

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2024 - May 23, 2025

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 Manager
	E-mail Address: jillwheeler@lmcomm.com

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

Job Title

Director of Sales

Recruitment Source Referring Hiree

Indeed.com

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

5. Job Title: Director of Sales**Recruitment Source Referring Hiree: Indeed.com**

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	0	No
Indeed.com	N/A	Indeed.com	N/A	5	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	1	No

- 6) **Total # of Interviewees Referred:** For the period from May 23, 2024 to May 23, 2025, this Employment Unit interviewed 10 candidates for two full-time vacancies.

7. Supplemental Recruitment Initiatives**(a) Initiative: Participation in Job Fairs/Boards**

Career Connector, Generation West Virginia, connecting candidates to increase visibility across job seekers within the network. April 30 - May 30, 2025. Overseen by Group General Manager.

(b) Initiative: Management Level EEO Training

On Wednesday, November 13, 2024, 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

On Wednesday, October 30, 2024, the West Virginia Broadcasters Association (WVBA) convened a pivotal meeting in Charleston with U.S. Senators Shelley Moore Capito and Joe Manchin to discuss pressing issues affecting the broadcasting industry. FCC Chairwoman Jessica Rosenworcel participated remotely via conference call, addressing several key topics raised by the senators and WVBA members. Chairwoman Rosenworcel addressed the reinstatement of FCC Form 395-B, which requires broadcasters to report their employees' race, ethnicity, and gender. The meeting underscored the collaborative efforts between federal lawmakers, the FCC, and local broadcasters to address contemporary challenges in the media landscape.

(d) Initiative: Management Level EEO Training

On multiple occasions, the Employment Unit General Manager reviewed the FCC's EEO FAQ ("FAQs About Equal Employment Opportunity Rules") 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. The EEO rules and policies were discussed in Tuesday management meetings.

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

(e) 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 the General Manager.

(f) Initiative: Internship Program

LM - West Virginia worked on its internship program during this reporting period recruiting interns from West Virginia State University Communications Program. During this reporting period, the employment unit hosted one intern.

(g) Initiative: WVU Scholarship Funds

On April 22, 2025, the General Manager and Operations Manager participated in 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 14, 2025, the General Manager, Sales Manager, Operations Manager and Program Managers participated in 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.

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

On October 5, 2024, the General Manager, Sales Manager, Operations Manager and Program Managers participated in 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 Charleston, WV YWCA.

(j) Initiative: "Bras Across the Kanawha 2024"

On October 26, 2024, the General Manager and Program directors held the charitable event raising awareness for WV Breast Health Initiative. Together making a difference in the wider community and supporting breast health for all, ensuring all West Virginians have equal opportunities for a longer, healthier life, free from breast cancer, regardless of income, race, sexual orientation, gender identity, disability or location.

(k) Initiative Community Leader Outreach

On April 10, 2024, the General Manager attended the Charleston WV Area Alliance business networking event where general business practices were discussed, and hiring was a topic of conversation across different industries with community leaders.

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