

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 21, 2007 to and including March 28, 2008.**

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.

Appendix 1

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/21/2007 TO 3/28/2008

Station (s) Comprising Station Employment Unit: WFGY (FM), WALY (FM), WFBG (AM),
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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	Radio- WFGY	3
2	National Reg Sales Mgr	Former Employee	2
3	Web Designer	Radio-WWOT	4
4	Account Executive	South Hills Bus. School	1 – Hired from Internship
5	Account Executive	Radio - WALY	4
6	Account Executive	Radio - WALY	4 – Same Pool as Position #5
7	Account Executive	Relative	3
8	Account Executive	Radio - WFGY	3 – Same Pool as Position #7
9	Account Executive	Friend	11
10	Account Executive	Penn State University	11 – same pool as position #10
11	Account Executive	Radio – WALY	11 – same pool as position #10

Total Number of Persons Interviewed During Applicable Period: 28

Appendix 2

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/21/2007 TO 3/28/2008

Station(s) Comprising Station Employment Unit: WFGY (FM), WALY (FM), WFBG (AM),
WRKY (FM), WWOT (FM), WVAM (AM)

Section 2: Recruitment Source Information

	<u>Recruitment Source</u> (Contact Name, Address, Telephone Number(s), Email of Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized:
1	<u>African American Heritage Project</u>, Harriet Gaston, 3000 Ivyside Drive, Altoona, PA 16602 (814) 949-5281 (PSU Altoona), (814) 949-5011, hlg5@psu.edu	0	Positions 1-3, 5-12
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, dpwjob@aadscat.com	0	Positions 1-3, 5-12
3	<u>Altoona Mirror</u>, 301 Cayuga Ave., Altoona, PA 16602, (814) 946-7480	3	Position 2,3,5
4	<u>American Business Women's Association</u>, Funteller Jackson, President, PO Box 1109, Altoona, PA 16603	0	Positions 1-3, 5-12
5	<u>Blair County Community Action Agency</u>, Tom Saxen 1420 4th Street, Altoona, PA 16601, 942-9913, 942-9915, TomSaxen@earthlink.net	0	Positions 1-3, 5-12
6	<u>Center For Independent Living</u>, Susan Estep, 1513 9th Ave. Altoona, PA 16602, 949-1905	0	Positions 1-3, 5-12
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, rpm163@psu.edu	1	Positions 1-3, 5-12

8	<u>Computer Learning Network</u> , Career Services, Cindy Barton, 2900 Fairway Drive, Altoona, PA 16602, 944-5643 944-5309, cbarton@clntraining.edu	0	Positions 1-3, 5-12
9	<u>Forever of PA/Altoona</u> , Dave Davies, One Forever Drive, Hollidaysburg, PA 16648, 814-941 9800, www.foreverradio.com	18	Positions 1-3, 5-12
10	<u>GACTC</u> , New Choices - New Options – Altoona, Cathy Kauffman-Nearhoof, 1500 4th Avenue, Altoona, PA 16602, (814) 946-8562 Ext. 236	0	Positions 1-3, 5-12
11	<u>Hollidaysburg Women’s Club</u> , Kerrie Hayton, 423 Aggie Street, Hollidaysburg, PA 16648, (814) 695-4964	0	Positions 1-3, 5-12

14	<u>Mount Aloysius College</u> , Career Services Department, Larry Brugh, 7373 Admiral Peary Highway, Cresson, PA 16630, (814) 886-4131, (814) 886-2978, lbrugh@mtalov.edu	0	Positions 1-3, 5-12
15	<u>NAACP</u> , Donald Witherspoon, 2004 11th Street, Altoona, PA 16601, (814) 944-5390, (814) 946-5451	0	Positions 1-3, 5-12
16	<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, jleyo@mtalov.edu	0	Positions 1-3, 5-12
17	<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 1-3, 5-12
18	<u>PA CareerLink Center</u> , 940-6222, www.pacareerlink.state.pa.us	0	Positions 1-3, 5-12
19	<u>Penn State, Altoona</u> , Career Services Office, Rebecca Maguda, 3000 Ivyside Park, Altoona, PA 16601, (814) 949-5059, (814) 949-5805, rvb5@psu.edu	0	Positions 1-3, 5-12
20	<u>Saint Francis Career Development</u> , Julie Barris, Director, PO Box 600, Loretto, PA 15940, (814) 472-3019, (814) 472-3889, careerservices@francis.edu	0	Positions 1-3, 5-12
21	<u>South Hills School of Business & Technology</u> , Wendy Christofer, 508 58th Street, Altoona, PA 16602, 944-6134, 944-4684,	1	Positions 1-3, 5-12
22	<u>AllAccess.com</u>	0	0
23	<u>Former Employee</u>	1	Position 2
24	<u>Friend – Other</u>	4	Position 7,11
25	<u>Blair County Community Action Agency</u> , Tom Saxen 1420 4th Street, Altoona, PA 16601, 942-9913, 942-9915, TomSaxen@earthlink.net	0	Positions 1-3, 5-12

Appendix 3

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/21/2007 TO 3/28/2008

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 September 14, 2007, PJ Mitchell, Dave Taylor and Dave Bithell participated in “Bring a Teacher to Work” for the Altoona Area School District. Jackie Flick, a 10th grade english and Journalism Teacher from AASAD visited Forever Broadcasting to talk with Dave Taylor, Dave Bithell and P.J. Mitchell.
- Kristen Cantrell spoke at the Annual Rotary Career Fair on April 12th. She represented Broadcasting & Communication fields.
- On 4-13-07, Sara Sowers Job Shadowed the Production Staff & Copywriters within in the building. She was introduced to writing copy/commercials and then watching them through the varies stages of production. She was from Penn State University.
- On 6-5-07, Bill Curtis hosted at tour of our facility for the Hollidaysburg Jr. High School. They were given a better picture of how the station operates from sales to production to the final on-air product.
- Lyndsay Pollock began her Internship on 6-19-07 as a student from South Hills Business School. She was hired into Sales upon completion.
- August 21, 2007, 14 students from the Nulton Diagnostic Treatment Center toured the building. Bill Kurtis showed them the ins and outs Broadcasting.
- November 29, 2007, 10 students from the Christian Homeschool Education Assoc. toured our facility with Bill Kurtis to find out “How a Radio Commercial is Made.”
- On January 23, 2008, 24 students (from 8 school districts) from the Blair County Chamber/Leadership of Blair County Youth were given the opportunity to learn about radio

and how it works. They were taught about Job Opportunities within the field and how Media touches their lives everyday.

- 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)