

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 24, 2023 - May 23, 2024

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 St. Albans, WV 25177	Telephone Number: 304/722-3308
	Contact Person/Title: Jill Wheeler/Group General Sales 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 Hires
1. Account Executives*	Industry referrals (3), Indeed (1)
* 4 positions were filled from the AE recruitment efforts.	

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

5) **Job Title:** Account Executives *

Referral Source(s) of Hires:
Industry referrals (3),
Indeed (1)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Zip Recruiter	N/A	ZipRecruiter.com	N/A	0	No
LinkedIn	N/A	LinkedIn Corporation 2029 Stierlin Ct. Mountainview, CA 94043, USA	www.Linkedin.com	2	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	3	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	3	No

* 4 positions were filled from the AE recruitment efforts.

6) **Total # of Interviewees Referred:** For the period from May 24, 2023 to May 23, 2024, this Employment Unit interviewed 11 candidates for four (4) full-time vacancies.

7. Supplemental Recruitment Initiatives

(a) Initiative: Participation in Job Fair

Huntington WV Regional Chamber of Commerce Job Fair, July 20, 2023. The Job Fair was for members in the Huntington Regional Chamber of Commerce and was sponsored in part by Huntington Area Development Council (HADCO), Huntington Municipal Development Authority (HMDA), Huntington Regional Chamber of Commerce, and the Southwestern West Virginia Region 2 Workforce Investment Board. The Job Fair was held at Huntington (WV) High School. Attended by General Sales Manager and the Senior Account Executive.

(b) 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 Sales Manager.

(c) Initiative: Kiwanis Member Participation

Local participating members of the St. Albans, West Virginia Kiwanis Club working with children and young adults. General Sales Manager and Traffic Director attend meetings and network with other business owners and individuals about open career opportunities.

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(d) Initiative: WVU Scholarship Funds

On April 22, 2024, the General Sales Manager and Sales Manager participated in and attended the annual West Virginia University Scholarship Dinner held at the Charleston Convention Center. We donated inventory to raise student scholarship funding and to drive ticket sales to the event. LM Communications used this networking opportunity to make students and faculty aware of any open positions within the company.

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

On March 8, 2024, the General 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 fundraising and to drive ticket sales to the dinner event. LM Communications was able to network among this mostly female attended event and discuss open positions within the company.

(f) Initiative: Charleston, WV YWCA Men's Night Out

On October 28, 2023, the General Manager, Sales Manager, Operations Manager and Program Managers participated and attended the annual YWCA Men's Night Out event to raise money for YWCA programs that assist and support the YWCA Charleston Sojourner's Shelter for homeless women and families. We donated inventory to help fundraising and to drive ticket sales to the event. Proceeds went to the Charleston, WV YWCA. LM Communications was able to network among the attendees and discuss open positions within the company.