<u></u>			
Facility ID:	Date Report	Employer:	Job Search to:
	Covers:	Forever Media of DE, LLC	careers@forevermediainc.com
	April 1, 2024-		
	March 31, 2025		
	Stations, City of	Employment Unit Address:	Contact Person, Title, email, phone
	License:	1666 Blairs Pond Road	number:
53482	WAFL (FM),	Milford, DE 19963	Mark Schollenberger, GM
	Milford, DE	On-Line Public File location:	mschollenberger@forevermediainc.com
53490	WAVD (FM)	www.foreverdelmarva.com	302-260-7084
	Ocean Pines,		
	MD		
53483	WNCL (AM)		
	Milford, DE		
53487	WXDE (FM)		
	Lewes, DE		
58763	WCHK-FM		
	Milford, DE		

Milford, DE ANNUAL EEO PUBLIC FILE REPORT

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.

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

Full-Time Vacancies Filled:

Recruitment	Recruitment Source	Source	Referrals from this
Source	Name, Address, Phone, Contact, email, URL	Requested	source
Number		Notification	
1	Forever Media Website	No	0
-	1666 Blairs Pond Road	110	0
	Milford, DE 19963		
	1-302-260-7084		
	www.Foreverdelmarva.com		
2	Forever Media ON-AIR RADIO STATIONS	No	2
_	WAFL, WAVD, WCHK, WNCL, WXDE		_
	1666 Blairs Pond Road		
	Milford, DE 19963		
	1-302-422-7575		
	careers@forevermediainc.com		
3	Walk-Ins, Employee/ Client Referrals/Other/Job Fair	No	3
	Mark Schollenberger		
	1666 Blairs Pond Road		
	Milford, DE 19963		
	1-302-260-7084		
	careers@forevermediainc.com		
4	Indeed	No	3
	177 Broad Street,6 th Floor, Stamford CT 06901		
	888-746-9333		
	Customer Support		
	www.indeed.com		
5	LinkedIn	No	0
	www.linkedin.com		
6	Internal Posting-Brownsville	No	0
	123 Blaine Road, Brownsville PA 15417		
	Joyce Nicholson		
	724-938-2000		
	jnicholson@forevermediainc.com		
7	Internal Job Posting-Cumberland	No	0
	350 Byrd Avenue		
	Cumberland, MD 21502		
	Jeanie McLaughlin (until 10/15/24)		
	301-722-6666		
	jmclaughlin@forevermediainc.com		
	Tim Martin		
8	tmartin@forevermediainc.com	No	0
0	Internal Job Posting- Easton 306 Port Street		U
	Easton, MD 21601		
	Patty Tibbitt		
	410-822-3301		
	ptibbit@forevermediainc.com		
9	Internal Job Posting-Havre de Grace	No	0
2	707 Revolution Street		Ĭ
	Havre de Grace, MD 21078		
	866-664-1037		
	Joe Keane		
	jkeane@forevermediainc.com		
10	Internal Job Posting – Pittsburgh	No	0
	2 Robinson Plaza, Suite 410		, i i i i i i i i i i i i i i i i i i i
	Pittsburgh, PA 15205		
	724-938-2000		

Full-Time Recruitment Sources Master List:

Joyce Nicholson inicholson@forevermediainc.comNo11Internal Job Posting – York/HanoverNo275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.comNo12Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Ken Scriven 302-478-2700 kscriven@forevermediainc.comNo	
11Internal Job Posting – York/HanoverNo0275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.comNo012Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Ken Scriven 302-478-2700No0	
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Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.comNo12Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Ken Scriven 302-478-2700No	
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717-637-3831 tsignor@forevermediainc.com 12 Internal Job Posting – Wilmington No 0 2727 Shipley Road Wilmington, DE 19810 No 0 Ken Scriven 302-478-2700 U 0	
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Wilmington, DE 19810 Ken Scriven 302-478-2700	
Ken Scriven 302-478-2700	
302-478-2700	
kscriven@forevermediainc.com	
13Bucks County Community CollegeNo0	
275 Swamp Road	
Newtown, PA 18940	
www.joinhandshake.com	
14 Chestnut Hill College No 0	
9601 Germantown Ave	
Philadelphia, PA 19118	
www.joinhandshake.com	
15Connecticut CollegeNo0	
270 Mohegan Ave	
New London, CT 06320	
www.joinhandshake.com	
16Del-Tech Community CollegeNo0	
100 Campus Dr	
Dover, DE 19904	
www.joinhandshake.com	
17 Drew University No 0 26 Madison Aug 0	
36 Madison Ave Madison, NJ 07940	
www.joinhandshake.com	
18 Fairleigh Dickinson University No 0	
1000 River Road	
Teaneck, NJ 07666	
www.joinhandshake.com	
19 Hofstra University No 0	
Hempstead, NY 11549	
www.joinhandshake.com	
20 Kean University No 0	
1000 Morris Ave	
Union Twsp, NJ 07083	
www.joinhandshake.com	
21 LaSalle University No 0	
1900 West Olney Ave	
Philadelphia, PA 19141	
www.joinhandshake.com	
22 Lebanon Valley College No 0	
101 College Ave	
Annville, PA 17003	
www.joinhandshake.com	
23Monmouth UniversityNo0	
400 Cedar Ave	
W. Long Branch, NJ 07764	
www.joinhandshake.com	
24 Ocean County College No 0	

	College Dr		
	Toms River, NJ 08753		
	www.joinhandshake.com		
25	Rutgers University	No	0
	College Ave		°
	New Brunswick NJ 08901		
	www.joinhandshake.com		
26	Seton Hall	No	0
_	400 South Orange Ave		-
	So. Orange. Nj 07079		
	www.joinhandshake.com		
27	Stockton University	No	0
	101 Vera King Farris Dr		
	Galloway Twsp, NJ 08205		
	www.joinhandshake.com		
28	University of Delaware	No	0
	401 Academy St		
	Newark, DE		
	www.joinhandshake.com		
29	University of Maryland	No	0
	11868 College Backbone Rd		
	Princess Anne, MD 21853		
	www.joinhandshake.com		
30	Washington College	No	0
	300 Washington Ave		
	Chestertown, MD 21620		
	www.joinhandshake.com		
31	Wesleyan University	No	0
	41 Wyllys Ave		
	Middletown, CT 06459		
	www.joinhandshake.com		
32	West Chester University	No	0
	700 South High Street		
	West Chester, PA 19382		
	www.joinhandshake.com		
33	Wilmington University	No	0
	320 N Dupont Hwy		
	New Castle, DE 19720		
	www.joinhandshake.com		
34	W3 GLOBAL	No	3
	Recruitment Agency		
ļ	www.W3global.com		
		TOTAL	11

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	6/5/24	#2 Hosted Job Fair	In House Job Fair to attract applicants for Forever Milford	Mark Schollenberger, Market Manager, Nanci Black, Business Manager
6	8/21/24	#2 Hosted Job Fair	In House Job Fair to attract applicants for Forever Milford	Mark Schollenberger, Market Manager, Nanci Black, Business Manager
7	3/12/25	#2 Hosted Job Fair	In House Job Fair to attract applicants for Forever Milford	Mark Schollenberger, Market Manager, Nanci Black, Business Manager
8	11/20/24	#2 Hosted Job Fair	In House Job Fair to attract applicants for Forever Milford	Mark Schollenberger, Market Manager, Nanci Black, Business Manager
9	None this period.	#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	

r	1			1
			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.	
10	4/3/24	#8 Establishment of	The Infinite Dial 2024 Webinar	Mike Stevens, Corporate
		Training Programs for		Program Director
		Station Personnel	The Infinite Dial has become a critical	
			resource for understanding consumer	
			behavior and technology adoption	
			across smart platforms. Marketers and	
			media buyers turn to these insights for	
			important media trends in key channels	
			such as radio, streaming audio,	
			podcasts, social media, and more.	
11	4/10/24	#8 Establishment of	Radio's Place in America's Top Selling	Mike Stevens, Corporate
		Training Programs for	New Vehicles Webinar	Program Director
		Station Personnel		
12	4/11/24	#8 Establishment of	Up Close and Personal with Scott	Mike Stevens, Corporate
		Training Programs for	Shannon Webinar	Program Director
		Station Personnel		5
13	4/15/24	#8 Establishment of	QUU-Radio's Place in America's Top-	Mike Stevens, Corporate
		Training Programs for	Selling New Vehicles webinar. This first-	Program Director
		Station Personnel	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	
14	4/24/24	#8 Establishment of	"But They have a Great Personality"	Mike Stevens, Corporate
		Training Programs for	webinar	Program Director
		Station Personnel		
15	4/25/24	#8 Establishment of	2024 Techsurvey-All Industry Webinar	Mike Steven, Corporate
		Training Programs for	sponsored by InsideRadio.	Program Director
46	4/25/24.0	Station Personnel		Miles Channes MD Calas
16	4/25/24 &	#8 Establishment of	The Pennsylvania Association of	Mike Sherry - VP Sales
	4/26/24	Training Programs for	Broadcasters held an in-person Board of	Dave Davies - Market
	4/20/24	Station Personnel	Directors meeting at the Harrisburg	Manager, Linda
			Hilton in Harrisburgh, PA.	Propheter – GSM, Joe
				Keane – GSM, David
				Pavlic – GSM, Eric Weiss
				– PD, Joe Bleacher,
				Melissa Kubik, Melissa
				Kasula
17	4/30/24	#8 Establishment of	"Hear from the experter Successful	Mike Stevens, Corporate
1/	4/30/24		"Hear from the experts: Successful	Mike Stevens, Corporate
		Training Programs for Station Personnel	promotions that you can easily replicate	Program Director
			in your market" Webinar.	
18	5/15/24	#8 Establishment of	"What Women Want 2024" Webinar.	Mike Stevens, Corporate
		Training Programs for		Program Director
		Station Personnel		
L		-		

19 	5/30/24	#8 Establishment of		
20	1		"Analytics and Innovation Driving Radios	Mike Stevens, Corporate
20		Training Programs for	Future in Connected Cars" Webinar	Program Director
20		Station Personnel		
20	6/12/24	#8 Establishment of	"CRS360 Tame the Tech Unleash the	Mike Stevens, Corporate
		Training Programs for	Potential How AI can be your Ally"	Program Director
	6/42/24	Station Personnel	Webinar	
21	6/13/24	#8 Establishment of	"Getting the Most from your station	Mike Stevens, Corporate
		Training Programs for	Imaging Voice" Webinar	Program Director
22	6/19/24	Station Personnel #8 Establishment of	"DAD Dadia Marauru Awarda" Mahinar	Mike Stavens, Cornerate
22	6/18/24		"RAB Radio Mercury Awards" Webinar	Mike Stevens, Corporate
		Training Programs for Station Personnel		Program Director
23	7/11/24	#8 Establishment of	"How to Prompt: Unlock the Power of	Mike Stavens, Corporate
25	//11/24		Al" Webinar	Mike Stevens, Corporate
		Training Programs for Station Personnel	AI WEDITAI	Program Director
24	8/1/24	#8 Establishment of	"News in the New Era of	Mike Stevens, Corporate
24	0/1/24	Training Programs for	Communication" Webinar	Program Director
		Station Personnel	communication webinar	Fiogram Director
25	8/6/24	#8 Establishment of	Maryland DC Delaware Board of	Mark Schollenberger,
23	0/0/24	Training Programs for	Director's Meeting via Zoom	Market Manager
		Station Personnel		Warket Warager
26	8/14/24	#8 Establishment of	"Navigating Legal Issues involving Sales	Mike Stevens, Corporate
	0, = 1, = 1	Training Programs for	contests" Webinar	Program Director
		Station Personnel		
27	8/22/24	#8 Establishment of	"Nielsen Audio Diary Transformation –	Mike Stevens, Corporate
	-, ,	Training Programs for	Part 1" Webinar	Program Director
		Station Personnel		Ũ
28	8/27/24	#8 Establishment of	"Nielsen Audio Diary Transformation –	Mike Stevens, Corporate
		Training Programs for	Part 2" Webinar	Program Director
		Station Personnel		-
29	9/4/24	#8 Establishment of	"Results of the 2024 AQ6 study"	Mike Stevens, Corporate
		Training Programs for	Webinar	Program Director
		Station Personnel		
30	10/15/24	#8 Establishment of	MDCD Board of Director's Meeting via	Mark Schollenberger,
		Training Programs for	zoom	Market Manager
		Station Personnel		
31	10/29/24		"Sports Audio Report" Webinar	· ·
				Program Director
32	11/14/24			
			Kickstart 2025" Webinar	Program Director
22	11/14/24		The Deputy dynamic Association of	Miles Charmy MD of Color
55			-	wike Sherry, VP of Sales
				Dave Davies, Market
	11/15/24	Station Personner		
24	11/20/24	#8 Establishment of		Ŭ
34	11/20/24			-
-	11/21/24		"The Election is over – What it Means	Mike Stevens Cornorate
35	**/ ~*/ ~7			-
35	1			
35				
	12/5/24		"Second Street Product Roundun – New	Mike Stevens, Corporate
35	12/5/24	#8 Establishment of	"Second Street Product Roundup – New Features" Webinar	Mike Stevens, Corporate Program Director
	12/5/24		"Second Street Product Roundup – New Features" Webinar	Mike Stevens, Corporate Program Director
32 33 34	10/29/24 11/14/24 11/14/24 and 11/15/24 11/20/24 11/21/24	#8 Establishment of Training Programs for Station Personnel #8 Establishment of Training Programs for Station Personnel	 "Sports Audio Report" Webinar "Office hours: Promotion Ideas to Kickstart 2025" Webinar The Pennsylvania Association of Broadcasters held an in-person Board of Directors meeting at the Harrisburg Hilton. RAB Live presentation Radio Mercury Awards Webinar "The Election is over – What it Means for Broadcasters for 2025 and Beyond" Webinar 	Mike Stevens, Corporate Program Director Mike Stevens, Corporate Program Director Mike Sherry, VP of Sales Dave Davies, Market Manager Mike Stevens, Corporate Program Director Mike Stevens, Corporate Program Director

37	12/10/24	#8 Establishment of	"Top 10 Findings of 2024" Webinar	Mike Stevens, Corporate
5,	12/10/24	Training Programs for Station Personnel		Program Director
38	12/11/24	#8 Establishment of Training Programs for Station Personnel	MDCD Board of Director's Meeting	Mark Schollenberger, Market Manager
39	1/15/25	#8 Establishment of Training Programs for Station Personnel	"RAB Live – Key Takeaways from CES" Webinar	Mike Stevens, Corporate Program Director
40	1/15/25	#8 Establishment of Training Programs for Station Personnel	"Transform your morning show Audience into Communities" Webinar	Mike Stevens, Corporate Program Director
41	1/21/25	#8 Establishment of Training Programs for Station Personnel	CES 2025 Industry Webinar	Mike Stevens, Corporate Program Director
42	1/22/25	#8 Establishment of	Rising Above 2025: A live virtual	Dave Davies, GM
	1/23/25	Training Programs for Station Personnel	training event designed to teach, coach, inspire, and motivate you to rise above today's sales and management	Linda Propheter, GSM
			challenges.	Lauren Kares-Yelk, LSM
				Kathleen Mercer, AE
				Jeff Kriner, AE
				Jennifer Williams, AE
				Mark Jackson, AE
				Cortney Shupe, AE
				Audrey Clabaugh, AE
				Erika Howington, AE
				Eric Weiss, PD
				Ava Kidd, Digital Strategist
43	1/29/25	#8 Establishment of Training Programs for Station Personnel	RAB Live Presentation -Better Together in 2025 Webinar	Mike Stevens, Corporate Program Director
44	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
45	2/19/25	#8 Establishment of	Country Radio Seminar (CRS), a three-	Dave Davies, Market
	2/20/25	Training Programs for	day educational event held on February	Manager
		Station Personnel	19-21, 2025, at the Omni in Nashville, TN, gathers key business leaders in	Scott Donato, Program Director
	2/21/25		various radio and music industry fields, featuring presentations on best business practices, emerging technology, personal career development, and new	Director
46	3/4/25-	#8 Establishment of	music showcases. NAB State Leadership Conference in DC	Mark Schollenberger,
70	3/5/25	Training Programs for Station Personnel		Market Manager

47	2/6/25	110 Establishment of	The 2 Minute Difference Nieless/e New	
47	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
48	3/20/25	#8 Establishment of Training Programs for Station Personnel	The Infinite Dial 2025 Webinar	Mike Stevens, Corporate Program Director
49	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
50	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
51	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
52	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
53	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
54	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
55	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-	All Management and sales staff

r			analitic anthrough algothermore that and the	T1
			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	
	A	NO Establishment of	available within this program.	
56	Annually	#8 Establishment of	Forever Media supports and has a	All Employees
	and upon	Training Programs for	commitment to the principles of equal	
	hire	Station Personnel	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	
	Questine	110 Establishmant of	employee trained annually.	
57	Ongoing	#8 Establishment of	Forever Media incorporates an	All Employees
		Training Programs for	additional level of employee training	
		Station Personnel	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	
50	Maaliki	40 Establishment of	topics relevant to the industry.	VD of Soloo CNN's CSNN's
58	Weekly	#8 Establishment of	Forever Media General Managers	VP of Sales, GM's, GSM's,
		Training Programs for Station Personnel	schedule weekly, daily and individual	Sales Staff, Market
		Station Personner	meetings with Sales Account Executives	Managers
			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.	
59	Ongoing	#8 Establishment of	The station's General Manager, General	Sales Staff
55	Singoing	Training Programs for	Sales Manager and Account Executives	Suics Starr
		Station Personnel	routinely train on-line with the Radio	
		Station reisonnel	Advertising Bureau. During this period,	
1			all have earned Radio Marketing Professional Certifications from the	
			Radio Advertising Bureau. These educational and instructional courses	
	l		are designed to improve our sales	

60	Ongoing	#8 Establishment of Training Programs for	team's knowledge about radio and offers educational/instructional courses designed to improve management, daily operations and leadership of the Radio Stations. The General Manager and General Sales Manager have routinely trained on-line	GM's, GSM's
		Station Personnel	with the Pennsylvania Associations of Broadcasters (The Local Broadcast Sales Team & P1 Selling).	
61	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
62	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
63	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
64	4/18/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Penn Highlands Advisory Board Meeting. Mike Stevens Participated in the Penn Highlands Community College Advisory Board Meeting for the Communications Program at Penn Highlands Community College	Mike Stevens, Corporate Program Director
65	10/2/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	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.	Mike Sherry, VP of Sales, David Pavlic, GSM
66	11/20/24	#10 Participation of programs relating to career opportunities in broadcasting sponsored	Point Park University / Pennsylvania Association of Broadcasters Business of Broadcast Sales Challenge @ Point Park	Mike Sherry, VP of Sales, David Pavlic, GSM

		by educational	University Rowland School of Business;	
		institutions	Michael P. Pitterich Sales & Innovation	
			Center on November 20, 2024 4:00pm-	
			6:00pm	
			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.	
67	Upon	#16 Radio Station Group	We routinely give group tours of our	1666 Blairs Pond Road,
	Request	Tours	facility,1666 Blairs Pond Road, Milford,	Milford, DE 19963/All
			DE 19963 to organizations such as the	Staff
			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. 1666	
			Blairs Pond Road, Milford, DE 19963	
			Attention: GM or call 302-422-7575	