market Manager Scott Donato, Program Director
36	3/4/25-3/5/25	#8 Establishment of Training Programs for Station Personnel	NAB State Leadership Conference in DC	Mark Schollenberger, Market Manager
37	3/6/25	#8 Establishment of Training Programs for Station Personnel	The 3 Minute Difference: Nielsen's New Rule and You	Mike Stevens, Corporate Program Director
38	3/20/25	#8 Establishment of Training Programs for Station Personnel	The Infinite Dial 2025 Webinar	Mike Stevens, Corporate Program Director
39	4/2/25	#8 Establishment of Training Programs for Station Personnel	UU's In Vehicle Visual Reports 2025	Mike Stevens, Corporate Program Director
40	4/10 and 4/11/25	#8 Establishment of Training Programs for Station Personnel	PAB Board of Directors Meeting at the Harrisburg Hilton.	Mike Sherry, VP Sales David Pavlic, GSM Dave Davies, Market Manager Melissa Kasula, Production Director Linda Prophetter, GSM Lauren Kares-Yelk, LSM Joe Bleacher, Digital Strategist Eric Weiss, PD Joe Keane, GSM Patti Tibbitt, GSM

41	4/15/25	#8 Establishment of Training Programs for Station Personnel	TechSurvey 2025 Webinar	Mike Stevens, Corporate Program Director
42	4/16/25	#8 Establishment of Training Programs for Station Personnel	Maryland DC Delaware Board of Director's Meeting via Zoom	Mark Schollenberger, Market Manager
43	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
44	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
45	Occasionally	#8 Establishment of Training Programs for Station Personnel	A weekly telephone conference call is held on Tuesdays at 10:31 am with the programming air staff, who are divided into group, to share ideas on air content.	Programming Staff
46	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
47	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
48	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media Corporate Program Director, Mike Stevens conducts a monthly telephone conference call with Production Directors and Copy Writers to guide, and train in order to help them succeed in their careers, as well as share ideas and talk about trends in copy writing and production. These calls include coaching and support from Mike.	Production Directors and Copywriters with Mike Stevens

49	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch Solutions to the Sales Department. Monarch offers a web-based media-specific software platform that enables the sales department to maximize their advertising opportunities. The program provides media sales workflow while giving the exact information needed for prospecting, managing, evaluating, and closing business. Training tools for all aspects of sales are provided and available within this program.	All Management and sales staff
50	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
51	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
52	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
53	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	Sales Staff

			Professional Certifications from the Radio Advertising Bureau. These educational and instructional courses are designed to improve our sales team's knowledge about radio and offers educational/instructional courses designed to improve management, daily operations and leadership of the Radio Stations.	
54	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
55	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
56	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
57	Weekly	#8 Establishment of Training Programs for Station Personnel	Establishment of Digital sales products. Marketron offers a web-based digital-specific software platform that enables the sales, sales management to provide digital products to our clients. Training is ongoing and is incorporated into their weekly sales training sessions.	All Management and Sales Staff
58	10/2/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<i>Participated in "The Business of Broadcast: How Sales Powers Media" panel discussion at Point Park University. The panel discussion was sponsored by the Michael P. Pitterich Sales & Innovation Center and the Pennsylvania Association of Broadcasters. Mike and David were two of the panelists answering questions and speaking to a group of 35-40 students and faculty.</i>	Mike Sherry, VP of Sales, David Pavlic, GSM
59	11/5/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by	Focus on the Future event at The Allegany County Fairgrounds for all area middle school students. A presentation is made to individual groups throughout the day promoting radio broadcasting followed by a question-and-answer period.	O.M. Tim Martin made presentations during the event.

		educational institutions		
60	11/20/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<p>Point Park University / Pennsylvania Association of Broadcasters Business of Broadcast Sales Challenge @ Point Park University Rowland School of Business; Michael P. Pitterich Sales & Innovation Center on November 20, 2024 4:00pm-6:00pm</p> <p>Mike Sherry and David Pavlic, representing Forever Media Inc, were invited by Dorene Ciletti MBA, PhD (Professor and Program Director, Marketing and Sales) to participate in the Rowland School of Business's Business of Broadcast Sales Challenge-Fall 2024 at the Michael P. Pitterich Sales & Innovation Center at 1215 West Penn Hall, Pittsburgh, PA 15222. Mike and David played the role of a Marketing Director from a local business. 18 students from Point Park University participated in the sales challenge. Information was left for those students interested in a career in sales.</p>	Mike Sherry, VP of Sales, David Pavlic, GSM
61	12/16/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Program Advisory Committee for Allegany College of Maryland's Multimedia Technology. This was the spring 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. Jim Van, news director was also in attendance.
62	Ongoing	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Focus on The Future Video produced for the Allegany County School System and available on-line at https://vimeo.com/339018068 . This video explains many aspects of the radio industry and encourages young people to think about the possibilities of a career in broadcasting.	O.M. Tim Martin, Creative Director Rhonda DiBuono, News Director Jim Van and Program Director Carson Yoder all participated.
63	Ongoing	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Job Alert. On on-going program initiated by our stations in partnership with the Western Maryland Job Exchange. Recorded announcements air 4 times daily on each station promoting specific job opportunities currently available in the area.	Produced by O.M. Tim Martin.
64	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 350 Byrd Avenue, Cumberland, MD 21502 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	Tim Martin, Operations Manager

	3/27/25		<p>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</p> <p>Facility tour at Cumberland studios for Appalachian Crossroads. The tour provided an introduction to the Radio Broadcasting Industry. The tour included 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.</p>	<p>WFRB Program Director Carson Yoder conducted the personalized tour at 350 Byrd Avenue Cumberland, MD 21502#16 Radio Station Group Tours</p>
--	---------	--	--	--