

## **ANNUAL EEO PUBLIC FILE REPORT**

<b>Facility ID</b>	<b>Date Report Covers:</b> June 1, 2022- May 31, 2023	<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>
Account Executive	8/29/22	1	1	1,2,4,6,7,8,9,10,11,12,13,14,15,16,17,18,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,41,42,43,44,45	4
	Total	1	1		

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

Recruitment Source Number		Source Requested Notification	Referrals from this source
1	Forever Media Website Patti Tibbitt 306 Port Street Easton, MD 21601 410-822-3301 Forevermidshore.com	No	0
2	Forever Media ON-AIR RADIO STATIONS WCEI-FM / WINX-FM 306 Port Street Easton, MD 21601 410-822-3301 www.careers@forevermediainc.com	No	0
3	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	0
4	Indeed 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	No	1
5	Simply Hired 177 Broad Street,6 <sup>th</sup> Floor, Stamford CT 06901 888-746-9333 Customer Support www.simplyhired.com	No	0
6	Internal Posting-Brownsville 123 Blaine Road, Brownsville PA 15417 Joyce Nicholson 724-938-2000 jnicholson@forevermediainc.com	No	0
7	Internal Job Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Jeanie McLaughlin 301-722-6666 jmclaughlin@forevermediainc.com	No	0
8	Internal Job Posting – Hollidaysburg 1 Forever Drive, Hollidaysburg, PA 1664 Jody Downing 814-941-9800 jdowning@forevermediainc.com	No	0
9	Internal Job Posting – Johnstown 109 Plaza Drive, Johnstown, PA 15905 Shelly Lovenduski 814-255-4186 slovenduski@forevermediainc.com	No	0

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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	0
<b>11</b>	Internal Job Posting – Meadville/Franklin 900 Water St., Meadville, PA 16335 Jill Hamilton 814-724-1111 jhamilton@forevermediainc.com	No	0
<b>12</b>	Internal Job Posting – Lebanon, PA 440 Rebecca Street Lebanon, PA 17046 Tim Ritchie 717-272-7651 tritchie@forevermediainc.com	No	0
<b>13</b>	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 Nanci Black 302-422-7575 nblack@forevermediainc.com	No	0
<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	0
<b>15</b>	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 Bobbi Jo Clifford 302-478-2700 bclifford@forevermediainc.com	No	0
<b>16</b>	Internal Job Posting – Pittsburgh 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 Dottie McCartney 412-275-3393 dmccartney@forevermediainc.com	No	0
<b>17</b>	Internal Job Posting – York/Hanover 275 Radio Road Hanover, PA 17331 Tammy Signor 717-637-3831 tsignor@forevermediainc.com	No	0
<b>18</b>	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	No	0

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<b>19</b>	Newspaper – APG Media of Chesapeake, LLC 29088 Airpark Drive, Easton, MD 21601 410-770-4174	No	0
<b>20</b>	Job Board – MD Dept of Labor 301 Bay St., Ste 301, Easton, MD 21601 410-822-3030 Rebecca Burrows Rebecca.burrows@maryland.gov	No	0
<b>21</b>	Quality Staffing Services 8662 Alicia Drive Easton, MD 21601 410-690-7791	No	0
<b>22</b>	Davidson College 405 Main Street Davidson, NC 28035 704-894-2000 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>23</b>	Delaware State University 1200 N Dupont Hwy Dover, DE 19901 302-857-6120 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>24</b>	Frostburg State University 101 Braddock Road Frostburg, MD 21532 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	0
<b>25</b>	Goldey-Beacom College 47014 Limestone Rd. Wilmington, DE 19808 302-258-6256 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>26</b>	Hampden-Sydney College PO Box 637 Hampden-Sydney, VA 23943 434-223-6106 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>27</b>	Hood College 401 Rosemont Ave Frederick, MD 21701 301-696-3583 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>28</b>	James Madison University 800 South Street Harrisonburg, VA 22807 540-568-6555 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>29</b>	Kutztown University of Pennsylvania 113 Stratton Administration Center Kutztown, PA 19530 610-683-4067 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0

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<b>30</b>	Lehigh University 27 Memorial Drive West Bethlehem, PA 18015 610-758-3710 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>31</b>	Loyola University Maryland 4501 North Charles St. Baltimore, MD 21212 410-617-2232 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>32</b>	Mary Baldwin University 101 E. Frederick St. Staunton, VA 24401 540-887-7019 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>33</b>	Marywood University 2300 Adams Ave. Scranton, PA 18509 570-348-6211 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>34</b>	McDaniel College 2 College Hill Westminster, MD 21157 410-871-3305 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>35</b>	Millersville University of Pennsylvania 1 South George St. Millersville, PA 17551 717-871-7655 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>36</b>	Notre Dame of Maryland University 4701 N Charles St. Baltimore, MD 21212 410-532-5387 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>37</b>	Old Dominion University 5115 Hampton Blvd. Norfolk, VA 23508 757-683-4388 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>38</b>	Peirce College 1420 Pine St. Philadelphia, PA 19102 215-545-6400 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>39</b>	Shepherd University 301 N. King St. Shepherdstown, WVA 25443 304-876-5814 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>40</b>	The University of Scranton 800 Linden St. Scranton, PA 18510 570-941-7640 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0

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<b>41</b>	Towson University 7800 York Rd Towson, MD 21204 410-704-2233 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>42</b>	University of Delaware 401 Academy St Newark, DE 19711 302-831-2392 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>43</b>	University of Mary Washington 1301 College Ave Fredericksburg, VA 22401 540-654-5646 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>44</b>	University of Maryland Eastern Shore 11868 College Backbone Road Princess Anne, MD 21853 410-651-6447 <a href="https://app.handshake.com">https://app.handshake.com</a>	No	0
<b>45</b>	Wesley College 120 N State Street Dover, DE 19901 302-736-2300	No	0
		Total	1

**Outreach Activities List:**

<b>Outreach Number</b>	<b>Date</b>	<b>Recruitment Initiative</b>	<b>Description</b>	<b>Participants</b>
1	6/6/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Program Director and WCEI Morning Show host Matt Spence attended White Marsh Elementary's Career Day and shared information with the students and teachers about careers available in radio	Matt Spence, Programming Director
2	8/24/22	#1 Conventions, Job Fairs, Career Fairs	Forever Media Midshore General Sales Manager and Program Director Matt Spence hosted four teachers from Queen Anne's County Public High Schools as part of a Workforce Needs and Career Awareness event hosted by the County. Career and Technology teachers grades 9 through 11 learned about the radio business, types of employment positions, needed skill sets for employees, and how we can partner with the school system to help their students	Patti Tibbitt, GSM and Matt Spence, Programming Director
3	5/12/23	#1 Conventions, Job Fairs, Career Fairs	Program Director and Morning Show host Matt Spence attended Saints Peter and Paul's Careers on Wheels Job Fair from 8-12pm on Friday May 12 <sup>th</sup> . Matt spoke with 9 small groups of students and teachers about careers in broadcast radio.	
4	9/19/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Maryland DC Delaware Broadcasters Association</b> job fair.	Diane Fetty represented all of the Forever stations.
5	2/28/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Spring 2023 Maryland and Pennsylvania Job and Internship Fair-Fall 2022-</b> Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
6	3/1/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>American University, Georgetown University and George Washington University's Marketing and Communication Virtual Industry Fair.</b> Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
7	3/7/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>University of Delaware's 2023 Communications, Marketing &amp; Media Virtual Career Meetup.</b> Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
8	3/23/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media-Brownsville/Pittsburgh (WOGG-FM/WOGH-FM/WOGI-FM/WKPL-FM/WPKL-FM) participated in the <b>2023 Greene County Spring Career Day @ Carmichaels Fire Hall on March 23, 2023, from 8:30am-11:30am</b> at 420 W. George Street; Carmichaels, PA 15320. The event was hosted by the Greene County Consortium of School Counselors and the Pittsburgh Technical College for Greene County 8 <sup>th</sup> , 11 <sup>th</sup> and 12 <sup>th</sup> grade students.	Representing Forever Media, Inc. was David Pavlic and Amanda Syner.

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9	3/29/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>Frostburg State University Virtual Career and Internship Fair Spring 2023-</b> Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHR D represented all of the Forever Media stations
10	4/12/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	<b>SAEM 20<sup>th</sup> Celebration Career Fair @ Point Park University-</b> <i>The event was hosted by the Sports, Arts and Entertainment Management program at Point Park University and was sponsored by the Pennsylvania Association of Broadcasters (PAB). Information on current employment opportunities with Forever Media Inc. was offered to attendees. Additional insight on how to get a head start towards a successful career in broadcasting was also offered.</i>	Representing Forever Media, Inc. was David Pavlic and Jeremy Mulder.
11	5/12/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media Midshore Program Director attended Career Day at Saints Peter and Paul Elementary School to share information with students and teachers about radio broadcasting	Matt Spence, Programming Director
12	5/25/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Midshore WINX Morning Show host Mark Potter attends Career Day at Denton Elementary School to share information with students and teachers about radio broadcasting	Mark Potter, Programming
13	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, CHR D
14	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
15	7/12/22	#8 Establishment of Training Programs for Station Personnel	Forever Media Midshore General Sales Manager attended a Zoom webinar on FCC EEO Rules hosted by the Brooks Pierce Law Firm	Patti Tibbitt



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16	07/28/2022	#8 Establishment of Training Programs for Station Personnel	<b>Political Advertising FCC Compliance with David Oxenford</b> David Oxenford hosted a Zoom Meeting to offer comprehensive briefing on how to manage political to be in compliance with the FCC.	All GMs, SMs, BMs, Traffic Mgrs., PDs, copywriters in Forever Media
17	8/10/2022	#8 Establishment of Training Programs for Station Personnel	MDCD Virtual Board Meeting- MDCD Virtual Board meeting-A meeting of the Board of Directors of the Maryland-District of Columbia-Delaware Broadcasters Association, Inc was held via Zoom.	Mark Schollenberger, Market Manager
18	9/19/22	#8 Establishment of Training Programs for Station Personnel	<b>New AE Angie McCloud was enrolled in PAB P1 Plus Training Program and graduated with a certificate on file.</b>	Angie McCloud, Account Executive
19	9/20/22	#8 Establishment of Training Programs for Station Personnel	<b>EEO Regulations Webinar with David Oxenford, Esq.</b> David Oxenford hosted a Zoom Meeting to offer comprehensive briefing on how to manage political to be in compliance with the FCC. He will review all of the FCC's obligations and discuss how you can meet those obligations and stay out of trouble with the FCC. The FCC has continued to enforce its EEO rules even while considering changes to its policies.	All GMs of Forever Media.
20	12/8/22	#8 Establishment of Training Programs for Station Personnel	<b>MDCD Virtual Board Meeting-</b> MDCD Virtual Board meeting-A meeting of the Board of Directors of the Maryland-District of Columbia-Delaware Broadcasters Association, Inc was held via Zoom.	Mark Schollenberger, Market Manager
21	12/15/22 and 12/16/22	#8 Establishment of Training Programs for Station Personnel	<b>PAB 2022 PAB Gold Medal Gala and Board</b> meeting held at the Ritz Carlton Hotel in Philadelphia, PA. Presentations of broadcast innovations, programming and legal concerns.	Lynn Deppen, President, Mike Sherry, VP Sales, Dave Davies, Market Manager, Bobbi Castellucci, Market Manager, Diane Fetty, CHR, Tom Bayer, Accounting
22	5/4/23 and 5/5/23	#8 Establishment of Training Programs for Station Personnel	<b>PAB Board Meeting and Awards Luncheon</b> was held at the Harrisburg Hilton.	Mike Sherry, VP of Sales and David Davies, Market Manager
23	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
24	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
25	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

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26	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
27	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
28	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
29	Monthly	#8 Establishment of Training Programs for Station Personnel	Forever Media Corporate Program Director, Mike Stevens conducts a monthly telephone conference call with Production Directors and Copy Writers to guide, and train in order to help them succeed in their careers, as well as share ideas and talk about trends in copy writing and production. These calls include coaching and support from me.	Production Directors and Copywriters with Mike Stevens
30	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
31	Ongoing	#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 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
32	Annually and upon hire	#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,	All Employees

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			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.	
33	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
34	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
35	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
36	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
37	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
38	7/11/22 – 7/15/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	2022 Radio/TV Broadcast Summer Camp. The first high school Radio/TV Broadcast Summer Camp sponsored by the Pennsylvania Association of Broadcasters (PAB) was hosted July 11-15 by Point Park University. It was a full week of mostly hands-on experience in the world of broadcasting. Point Park University Sports,	Mike Sherry, VP of Sales, David Pavlic, GSM

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			Arts and Entertainment Management (SAEM) PAB Scholarship recipients De'Ante Johnson, Arianna Sanker and Autumn Ashbough along with students Rebecca Schnupp (SAEM) and Zoe Vitalli (School of Comm) assisted.	
39	6/9/22, 8/4/22 and 12/16/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	PAB Talent Acquisition Committee was evolved to articulate the lack of success recruiting the next generation of reports, air talent, engineers, and sellers has become a crisis in our industry. Goal is to develop a plan to assist member stations with outreach to colleges and high schools.	Dave Davies, General Manager, Chair of the committee.
40	1/12/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Pennsylvania Highlands Community College-Media Production Community Advisory committee meeting.	Mike Stevens-Corporate Program Director
41	3/24/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	<b>Point Park University High School Media Day.</b> The <u>School of Communication</u> offers <b>current high school students</b> exciting opportunities to visit Point Park University's <u>Downtown Pittsburgh</u> campus and learn what it's like to study in one of our innovative communication <u>majors</u>	Mike Sherry, VP of Sales represented all of the Forever Media Stations.
42	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	