EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2025 - May 23, 2026

1) Employment Unit: LM Communications / West Virginia

2) Unit Members (Stations and Communities of License): **WKLC-FM, St. Albans, WV**
WMXE-FM, South Charleston, WV
WJYP-AM, St. Albans, WV
WSCW-AM, South Charleston, WV
WMON-AM, Montgomery, WV
WWQB-FM, Westwood, KY

3) EEO Contact Information for Employment Unit:

Mailing Address: 100 Kanawha Terrace Suite 301 St. Albans, WV 25177	Telephone Number: 304/722-3308
	Contact Person/Title: Jill Wheeler, Group General Manager
	E-mail Address: jillwheeler@lmcomm.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	**Recruitment Source Referring Hiree**
Sales Executive (2 positions)	Indeed.com (2)

Stations WKLC-FM, WMXE-FM, WWQB-FM, WSCW-AM, WJYP-AM, WMON-AM are Equal Opportunity Employers.

Job Title: Sales Executive (2 positions) Recruitment Sources Referring Hiree(s): Indeed.com (2)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Self-posted	N/A	N/A	0	No
LinkedIn	N/A	LinkedIn Corporation 2029 Stierlin Ct. Mountainview, CA 94043, USA	www.Linkedin.com	3	No
WKLC, WMXE and WWQB On Air Recruitment Ads	Jill Wheeler	100 Kanawha Terrace S t. Albans, WV 25177	304-722-3308	2	No
Indeed.com	N/A	Indeed.com	N/A	4	No
WKLC and WMXE Websites	Jill Wheeler	100 Kanawha Terrace S t. Albans, WV 25177	304-722-3308	1	No
LM Communications Corporate Website	Colm Taylor	LM Communications 401 West Main Street, Lexington, KY 40507	859-233-1515	0	No
Industry Referral	N/A	N/A	N/A	0	No

6) **Total # of Interviewees Referred: For** the period from May 23, 2025 to May 23, 2026, this Employment Unit interviewed 10 candidates for two full-time vacancies.

7. Supplemental Recruitment Initiatives

(a) Initiative: Participation in Job Fairs

University of Charleston Job Fair – November 7, 2025, attended by General Manager and Program Manager.

Career Connector, Generation West Virginia. Connecting top tier candidates to increase visibility across job seekers within the network.

(b) Initiative: Management Level EEO Training

On April 25, 2026, the Employment Unit's General Manager attended a seminar sponsored by the West Virginia Broadcasters Association on Sales and Broadcasting where a group discussion took place regarding sales hiring and the requirements of the Federal Communications Commission's Equal Employment Opportunities regulations.

(c) Initiative: Management Level EEO Training

The Employment Unit General Manager reviewed the FCC's EEO FAQ at https://www.fcc.gov/enforcement/eb-eeo/eeo-frequently-asked-questions. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies. EEO rules and policies were discussed in Tuesday management meetings.

(d) Initiative: Participation in Educational-Affiliated Job Bank

LM Communications - West Virginia participates in the Marshall University "Handshake" website/database, which serves as a job/career bank that provides students, alumni and potential employers with information, deadlines, and updates for employment. Students and employers are notified of possible matches and how to pursue employment opportunities. Supervised by General Manager.

Stations WKLC-FM, WMXE-FM, WWQB-FM, WSCW-AM, WJYP-AM, WMON-AM are Equal Opportunity Employers.

(e) Initiative: Internship Program

LM - West Virginia worked on its internship program during this reporting period, recruiting interns from West Virginia State University Communications Program. While the employment unit did not host an intern during this reporting period, it hopes to further its internship program during the next reporting cycle.

(f) Initiative: Kiwanis Member Participation

An employment unit employee is a member of St. Albans, West Virginia Kiwanis Club, an organization that supports local children and young adults.

(g) Initiative: WVU Scholarship Funds

On April 20, 2026, the General Manager and Operations Manager participated and attended the annual West Virginia Scholarship Dinner held at the Charleston Convention Center. We donated inventory to raise student scholarship funding and to drive ticket sales to the event.

(h) Initiative: Charleston, WV YWCA Women of Achievement

On March 6, 2026, the General Manager, Sales Manager, Operations Manager and Program Managers participated and attended the annual YWCA Women of Achievement awards honoring women who have overcome challenging life circumstances to achieve their goals. It also focused on how their achievements reflect the mission of the YWCA of empowering women and eliminating racism in the community and workplace. We donated inventory to help fundraise and to drive ticket sales to the dinner event.

(i) Initiative: Community Leader Outreach

On January 13, 2026, the Employment Unit's General Manager attended the Charleston WV Area Alliance business event Issues and Eggs where general business practices were discussed. For more than 50 years, Issues & Eggs has served as a cornerstone event to kick off the legislative session, bringing together business leaders, policymakers, and community stakeholders for a conversation that shapes the future of our region. This annual breakfast highlights the policies and priorities that promote business growth in Kanawha County and support economic development across West Virginia. The program featured keynote remarks from West Virginia's legislative leaders, along with an overview of the Chamber's 2026 legislative agenda. By fostering dialogue and collaboration, Issues & Eggs continues to advance the Chamber's mission to champion economic prosperity and enhance quality of life throughout the Kanawha Valley.