

# Forever Broadcasting

## ANNUAL EEO PUBLIC FILE REPORT FOR:

WFGY (FM), WALY (FM), WRKY (FM), WFBG (AM), WWOT (FM), WVAM (AM)

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the Following Station(s): **WFGY(FM), Altoona, PA, WALY (FM), Altoona, PA, WFBG (FM) Altoona PA, WRKY (FM), Altoona, PA, WWOT (FM), Altoona, PA and WVAM (AM), Altoona, PA**, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **March 28, 2008 and including March 15, 2009.**

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c) (1) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time positions for Which This Source Was utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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# Appendix 1

## ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/28/08-3/15/09

Station (s) Comprising Station Employment Unit:

WFGY (FM), WALY (FM), WFBG (AM), WRKY (FM), WWOT (FM), WVAM (AM)

### Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total number of Interviewees from All Sources for This Position
1	Account Executive	Friend	1
2	Internet Sales	Forever Website	1
3	Account Executive	Walk-in	1-Intern to Fulltime Sales
4	Account Executive	Friend	1
5	Account Executive	Radio - WALY	4

Total Number of Persons Interviewed During Applicable Period: 8

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**This Form Should Be Used to Create a Job Vacancy Folder  
For Each Vacancy At the Station(s)  
Use This Information In Completing Appendices 1 and 2 of the  
EEO Public File Report**

## NEW JOB VACANCY

### Part A

#### I. General Information

1. Job Title: Account Executive
2. Station: WFGY-FM, WALY-FM, WRKY-FM, WWOT-FM, WFBG-AM, WVAM-AM
3. Date Position Opened: Applicant Taken from Pool – 1/08
4. Date Position Filled: 5/27/08
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?

Yes  No

#### II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
David Guyer, Jr.	5/21/08	Friend

2. Total number of people interviewed for this position: 1

#### III. Hiree

Person ultimately hired for this position:

Name: David Guyer, Jr.

Recruitment Source: Friend

Approval:

General Manager:



Date:

3/18/09

## Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes  No

*Date posted: 1-07-08*

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices?

Yes  No

*Date sent: 1-07-08*

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

3. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes  No

*Dates posted: 1-07-08*

Attach copies of notices posted

4. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes  No

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## NEW JOB VACANCY

### Part A

#### I. General Information

1. Job Title: Internet Account Executive
2. Station: WFGY-FM, WALY-FM, WRKY-FM, WWOT-FM, WFBG-AM, WVAM-AM
3. Date Position Opened: 6-5-08
4. Date Position Filled: 7-14-08
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?

Yes [x]      No [ ]

#### II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
Jeremy Chaplin	6-26-08	Forever Broadcasting Website

2. Total number of people interviewed for this position: 1

#### III. Hiree

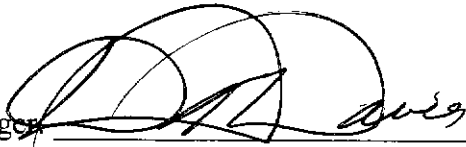
Person ultimately hired for this position:

Name: Jeremy Chaplin

Recruitment Source: Forever Broadcasting Website

Approval:

General Manager



Date: 3/18/09

## Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes []      No[  ]

*Date posted: 6-5-08*

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices?

Yes []      No[  ]

*Date sent: 6-5-08*

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

3. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes []      No[  ]

*Dates posted: 6-5-08*

Attach copies of notices posted

4. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes [  ]      No[]

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## NEW JOB VACANCY

### Part A

#### I. General Information

1. Job Title: Account Executive
2. Station: WFGY-FM, WALY-FM, WRKY-FM, WWOT-FM, WFBG-AM, WVAM-AM
3. Date Position Opened: 7-1-08
4. Date Position Filled: 9-2-08
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?

Yes [x]      No [ ]

#### II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
Ashley Daniels	5-13-08	Walk-in (Hired as Intern then promoted to full-time sales)

2. Total number of people interviewed for this position: 1

#### III. Hiree

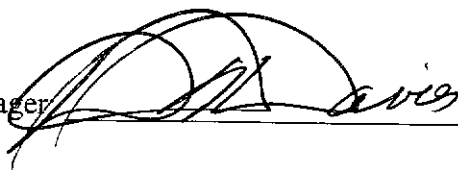
Person ultimately hired for this position:

Name: Ashley Daniels

Recruitment Source: Walk-in (Hired as Intern then promoted to full-time sales)

Approval:

General Manager



Date:

3/18/09

## Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes  No

*Date posted: 7-1-08*

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices?

Yes  No

*Date sent: 7-1-08*

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

3. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes  No

*Dates posted: 7-1-08*

Attach copies of notices posted

4. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes  No

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Use This Information In Completing Appendices 1 and 2 of the  
EEO Public File Report

**NEW JOB VACANCY**

**Part A**

**I. General Information**

- 1. Job Title: Account Executive
- 2. Station: WFGY-FM, WALY-FM, WRKY-FM, WWOT-FM, WFBG-AM, WVAM-AM
- 3. Date Position Opened: 7-1-08
- 4. Date Position Filled: 9-15-08
- 5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?  
Yes [x]      No [ ]

**II. Interviewees**

1. List of people interviewed for this position:

Name	Date	Recruitment Source
Jessica Semko	8-19-08	Friend- Ashley Daniels

2. Total number of people interviewed for this position: 1

**III. Hiree**

Person ultimately hired for this position:

Name: Jessica Semko

Recruitment Source: Friend – Ashley Daniels

Approval:

General Manager



Date: 3/18/09

## Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes [x]      No[ ]

*Date posted: 7-1-08*

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices?

Yes [x]      No[ ]

*Date sent: 7-1-08*

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

3. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes [x]      No[ ]

*Dates posted: 7-1-08*

Attach copies of notices posted

4. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes [ ]      No[x]

**This Form Should Be Used to Create a Job Vacancy Folder  
For Each Vacancy At the Station(s)  
Use This Information In Completing Appendices 1 and 2 of the  
EEO Public File Report**

## NEW JOB VACANCY

**Part A**

**I. General Information**

1. Job Title: Account Executive
2. Station: WFGY-FM, WALY-FM, WRKY-FM, WWOT-FM, WFBG-AM, WVAM-AM
3. Date Position Opened: 1-5-09
4. Date Position Filled: 1-21-09
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?

Yes []      No []

**II. Interviewees**

1. List of people interviewed for this position:

Name	Date	Recruitment Source
Rashmi Subbaiah	1/13/09	Radio
Kelly Marks	1/14/09	Radio
Karen Kitt	1/7/09	Radio
Erika Marino	1/8/09	Radio

2. Total number of people interviewed for this position: 4

**III. Hiree**

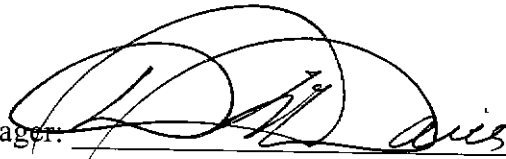
Person ultimately hired for this position:

Name: Erika Marino

Recruitment Source: Radio-WALY

**Approval:**

General Manager: \_\_\_\_\_



Date: 3/18/09

## Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes [x]      No [ ]

*Date posted: 1-5-09*

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices?

Yes [x]      No [ ]

*Date sent: 1-5-09*

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

3. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes [x]      No [ ]

*Dates posted: 1-5-09*

Attach copies of notices posted

4. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes [ ]      No[x]

# Appendix 2

## ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/28/08 – 3/15/09

Station(s) Comprising Station Employment Unit:

WFGY (FM), WALY (FM), WFBG (AM), WRKY (FM), WWOT (FM), WVAM (AM)

### Section 2: Recruitment Source Information

	<b>Recruitment Source (Contact Name, Address, Telephone Number(s), Email of Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized:</b>
1	<u>African American Heritage Project</u> , Harriet Gaston, 3000 Ivyside Drive, Altoona, PA 16602 (814) 949-5281 (PSU Altoona), (814) 949-5011, <a href="mailto:hlg5@psu.edu">hlg5@psu.edu</a>	0	Positions 1-5
2	<u>Altoona Area School District Community Education Center</u> Jim Parlier, SPOC Job Developer, Stevens Building, 200 E. Crawford Avenue, Altoona, PA 16602, (814) 946-8567, (814) 946-8332, <a href="mailto:dpwjob@aasdcac.com">dpwjob@aasdcac.com</a>	0	Positions 1-5
3	<u>Altoona Mirror</u> , 301 Cayuga Ave., Altoona, PA 16602, (814) 946-7480	0	Position 1-5
4	<u>American Business Women's Association</u> , Funteller Jackson, President, PO Box 1109, Altoona, PA 16603	0	Position 1-5
5	<u>Blair County Community Action Agency</u> , Tom Saxen 1420 4th Street, Altoona, PA 16601, 942-9913, 942-9915, <a href="mailto:TomSaxen@earthlink.net">TomSaxen@earthlink.net</a>	0	Positions 1-5
6	<u>Center For Independent Living</u> , Susan Estep, 1513 9th Ave. Altoona, PA 16602, 949-1905	0	Positions 1-5

7	<u>College of Communications</u> , Penn State University, Robert P. Martin, Director of Career Placements, 208D Carnegie Building, University Park, PA 16802 (814) 863-4674, (814) 863-8044, <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a>	0	Positions 1-5
8	<u>Computer Learning Network</u> , Career Services, Cindy Barton, 2900 Fairway Drive, Altoona, PA 16602, 944-5643 944-5309, <a href="mailto:cbarton@clntraining.edu">cbarton@clntraining.edu</a>	0	Positions 1-5
9	<u>Forever of PA/Altoona</u> , Dave Davies, One Forever Drive, Hollidaysburg, PA 16648, 814-941 9800, <a href="http://www.foreverradio.com">www.foreverradio.com</a>	6	Positions 1-5
10	<u>GACTIC</u> , New Choices - New Options – Altoona, Cathy Kauffman-Nearhoof, 1500 4th Avenue, Altoona, PA 16602, (814) 946-8562 Ext. 236	0	Positions 1-5
11	<u>Hollidaysburg Women's Club</u> , Kerrie Hayton, 423 Aggie Street, Hollidaysburg, PA 16648, (814) 695-4964	0	Positions 1-5
12	<u>Mount Aloysius College</u> , Career Services Department, Larry Brugh, 7373 Admiral Peary Highway, Cresson, PA 16630, (814) 886-4131, (814) 886-2978, <a href="mailto:lbrugh@mtalov.edu">lbrugh@mtalov.edu</a>	0	Positions 1-5
13	<u>Mount Aloysius College</u> , Career Services Department, Larry Brugh, 7373 Admiral Peary Highway, Cresson, PA 16630, (814) 886-4131, (814) 886-2978, <a href="mailto:lbrugh@mtalov.edu">lbrugh@mtalov.edu</a>	0	Positions 1-5
14	<u>NAACP</u> , Donald Witherspoon, 2004 11th Street, Altoona, PA 16601, (814) 944-5390, (814) 946-5451	0	Positions 1-5
15	<u>New Choices- New Options</u> , Janet Leyo, Job Coordinator, Mount Aloysius College, 7373 Admiral Peary Highway, Cresson, PA 16630, (814) 886-6351, (814) 886-2978, <a href="mailto:jlavo@mtalov.edu">jlavo@mtalov.edu</a>	0	Positions 1-5
16	<u>New Choices – New Options</u> , Stacy Fracier, Program Director, 322 S. Julianna Common Prof. Ctr., Ste 7, Bedford, PA 15522, (814) 623-8322, (800) 890-1136 – phone, 623- 6843 – fax,	0	Positions 1-5
17	<u>PA CareerLink Center</u> , 940-6222, <a href="http://www.pacareerlink.state.pa.us">www.pacareerlink.state.pa.us</a>	0	Positions 1-5

18	<u>Penn State, Altoona</u> , Career Services Office, Rebecca Maguda, 3000 Ivyside Park, Altoona, PA 16601, (814) 949-5059, (814) 949-5805, <a href="mailto:rvb5@psu.edu">rvb5@psu.edu</a>	0	Positions 1-5
19	<u>Saint Francis Career Development</u> , Julie Barris, Director, PO Box 600, Loretto, PA 15940, (814) 472-3019, (814) 472-3889, <a href="mailto:careerservices@francis.edu">careerservices@francis.edu</a>	0	Positions 1-5
20	<u>South Hills School of Business &amp; Technology</u> , Wendy Christofer, 508 58th Street, Altoona, PA 16602, 944-6134, 944-4684,	0	Positions 1-5
21	<u>AllAccess.com</u>	0	0
22	<u>Former Employee</u>	0	0
23	<u>Friend – Other</u>	2	0
24	<u>Blair County Community Action Agency</u> , Tom Saxen 1420 4th Street, Altoona, PA 16601, 942-9913, 942-9915, <a href="mailto:TomSaxen@earthlink.net">TomSaxen@earthlink.net</a>	0	Positions 1-5

# Appendix 3

## ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/28/08 – 3/15/09

Station(s) Comprising Station Employment Unit:

WFGY (FM), WALY (FM), WFBG (AM), WRKY (FM), WWOT (FM), WVAM (AM)

### Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities undertaken by:

WFGY (FM), WALY (FM), WFBG (AM), WRKY (FM), WWOT (FM),  
WVAM (AM):

- On May 30, 2008, the Industry Club from Glendale came into our facility to explore the communication industry. Twenty-two 7<sup>th</sup> & 8<sup>th</sup> graders learned about what makes radio happen with the help of three group leaders.
- On June 9, 2008, seven residents from Family Services toured our facility to learn more about the opportunities in broadcasting.
- On July 25, 2008, a group of 17 toured our facility from Nulton Diagnostic to learn more about job opportunities in radio as well as how it all works.
- Ashley Daniels from South Hills Business School signed on as an intern from 6/24/08 until becoming a full-time sales person on 9/2/08. During her internship, Ashley learned and assisted various departments in the building.
- On October 19, 2008, Carol Mills and Patty Fye spoke to all upper level management at the Annual Managers Meeting about all Forever Broadcasting policies including EEO and discrimination. Lynn Deppen also spoke to necessary parties on FCC rules and regulations.
- David Taylor, Corporate Production Director spoke to Penn State University students on October 29, 2008. His presentation was to a communications class on radio advertising and writing copy.
- February 16, 2009, seven students from Cub Scout/Tiger Scout Pack 341 came into learn more about radio and broadcasting.

- The State College Cluster attended the Penn State College of Communications Job Expo. Comm 2008 held March 28, 2008 at the HUB Alumni Center University Park, PA. Those in attendance were: Monty Buehler, Local Sales Manager, Pat Boland, News Director and WRSC-AM Program Director, Program Director, Bob Taylor, Chief Engineer and WMAJ-AM Program Director, Troy Craig, WQWK-FM and WMAJ-FM Program Director. Students were also given information on our cluster here in Altoona, PA.

Report filed by:

Bethany S. Hildebrand

EEO Officer for

**Forever Broadcasting of PA, Altoona, PA stations**

WFGY (FM), WALY (FM), WFBG (AM), WRKY (FM), WWOT (FM), WVAM (AM)