

Cumberland, MD ANNUAL EEO PUBLIC FILE REPORT

Facility ID	Date Report Covers: June 1, 2022 – May 31, 2023	Employer: Forever Media of MD, LLC Licensee: FM Radio Licenses, LLC	Job Search to: careers@forevermediainc.com
71869 71868 74083 74082	Stations, City of License: WFRB-FM, Frostburg, MD WFRB, Frostburg, MD WRQE (FM), Cumberland, MD WTBO, Cumberland, MD	Employment Unit Address: 350 Byrd Avenue, Cumberland, MD 21502 www.forevercumberland.com	Contact Person, Title, email, phone number: Timothy Martin, Operations Manager, tmartin@forevermediainc.com (301) 722-6666

This EEO Public File Report is filed in each Station’s public inspection file.

Employer is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We engage in a continuing effort to seek out prospective applicants for employment. We contacted agencies in the area of the station to solicit for full-time open positions of employment. This report reflects those agencies contacted. Those which requested to be contacted, are so noted. We have found these agencies to be suppliers of possible employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. Employer periodically re-evaluates the recruitment sources list for wide dissemination of vacancies.

Full-Time Vacancies Filled:

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
Account Executive	1/30/23, 4/17/23	2	2	2,3,4,5,6,7,8,9,10,11,12,13,15,16, 17,18,20,21,22,23,24,25,26,27,28, 29,30,31,32,33,34,35,36,37,38,39,40,41	22,18
Total		2	2		

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, email, URL	Source Requested Notification	Referrals from this source
1	FROSTBURG BUSINESS AND PROFESSIONAL ORGANIZATION 12 W. MAIN STREET FROSTBURG, MD 21532 301-689-1680 GEORGE PAPPAS	NO	0
2	GARRETT COLLEGE 687 MOSSER ROAD McHENRY, MD 21541 301-387-3132 JOB PLACEMENT OFFICE www.gcc.cc.md.us	NO	0
3	POTOMAC STATE COLLEGE 101 Fort Ave KEYSER, WV, 26726 800-262-7332 Diana Grady dlgrady@mail.wvu.edu	NO	0
4	FROSTBURG STATE UNIVERSITY CAREER and Professional Development Center 124 SANDY SPRING HALL FROSTBURG, MD 21532 301-687-4403 Dr. Robbie Cordle rcordle@frostburg.edu	NO	0
5	West Virginia Wesleyan College https://www.wvwc.edu/ 304-473-8000 okes_j@wvwc.edu 59 College Avenue Buckhannon, WV 26201	NO	0
6	Howard Community College http://www.howardcc.edu 443-518-1340 ccs@howardcc.edu 10901 Little Patuxent Parkway Columbia, MD 21044	NO	0
7	McDaniel College https://www.mcdaniel.edu/ Daniel DeHollander Associate Director Career Development ddehollander@mcdaniel.edu 410 857-2238	NO	0
8	Davis and Elkins College https://www.dewv.edu 304 637 1220 careerservices@dewv.edu 100 Campus Dr, Elkins, WV 26241	NO	0
9	Shenandoah University https://www.su.edu/	NO	0

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	1460 University Drive Winchester, VA 22601 Brian Lee Career Education (540) 665-5412 blee19@su.edu		
10	Mount St. Mary's University 16300 Old Emmitsburg Rd. Emmitsburg, MD 21727 (301) 447-5202 career-center@msmary.edu	NO	0
11	University of Pittsburgh at Johnstown https://www.upj.pitt.edu/ Kim Shook kshook@pitt.edu Phone: (814) 269-7123 450 Schoolhouse Road Johnstown, PA 15904	NO	0
12	Shepherd University Dana Cifala dcifala@shepherd.edu https://www.shepherd.edu (304) 876-5000 301 S King St. Shepherdstown, WV 25443	NO	0
13	Point Park University https://www.pointpark.edu/index careerdev@pointpark.edu. (412) 392-3950 Point Park University 201 Wood Street Pittsburgh, PA 15222	NO	0
14	WOMENS HELP CENTER 809 NAPOLEON STREET JOHNSTOWN, PA 15901 1-814-533-2493 KATHY RITTER womenshelpcenter.org/	NO	0
15	ALLEGANY COUNTY UNITED WAY 138 BALTIMORE ST. SUITE 102 CUMBERLAND, MD 21502 301-777-1221 Juli McCoy info@cuw.org	NO	0
16	Forever Cumberland Website 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 TIM MARTIN www.forevercumberland.com	NO	0
17	FOREVER MEDIA of MD INTERNAL POSTING 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 Operations Manager WTBO/WRQE/WFRB AM/WFRB FM tmartin@forevermediainc.com	NO	0

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18	FOREVER MEDIA of MD ON-AIR (WFRB FM, WRQE, WTBO, WFRB-AM) 350 BYRD AVE CUMBERLAND, MD 21502 301-722-6666 Operations Manager WTBO/WRQE/WFRB AM/WFRB FM tmartin@forevermediainc.com	NO	1
19	The Western Maryland Consortium (Cumberland) 138 Baltimore Street Suite 102 CUMBERLAND, MD 21502 301-777-1221 www.westernmarylandconsortium.org	NO	0
20	Allegany College of Maryland Job Placement Office 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301 784-5209 Beth Nightengale bnightengale@allegany.edu	NO	0
21	ALLEGANY COLLEGE OF MD Multimedia Technology 12401 WILLOWBROOK ROAD CUMBERLAND, MD 21502 301-784-5243 JOHN BONE jbone@allegany.edu	NO	0
22	Walk-ins, Employee/Client Referrals 350 Byrd Avenue CUMBERLAND, MD 21502 (301) 722-6666 Operations Manager WTBO/WRQE/WFRB AM/WFRB FM careers@forevermediainc.com	NO	1
23	Internal Posting Forever Media – Altoona One Forever Drive Hollidaysburg, PA 16648 814-941-9800 Jody Downing jdowning@forevermediainc.com	NO	0
24	Internal Posting Forever Media – Brownsville 123 Blaine Road Brownsville, PA 15417 724-938-2000 Joyce Nicholson Jnicholson@forevermediainc.com	NO	0
25	Internal Posting Forever Media - State College 2551 Park Center Blvd. State College, PA 16801 814-237-9800 Andy Kreiser akreiser@forevermediainc.com	NO	0
26	Internal Posting Forever Media – Johnstown 109 Plaza Drive, Suite 2 Johnstown, PA 15905 814-255-4186 Shelly Lovenduski slovenduski@forevermediainc.com	NO	0
27	Internal Posting Forever Media – New Castle	NO	0

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	219 Savannah Gardner Road New Castle, PA 16101 724-654-5502 Jill Hamilton jhamilton@forevermediainc.com		
28	Internal Posting Forever Media - Franklin 1243 Liberty Street Franklin, PA 16323 814-432-2188 Jill Hamilton jhamilton@forevermediainc.com	NO	0
29	Internal Posting Forever Media - Meadville 900 Water Street Meadville, PA 16335 814-724-1111 Jill Hamilton jhamilton@forevermediainc.com	NO	0
30	Internal Posting Forever Media - York 275 Radio Road Hanover, PA 17331 717-637-3831 Tammy Signor tsignor@forevermediainc.com	NO	0
31	Internal Posting Forever Media - Cumberland 350 Byrd Avenue Cumberland, MD 21502 301-722-6666 Jeanie McLaughlin jmclaughlin@forevermediainc.com	NO	0
32	Internal Posting Forever Media – Easton 306 Port Street Easton, MD 21601 410-822-3301 Patti Tibbitt ptibbitt@forevermediainc.com	NO	0
33	Internal Posting Forever Media -Robinson 2 Robinson Plaza, Suite 410 Pittsburgh, PA 15205 412-275-3393 Dottie McCartney dmccartney@forevermediainc.com	NO	0
34	Internal Posting Forever Media - Lebanon 440 Rebecca Street Lebanon, PA 17046 717 272-7651 Tammy Signor tsignor@forevermediainc.com	NO	0
35	Internal Job Posting-Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 866-664-1037 Doug Hall dhall@forevermediainc.com	NO	0

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36	Internal Job Posting – Milford 1666 Blairs Pond Road Milford, DE 19963 302-422-7575 Nanci Black nblack@forevermediainc.com	NO	0
37	Internal Job Posting – Wilmington 2727 Shipley Road Wilmington, DE 19810 302-478-2700 Bobbi Jo Clifford bclifford@forevermediainc.com	NO	0
38	Downtown Cumberland Business Association www.visitcumberland.org/now-hiring/ Becky McClarran becky@mcclarranwilliams.com	NO	0
39	Work Force West Virginia (South Branch) https://workforcewv.org/ 151 Robert C Byrd Indus Park Rd Ste 1 Moorefield, WV 26836 Phone: 1-800-252-JOBS(5627) Fax: 304-538-3178 workforceJOBS@wv.gov	NO	0
40	Garrett County Economic Development www.visitdeepcreek.com 301 334-1921 15 Visitors Center Dr. McHenry, MD 21541 economic.development@garrettcounty.org	NO	0
41	Indeed 177 Broad Street,6 th Floor, Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	NO	0
Total			2

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	9/19/22	#1 Conventions, Job Fairs, Career Days, Career Fairs	Maryland DC Delaware Broadcasters Association job fair.	Diane Fetty represented all of the Forever stations.
2	2/28/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Spring 2023 Maryland and Pennsylvania Job and Internship Fair-Fall 2022- Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
3	3/1/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	American University, Georgetown University and George Washington University's Marketing and Communication Virtual Industry Fair. Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
4	3/7/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Delaware's 2023 Communications, Marketing & Media Virtual Career Meetup. Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
5	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 2023 Greene County Spring Career Day @ Carmichaels Fire Hall on March 23, 2023, from 8:30am-11:30am 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 th , 11 th and 12 th grade students.	Representing Forever Media, Inc. was David Pavlic and Amanda Syner.
6	3/29/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair Spring 2023- Connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
7	4/12/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	SAEM 20th Celebration Career Fair @ Point Park University- <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.
8	5/8/23	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Career Fair for Students and Veterans	O.M. Tim Martin and Sales Manager Michael Bratton represented all

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				of the Forever Media Stations.
9	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
10	02/08/23	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. Advertisements were aired on all four radio stations. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager (301) 722-6666 350 Byrd Avenue Cumberland, MD 21502
11	5/10/23	#2 Hosted Job Fairs	In House Job Fair at Station location, 350 Byrd Avenue Cumberland, MD 21502. Advertisements were aired on all four radio stations and on web site. Listeners were invited to come to our offices for future openings. Staff was prepared to give studio tours, and management was on hand for applicant questions.	Contact Tim Martin Operations Manager (301) 722-6666 350 Byrd Avenue Cumberland, MD 21502
12	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.	
13	07/28/2022	#8 Establishment of Training Programs for Station Personnel	Political Advertising FCC Compliance with David Oxenford David Oxenford hosted a Zoom Meeting to offer comprehensive briefing on how	All GMs, SMs, BMs, Traffic Mgrs., PDs, copywriters in Forever Media

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			to manage political to be in compliance with the FCC.	
14	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
15	9/20/22	#8 Establishment of Training Programs for Station Personnel	Regulations Webinar with David Oxenford, Esq. 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.
16	12/8/22	#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
17	12/15/22 and 12/16/22	#8 Establishment of Training Programs for Station Personnel	PAB 2022 PAB Gold Medal Gala and Board 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, CHRD, Tom Bayer, Accounting
	1/25/23 and 1/26/23	#8 Establishment of Training Programs for Station Personnel	P1 Learning- "Rising Above"	
18	5/4/23 and 5/5/23	#8 Establishment of Training Programs for Station Personnel	PAB Board Meeting and Awards Luncheon was held at the Harrisburg Hilton.	Mike Sherry, VP of Sales and David Davies, Market Manager
19	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
20	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	Program Directors and GMs with Mike Stevens

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			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.	
21	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
22	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
23	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
24	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
25	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
26	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

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27	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
28	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media supports and has a commitment to the principles of equal employment opportunity and intends to provide a work environment free from unlawful discrimination of any kind. In keeping with this commitment, upon hire, all new employees are put through Sexual Harassment training and every employee trained annually.	All Employees
29	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, 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
30	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
31	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,	Sales Staff

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			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.	
32	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
33	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
34	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
35	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.
36	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, 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.	Mike Sherry, VP of Sales, David Pavlic, GSM

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37	11/15/22 and 11/16/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Focus on The Future Video produced for the Allegany County School System and available on-line at https://vimeo.com/339018068 . This video explains many aspects of the radio industry and encourages young people to think about the possibilities of a career in broadcasting.	O.M. Tim Martin, Creative Director Rhonda DiBuono, News Director Jim Van and Program Director Carson Yoder all participated.
38	11/17/22	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Program Advisory Committee for Allegany College of Maryland's Multimedia Technology. This was the spring meeting of that committee. This is an on-going advisory committee, to help guide the future of the Multimedia Technology Program.	O.M. Tim Martin is a standing committee member. Jim Van, news director was also in attendance.
39	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
40	2/8/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Program Advisory Committee for Allegany College of Maryland's Multimedia Technology. This was the spring meeting of that committee. This is an on-going advisory committee, to help guide the future of the Multimedia Technology Program.	O.M. Tim Martin is a standing committee member. Jim Van, news director was also in attendance.
41	3/24/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Point Park University High School Media Day. The School of Communication offers current high school students exciting opportunities to visit Point Park University's Downtown Pittsburgh campus and learn what it's like to study in one of our innovative communication majors .	Mike Sherry, VP of Sales represented all of the Forever Media Stations.
42	5/8/23	#10 Participation of programs relating to career opportunities in broadcasting sponsored by educational institutions	Program Advisory Committee for Allegany College of Maryland's Multimedia Technology. This was the spring meeting of that committee. This is an on-going advisory committee, to help guide the future of the Multimedia Technology Program.	O.M. Tim Martin is a standing committee member. Jim Van, news director was also in attendance.
43	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 2 Robinson Plaza, Suite 410, PA 15205 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	Contact Tim Martin Operations Manager (301) 722-6666 350 Byrd Avenue Cumberland, MD 21502

			<p>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, of MD 350 Byrd Avenue Cumberland, MD 21502 Attn: Tim Martin Operations Manager (301) 722-6666</p>	
44	3/1/23	#16 Radio Station Group Tours	<p>Facility tour at Cumberland studios for students of the West Virginia School for the Deaf and Blind. The tour provided an introduction to the Radio Broadcasting Industry. The tour included information on the history of Radio and our stations. We explain and demonstrate the broadcasting equipment used to transmit programming from the studio to the transmitter site, we explain the studio equipment and how it functions. An introduction and hands-on recording of commercial production is demonstrated. An explanation of all positions and responsibility of station personnel is also given. We discuss our station formats, audience and coverage area. The tours are tailored to meet the goals of the specific groups</p>	<p>Operations Manager Tim Martin conducted the personalized tour at 350 Byrd Avenue Cumberland, MD 21502</p>