

ANNUAL EEO PUBLIC FILE REPORT

Date Report Covers: February 1, 2021- January 31, 2022	Employer: Forever Media of DE, LLC FM Radio Licenses, LLC (Licensee)	Job Search to: careers@forevermediainc.com
Stations, City of License: WSTW-FM, Wilmington, DE Facility ID 16459 WDEL-AM Wilmington, DE Facility ID 16458 WDEL-FM Canton, NJ Facility ID 51136 WXCY-AM, Salem, NJ Facility ID 52768	Employment Unit: 2727 Shipley Road Wilmington, DE 19810 www.wdel.com www.wstw.com www.wxcyfm.com	Contact Person, Title, email, phone number: Donald Dalesio, Market Manager ddalesio@forevermediainc.com (302) 660-3447

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	Recruitment Source
Account Executive	4/16/21	1	7	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16,17,19,20,22	4
Account Executive	7/12/21	1	2	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16,17,19,20,22	4
WDEL General Sales Manager	7/16/21	1	4	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16,17,18,19,20	3
Digital Campaign Specialist	7/12/21	1	4	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16,17,18,20,21,22	4
Media Coordinator/Sales Assistant	7/28/21	1	2	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16,17,18,20,21	3

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On-Air Personality – WSTW	9/7/21	1	1	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16, 17,19,20,22	1
Account Executive	10/4/21	1	3	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16, 17,19,20,22	3
Account Executive	11/16/21	1	4	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16, 17,19,20,21,22,23,24	3
		8	27		

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, email, URL	Source Requested Notification	Referrals Interviewed
1	Forever Media Website Donald Dalesio, Market Manager 2727 Shipley Road Wilmington, DE 19810 www.wdel.com www.wstw.com www.jammin969.com	NO	1
2	Forever Media On-Air Radio Stations WSTW/WDEL/WVJJ Donald Dalesio, Market Manager 2727 Shipley Road Wilmington, DE 19810 www.careers@forevermediainc.com	NO	
3	Walk-Ins, Employee/Client Referrals/Other Donald Dalesio, Market Manager 2727 Shipley Road Wilmington, DE 19810 careers@forevermediainc.com	NO	15
4	Indeed 177 Broad Street, 6 th Floor Stamford CT 06901 888-746-9333 Customer Support www.indeed.com	NO	5
5	Internal Posting-Brownsville 123 Blaine Road Brownsville, PA 15417 Joyce Nicholson 724-938-2000 jnicolson@forevermediainc.com	NO	
6	Internal Posting-Cumberland 350 Byrd Avenue Cumberland, MD 21502 Tim Martin 301-722-6666 tmartin@forevermediainc.com	NO	
7	Internal Job Posting-Hollidaysburg 1 Forever Drive Hollidaysburg, PA 16905 Leah Elbert 814-941-9800 lelbert@forevermediainc.com	NO	
8	Internal Job Posting- Johnstown 109 Plaza Drive Johnstown, PA 15905 Shelly Lovenduski 814-225-4186 slovenduski@forevermediainc.com	NO	
9	Internal Job Posting- State College 2551 Park Center Blvd. State College, PA 16801 Andrew Kreiser 814-237-9800	NO	

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	akreiser@forevermediainc.com		
10	Internal Job Posting- Meadville/Franklin 900 Water St. Meadville, PA 16335 Jill Hamilton 814-724-1111 jhamilton@forevermediainc.com	NO	
11	Internal Job Posting- Sharon 87 Stambaugh Ave., Suite 3 Sharon, PA 16146 Jill Hamilton 724-308-7208 jhamilton@forevermediainc.com	NO	
12	Internal Job Posting-Lebanon 440 Rebecca St. Lebanon, PA 17046 Tim Ritchie 717-272-7651 tritchie@forevermediainc.com	NO	
13	Internal Job Posting- York/Hanover 273 Radio Road Hanover, PA 17331 Tammy Signor tsignor@forevermediainc.com	NO	
14	Internal Job Posting- Easton 306 Port Street Easton, MD 21601 Patti Tibbitt 410-822-3301 ptibbitt@forevermediainc.com	NO	
15	Internal Job Posting- Havre de Grace 707 Revolution Street Havre de Grace, MD 21078 Tyler Zeisloft 866-664-1037 tzeisloft@forevermediainc.com	NO	
16	Internal Job Posting- Milford 166 Blairs Pond Rd Milford, DE 19963 Mark Schollenberger 302-422-7575 mschollenberger@forevermediainc.com	NO	
17	Simply Hired 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085	NO	
18	All Access 24955 Pacific Coast Highway, C303 Malibu CA 90265	NO	
19	Linked In Sunnyvale, CA	NO	6
20	Media Staffing Network Kate Glenn kate@mediastaffingnetwork.com 810-357-3096	NO	
21	Wilmington University 320 N DuPont Hwy New Castle, DE 19720 (877) 967-5464	NO	

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22	Handshake San Francisco, CA www.joinhandshake.com	NO	
23	University of Delaware 210 South College Avenue Newark, DE 19716 (302) 831-2792	NO	
24	Goldey-Beacom College 4701 Limestone Road Wilmington, DE 19808 (302) 998-8814	NO	
25	TBC Holdings LLC tbcholdingsllc.com Cameron McDowell 724-513-6663	NO	
		Total	27

Outreach Activities List:

Outreach Number	Date	Recruitment Initiative	Description	Participants
1	2/17/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Robert Morris University 2021 Spring Career Fair -Virtual student engagement fair to meet and network with Robert Morris University Students	Diane Fetty, CHRD represented all of the Forever Media stations
2	2/19/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	JobExpo.Comm-22nd Annual Internship and Career Fair at Penn State. Participants from Penn State - College of Communications responded to entry-level and internship opportunities.	Diane Fetty, CHRD represented all of the Forever Media stations
3	2/24/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	MD & PA Liberal Art Career Fair of McDaniel College held group and 1:1 session virtually for students to converse with station personnel about opportunities in the broadcasting industry.	Diane Fetty, CHRD represented all of the Forever Media stations
4	2/25/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	University of Maryland Eastern Shore Career Fair. Two virtual sessions were held for students to interact with business representatives and network for career possibilities	Diane Fetty, CHRD represented all of the Forever Media stations
5	2/26/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Juniata College Career Day 2021 – students met virtually through joinhandshake.com with station representatives to discuss possibilities in the field of broadcasting	Diane Fetty, CHRD represented all of the Forever Media stations
6	04/5/21 through 04/16/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Forever Media Virtual Job Fair invited the public to meet virtually with station personnel from our Wilmington, Milford and Havre De Grace markets and discuss opportunities in the broadcasting industry.	Market Managers, General Sales Manager, Program Directors – Wilmington, Milford, Havre De Grace
7	4/21/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Wilmington University - Participated in the 2021 Virtual Spring Career Fair-Colleges of Business, Technology, Art & Sciences. This event was designed to bring students together with employers and alumni from hundreds of businesses, industry and public service to discuss student career options, internships and full-time employment opportunities.	Diane Fetty, CHRD represented all of the Forever Media stations
8	8/17 and 8/18/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	APG Chesapeake Virtual Job Fair -open to all employers to connect with job seekers.	Diane Fetty, CHRD represented all of the Forever Media stations
9	9/29/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	MD-PA College Center Alliance -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, CHRD represented all of the Forever Media stations
10	9/30/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Thomas Jefferson University -Jefferson Falls East-connected with students to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations

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11	10/20/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Frostburg State University Virtual Career and Internship Fair- opportunity to discuss career opportunities, internships and full-time employment.	Diane Fetty, CHRD represented all of the Forever Media stations
12	10/27/21	#1 Conventions, Job Fairs, Career Days, Career Fairs	Job Fair - The Chase Center This is a multi-employer event hosted by the Delaware Department of Labor. Candidates had the opportunity to market and discuss their skills, ask questions and apply for positions throughout the company.	Don Dalesio, GM – Wilmington Steve Viehmeyer, GSM – Wilmington represented all of the Forever Media stations
13	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.
14	02/01/21 and 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
15	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.	
16	02/22/21 and 2/23/21	#8 Establishment of Training Programs for Station Personnel	Forever Media Manager/owner attended the AIMS (Association of Independent Metropolitan Stations) virtually. This two-day conference presented discussions regarding the radio business and new opportunities and problem solving. Lynn Deppen, President and Mike Sherry, VP of Sales	Lynn Deppen, President and Mike Sherry, VP of Sales
17	3/9/21 through 3/11/21	#8 Establishment of Training Programs for Station Personnel	RSC Sound Software conducted training for Program Directors on the music selector product called GSelector.	Program Directors Altoona, Johnstown, Meadville, Pittsburgh, Brownsville, State College, York, PA; Wilmington, DE; and Cumberland, MD
18	3/24/21	#8 Establishment of Training Programs for Station	Staying on Top of Your Broadcast FCC EEO Obligations webinar. FCC has continued to enforce its EEO rules, reviewing a station's	Bobbi Jo Clifford, Business Manager

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		Personnel	compliance both in connection with its license renewal and through periodic audits. Stations still need to engage in wide dissemination of information about job openings and engage in specified outreach activities designed to educate their communities about broadcast employment and to train employees for advancement in their broadcast careers, even if they have no job openings. This webinar gave a review of the FCC's obligations and how we can meet those obligations even while social distancing.	
19	04/21/21 through 04/22/21	#8 Establishment of Training Programs for Station Personnel	All Access Radio Summit Webinar. 2 days of programming, promotions, production and research topics were presented by industry professionals.	Forever Media Corporate Program Director, Mike Stevens
20	05/21/2021	#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 Mgr., Dave Davies, Market Manager, Mike Sherry, VP of Sales
21	6/9/2021	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
22	09/16/2021	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held a Board of Directors Meeting virtually. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Mgr., Dave Davies, Market Manager, Mike Sherry, VP of Sales
23	11/4/2021	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
24	12/9/2021	#8 Establishment of Training Programs for Station Personnel	Pennsylvania Association of Broadcasters held the 2020 Board of Directors Meeting virtually. Presentations of broadcast innovations, programming and legal concerns.	Bobbi Castellucci, Market Mgr., Dave Davies, Market Manager, Mike Sherry, VP of Sales
25	1/14/2022	#8 Establishment of Training Programs for Station Personnel	Maryland DE Delaware Broadcasters Association Board of Directors Meeting via Zoom	Mark Schollenberger, Market Manager
26	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
27	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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28	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
29	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
30	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
31	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available 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
32	Annually	#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
33	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
34	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	VP of Sales, GM's, GSM's, Sales Staff, Market Managers

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			knowledge, education, coaching and support as it relates to work, career, or professional development.	
35	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
36	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
37	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.	GM, GSM, Sales Staff
38	Ongoing	#8 Establishment of Training Programs for Station Personnel	Forever Media makes available Marketron which 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, Sales Assistants, Programming Staff, and Business Managers
39	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
40	Upon Request	#16 Radio Station Group Tours	We routinely give group tours of our facility, 2727 Shipley Road, Wilmington, DE 19810 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	

			<p>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:</p> <p>Forever Media of DE, LLC 2727 Shipley Road Wilmington, DE 19810. Attention: GM or call 302-660-4897</p>	
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