

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2021 - May 23, 2022

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: Daniel Fowler/General Manager
	E-mail Address: dfowler@lmcomm.com

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

Job Title	Recruitment Source Referring Hiree
General Manager	Exigent Circumstances/Internal Referral

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

5) **Job Title: General Manager**

Referral Source of Hire: Exigent Circumstances/Internal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Exigent Circumstances/Internal Referral	N/A	N/A	N/A	1	N/A

6) **Total # of Interviewees Referred:** For the period from May 23, 2021 to May 22, 2022, this Employment Unit interviewed one candidate for one full-time vacancy.

7. Supplemental Recruitment Initiatives

(a) Initiative: Participation in Job Fairs

Huntington WV Regional Chamber of Commerce Job Fair. The July 29, 2021 Job Fair was sponsored by Cabell County Schools, 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 High School. Employment unit members in attendance: Huntington Sales Representative.

(b) Initiative: Management Level EEO Training

On April 2, 2022, the Employment Unit’s General Manager & Sales Manager attended a seminar sponsored by the West Virginia Broadcasters Association on the requirements of the Federal Communications Commission’s Equal Employment Opportunities regulations. The seminar focused on training management level personnel in methods of ensuring equal employment opportunity and preventing discrimination and provided an update on other current matters affecting radio station management.

(c) 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.

(d) Initiative: Internship Program

Due to health and safety protocols related to the COVID-19 pandemic, LM Communications - West Virginia suspended its internship program during this reporting period. The employment unit hopes to resume its internship program in the coming year.

(e) Initiative: Participation in Community Events and Activities

The employment unit’s office manager is a board member of the St. Albans, West Virginia Kiwanis Club. She regularly attends weekly meetings where she has presented information about employment opportunities at the employment unit and in broadcasting.

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(f) Initiative: Participation in Scholarship Program

General Manager and Sales Manager participated in and attended the West Virginia University Scholarship Dinner held at the Charleston Convention Center on April 25, 2022. The employment unit also donated inventory to raise student scholarship funding and to promote ticket sales to the event.

(g) Initiative: Management Level EEO Training

Employment Unit General Manager on multiple occasions reviewed the FCC's EEO FAQ at <https://www.fcc.gov/general/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies, including recruitment, initiatives, recordkeeping, and audits. The EEO rules and policies were discussed in the employment unit's management meetings.

(h) Initiative: Support and Promotion of Community Events and Activities

1. Charleston, WV YWCA Women of Achievement

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. The event also reflected on how their achievements further the mission of the YMCA of empowering women and eliminating racism in the community and workplace. The employment unit donated inventory to help fundraising and to promote ticket sales to the dinner event. Date: February 25, 2022.

2. Charleston, WV YWCA Men's Night Out

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. The employment unit donated inventory to help fundraising and to promote ticket sales to the event. Proceeds went to the Charleston, WV YWCA. Date: October 23, 2021.