

## **ANNUAL EEO PUBLIC FILE REPORT**

<b>Facility ID</b>	<b>Date Report Covers:</b> June 1, 2021- May 31, 2022	<b>Employer:</b> Forever Media of MD, LLC <b>Licensee:</b> FM Radio Licenses, LLC	<b>Job Search to:</b> careers@forevermediainc.com
11668 14774	<b>Stations, City of License:</b> WCEI-FM, Easton, MD WINX-FM, St. Michaels, MD	<b>Employment Unit Address:</b> 306 Port Street Easton, MD 21601 <b>On-Line Public File location:</b> www.Forevermidshore.com	<b>Contact Person, Title, email, phone number:</b> Patti Tibbitt General Sales Manager ptibbitt@forevermediainc.com 410-822-3301

This EEO Public File Report is filed in each Station’s online FCC Public File.

Employer is an equal opportunity employer and does not discriminate in the recruiting, hiring, training, or promotion of employees or, in its advertising practices by reason of race, color, religion, sex, or national origin. 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.

### **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>
	Total	0	0		

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

<b>Recruitment Source Number</b>		<b>Source Requested Notification</b>	<b>Referrals from this source</b>
<b>1</b>	Forever Media Website Patti Tibbitt 306 Port Street Easton, MD 21601 410-822-3301 Forevermidshore.com	No	
<b>2</b>	Forever Media ON-AIR RADIO STATIONS WCEI-FM / WINX-FM 306 Port Street Easton, MD 21601 410-822-3301 www.careers@forevermediainc.com	No	
<b>3</b>	Walk-Ins, Employee/ Client Referrals/Other Patti Tibbitt, General Sales Manager 306 Port Street Easton, MD 21601 410-822-3301 www.careers@forevermediainc.com	No	
<b>4</b>	Indeed 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	No	
<b>5</b>	Simply Hired 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support www.simplyhired.com	No	
<b>6</b>	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com	No	
<b>7</b>	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Jeanie McLaughlin 301-722-6666 jmclaughlin@forevermediainc.com	No	
<b>8</b>	Internal Job Posting – Hollidaysburg 1 Forever Drive, Hollidaysburg, PA 1664 Jody Downing 814-941-9800 jdowning@forevermediainc.com	No	
<b>9</b>	Internal Job Posting – Johnstown 109 Plaza Drive, Johnstown, PA 15905 Shelly Lovenduski 814-255-4186 slovenduski@forevermediainc.com	No	

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<b>10</b>	Internal Job Posting – State College 2551 Park Center Blvd. State College, PA 16801 Laura Specht 814-237-9800 lspecht@forevermediainc.com	No	
<b>11</b>	Internal Job Posting – Meadville/Franklin 900 Water St., Meadville, PA 16335 Jill Hamilton 814-724-1111 jhamilton@forevermediainc.com	No	
<b>12</b>	Internal Job Posting – Lebanon, PA 440 Rebecca Street Lebanon, PA 17046 Tim Ritchie 717-272-7651 tritchie@forevermediainc.com	No	
<b>13</b>	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 Nanci Black 302-422-7575 nblack@forevermediainc.com	No	
<b>14</b>	Internal Job Posting – Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 Nick Brino 410-939-1100 nbrino@forevermediainc.com Doug Hall dhall@forevermediainc.com (as of Feb. 1, 2022)	No	
<b>15</b>	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Bobbi Jo Clifford 302-478-2700 bclifford@forevermediainc.com	No	
<b>16</b>	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 Dottie McCartney 412-275-3393 dmccartney@forevermediainc.com	No	
<b>17</b>	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com	No	
<b>18</b>	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	No	

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<b>19</b>	Newspaper – APG Media of Chesapeake, LLC 29088 Airpark Drive, Easton, MD 21601 410-770-4174	No	
<b>20</b>	Job Board – MD Dept of Labor 301 Bay St., Ste 301, Easton, MD 21601 410-822-3030 Rebecca Burrows	No	
<b>21</b>	Quality Staffing Services 8662 Alicia Drive Easton, MD 21601 410-690-7791	No	
<b>22</b>	Delaware State University 1200 N Dupont Hwy Dover, DE 19901 302-857-6120 jhendy@desu.edu	No	
<b>23</b>	Frostburg State University 101 Braddock Rd Frostburg, MD 21532 careerservices@frostburg.ed	No	
<b>24</b>	Goldey-Beacom College 47014 Limestone Rd. Wilmington, DE 19808 302-2258-6256	No	
<b>25</b>	Hood College 401 Rosemont Ave Frederick, MD 21701 301-696-3583 careers@hood.edu	No	
<b>26</b>	Loyola University Maryland 4501 N Charles Street Baltimore, MD 21212 410-617-2232 thecareercenter@loyola.edu	No	
<b>27</b>	McDaniel College 2 College Hill Westminster, MD 21157 410-871-3305 ceo@mcdaniel.edu	No	
<b>28</b>	Notre Dame of Maryland University 4701 N Charles St Baltimore, MD 21212 410-532-5387 career@ndm.edu	No	
<b>29</b>	Towson University 7800 York Rd Towson, MD 21204 410-704-2233 careercenter@towson.edu	No	
<b>30</b>	University of Delaware 401 Academy Street Newark, DE 19711 302-831-2392 udcareers@udel.edu	No	

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<b>31</b>	University of MD Eastern Shore 11868 College Backbone Rd Princess Anne, MD 21853 410-651-6447	No	
<b>32</b>	Wesley College 120 N State Street Dover, DE 19901 302-736-2300 careerservices@wesley.edu	No	
<b>33</b>	Wilmington University 320 N Dupont Hwy New Castle, DE 19720 302-356-4636	No	
<b>34</b>	Kutztown University of Pennsylvania 113 Stratton Administration Center Kutztown, PA 19530 610-683-4067 careerhelp@kutztown.edu	No	
<b>35</b>	James Madison University 800 South Main St. Harrisonburg, VA 22807 540-568-6555 career@jmu.edu	No	
<b>36</b>	The University of Scranton 800 Linden St. Scranton, PA 18510 570-941-7640 careers@scranton.edu	No	
<b>37</b>	Lehigh University 27 Memorial Drive West Bethlehem, PA 18015 610-758-3710 careercenter@lehigh.edu	No	
<b>38</b>	Millersville University of Pennsylvania 1 South George St. Millersville, PA 17551 717-871-7655 careers@millersville.edu	No	
<b>39</b>	Wilkes University 84 West South St. Wilkes-Barre, PA 18701 570-408-4060 careers@wilkes.edu	No	
<b>40</b>	Marywood University 2300 Adams Ave. Scranton, PA 18509 570-348-6211 career@marywood.edu	No	
<b>41</b>	Old Dominion University 5115 Hampton Blvd. Norfolk, VA 23508 757-683-4388 cds@odu.edu	No	

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<b>42</b>	West Virginia University 133 Mountainlair Bldg. Morgantown, WVA 26506-6008 304-293-2221 careerservices@mail.wvu.edu	No	
<b>43</b>	Mary Baldwin University 101 E. Frederick St. Staunton, VA 24401 540-887-7019 info@marybaldwin.edu	No	
<b>44</b>	University of Mary Washington 1301 College Ave. Fredericksburg, VA 22401 540-654-5646 ccpd@umw.edu	No	
<b>45</b>	Hampden-Sydney College PO. Box 637 Hampden-Sydney, VA 23943 434-223-6106 career@hsc.edu	No	
<b>46</b>	Shepherd University 301 N. King St. Shepherdstown, WVA 25443 304-876-5814 mhillear@sheperd.edu	No	
		Total	0

**Outreach Activities List:**

<b>Outreach Number</b>	<b>Date</b>	<b>Recruitment Initiative</b>	<b>Description</b>	<b>Participants</b>
1	8/12/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Pennsylvania CareerLink Day</b> -The event featured open interviews and information on employment and career opportunities. Information on all current employment opportunities with Forever Media Inc. was offered to attendees. In addition, the information was left with Pennsylvania CareerLink of Greene County to be used with future candidates looking for employment.	Jennifer Martin represented all of the Forever Media stations.
2	8/17 and 8/18/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>APG Chesapeake Virtual Job Fair</b> -open to all employers to connect with job seekers.	Diane Fetty, CHRDR represented all of the Forever Media stations
3	9/8/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Susquehanna Workforce Network Job Fair</b> - This is a multi-employer event held at Ripken Stadium as a way to network and connect with potential employees	Nick Brino, GM – Havre De Grace Doug Hall, AE – Havre De Grace represented all of the Forever Media stations
4	9/29/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>MD-PA College Center Alliance</b> -Opportunity to Connect with thousands of students at the Fall 2021 Virtual Career Fair for the MD-PA College Career Center Alliance: Dickinson College, Gettysburg College, Goucher College, Hood College, McDaniel College, Mount St. Mary's University, Muhlenberg College, Notre Dame of Maryland University, St. John's College, and Washington College	Diane Fetty, CHRDR represented all of the Forever Media stations
5	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Point Park University</b> -connected with students of <b>Roland School of Business</b> to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
6	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Thomas Jefferson University</b> -Jefferson Falls East-connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
7	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Frostburg State University Virtual Career and Internship Fair</b> - opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRDR represented all of the Forever Media stations
8	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Seton Hill University</b> - opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
9	10/27/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	DOL JF at Chase Center- opportunity to discuss career opportunities and full-time employment with the attendees.	Don Dalesio and Steve Viehmeyer represented all of the Forever Media stations.
10	11/11/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Point Park University- opportunity to discuss career opportunities, internships and full-time employment.	David Pavlic represented all of the Forever Media stations.
11	2/16/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 NE Ohio Regional Career Exploration Fair (school attendees: The	Diane Fetty, CHRDR represented all of the

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		Career Fairs	University of Akron Baldwin Wallace, Walsh University, Youngstown State University, Mount Union, Cleveland State University, Ursuline, Hiram College, Lake Erie College, Cuyahoga Community College, Stark State). Opportunity to discuss career opportunities, internships and full-time employment.	Forever Media stations
12	2/25/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Juniata College Career Day 2022 Participation in the 2021 Juniata College Career Day virtual event. This event was designed to bring students together with employers and alumni from 120+ business, industry and public service to discuss student career options, internships and full-time employment opportunities.	Bethany Hildebrand, Local Sales Manager represented all of the Forever Media stations
13	2/28/2022	#1 Conventions, Job Fairs, Career Days, Career Fairs	<u>JOB EXPO/THE PENNSYLVANIA STATE UNIVERSITY- THE COLLEGE OF COMMUNICATIONS</u> Virtual participation in the 2022 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.	Diane Fetty, CHRD represented all of the Forever Media stations
14	3/1/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2022 McDaniel College Virtual Job & Internship Fair. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
15	3/8/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Delaware's 2022 Communications, Marketing & Media Career Meetup. Opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
16	3/30/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	The Greater Connellsville Chamber of Commerce. Opportunity to meet with job seekers.	David Pavlic represented all of the Forever Media stations
17	4/6/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Wilmington University-attended a virtual job fair with an opportunity to meet with WilmU students and alumni.	Diane Fetty, CHRD represented all of the Forever Media stations
18	5/3/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Cambria County Job Fair-opportunity to meet with job seekers	Bethany Hildebrand, GSM represented all of the Forever stations.
19	Ongoing	#2 Hosted Job Fairs	<b>FOREVER MEDIA</b> 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



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20	3/5/22	#2 Hosted Job Fairs	Forever Midshore hosted a Career and Job Fair from 11-2pm at the Quality Inn/Easton. 17 Vendors had booths to promote hiring for their businesses that ranged from home health, hotel, fire and police departments, county public schools and more.	Patti Tibbitt, GSM
21	5/14/22	#2 Hosted Job Fairs	Forever Midshore hosted a Career and Job Fair from 11-2pm at the Quality Inn/Easton. 15 Vendors had booths to promote hiring for their businesses that ranged from mental health and medical services, hospitality and restaurant positions, automotive sales, construction, and more.	Patti Tibbitt, GSM
22	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 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.	
23	6/9/21	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
24	11/4/21	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
25	12/9/21	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a virtual meeting. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Manger, Dave Davies, Market Manager, Mike Sherry, VP of Sales
26	12/14/21	#8 Establishment of Training Programs for Station Personnel	Bloomsburg University Virtual Presentation – Continuing Education Opportunities for Career Professionals.	Patti Tibbitt, GSM Jenny Spencer, Kelly Burkett, Margaret Iovino – Account Executives
27	1/14/22	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
28	1/26/22	#8 Establishment of Training Programs for Station Personnel	P1 Learning Webinar Rising Above Summit – Two-day Seminar of Sales and Customer Service training.	Jennifer Spencer- Account Executive
29	5/5/22 thru	#8 Establishment of	Pennsylvania Association of Broadcasters	Bobbi Castellucci, Market

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	5/6/22	Training Programs for Station Personnel	held an in-person Board of Directors meeting and Awards Luncheon at the Harrisburg Hilton.	Manger, Dave Davies, Market Manager
30	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 and Radio Consultant Joel Raab.	Program Directors and GMs with Mike Stevens
31	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
32	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
33	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
34	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
35	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
36	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Monarch (previously Matrix Solutions) to the Sales Department. Matrix offers a web-based media-specific software platform that enables the sales department to maximize their advertising opportunities. The program provides media sales workflow while giving the exact information needed for prospecting, managing, evaluating, and closing business. Training tools for all aspects of sales are provided and available within this program.	All Management and sales staff
37	Annually and upon hire	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principals of equal employment opportunity and intends to	All Employees

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			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.	
38	Weekly	#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
39	Ongoing	#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
40	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 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.	Sales Staff
41	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
42	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

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43	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
44	10/27/21	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University-Future of Broadcast Day-program for broadcast students. Panelists from the PAB's Board of Directors gave their valuable input to the students to help prepare and encourage them for a career in broadcasting.	Mike Sherry, VP of Sales
45	11/17/21	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	94.3 WINX Morning Show Host Mark Potter participated in a Virtual Presentation for 3 different 4 <sup>th</sup> grade classes at St. Michaels Elementary School from 9:13-9:31 a.m.	Mark Potter/Programming
46	Upon Request	#16 Radio Station Group Tours	We routinely give group tours at our facility at 306 Port Street, Easton, MD 21601 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 Patti Tibbitt at 306 Port Street, Easton, MD 21601 410-822-3301	
47	11/17/21		St. Michaels Elementary School to a virtual tour of the station.	Mark Potter, Programming