

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2025 - July 22, 2026**

1) Employment Unit: LM Communications of South Carolina

**2) Unit Members (Stations and Communities of License): WYBB(FM), Folly Beach, SC
WCOO(FM), Kiawah Island, SC**

3) EEO Contact Information for Employment Unit:

Mailing Address: 59 Windermere Blvd. Charleston, SC 29407	Telephone Number: 843-769-4799
	Contact Person/Title: Ray Handel, Regional Sales Manager
	E-mail Address: RayHandel@lmcomm.com

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

Job Title	Recruitment Source Referring Hiree
A. Regional Sales Manager	LinkedIn
B. Account Executive	On-Air Ad
C. Promotions Director	Indeed
D. Account Executive/On-Air Personality	Employee Referral

5a) Job Title: Regional Sales Manager Referral Source of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	0	NO
LinkedIn	Colm Taylor	LinkedIn.com	N/A	1	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	Colm Taylor	59 Windermere Blvd. Chas, SC 29407	843-769-4799	2	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	Colm Taylor	NA	NA	3	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 233 1515	0	No
Handshake	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	No

5b) Job Title: Account Executive Referral Source of Hiree: On-Air Ad

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	0	NO
LinkedIn	Ray Handel	LinkedIn.com	N/A	1	NO
My98rock.com	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
Employee Referral	N/A	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
On Air Ads WYBB	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	2	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859- 233 -1515	0	No

5c) Job Title: Promotions Director Referral Source of Hiree: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	6	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	David Furr	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 -233- 1515	0	No

5d) Account Executive/On-Air Referral Source of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	4	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	Ray Michaels	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 -233- 1515	0	No

6) Total # of Interviewees Referred: For the period from July 23, 2025, through July 22, 2026, this Employment Unit interviewed 22 interviewees for 4 full-time job vacancies.

7) Supplemental Recruitment Initiatives.

- A. Initiative:** Internship Program designed to assist students interested in pursuing a career in broadcasting. The program provides participants with an opportunity to participate in a meaningful training experience designed to ensure that the participants develop solid academic work skills and workplace mentoring in preparation for entry into region's labor market, including the broadcasting industry.

- B. Initiative:** Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. The sales department conducted a training program designed to enable station personnel to acquire skills to qualify them for higher level positions. During this reporting period, sales representatives have been training in skills that could enable them to qualify for higher level positions.
- C. Initiative:** Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Employment Unit Music Director participated in training – including imaging, flow charts, and production training and execution – that will allow advancement to upper-level positions.
- D. Initiative:** Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in digital and broadcasting to job candidates who might otherwise be unaware of such opportunities.

- **LM On Air Recruitment Ads-Ongoing**

The Employment Unit put together various 30 second ads recruiting for radio and digital account executives and ran them on both of our stations encouraging interested applicants to contact LM Communications about open account executive positions.

E. Listing of Positions in Job Banks that Have Substantial Participation by Women and Minorities

Depending on the nature of open positions, the employment unit posts a listing of openings in the following job banks that have substantial participation by women and minorities:

- **Handshake jobs and careers: handshakecareers.com** Handshake is a website and app that allows the Employment Unit to select universities and colleges across the country to have access to our job postings. LM Communications has classified ad space on this free site for students looking for career opportunities in media upon their graduation.
- **Charleston Metro Chamber of Commerce** Workforce and Education initiative through the chamber membership, including job listings for open positions.