

**EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period: May 23, 2022 - May 23, 2023**

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

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. On-Air Talent WKLC-FM	AllAccess.com

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

5) Job Title: On-Air Talent WKLC-FM

Referral Source(s)  
of Hiree:  
AllAccess.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	3	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	Daniel Fowler	100 Kanawha Terrace S t. Albans, WV 25177	304-722-3308	0	No
Indeed.com	N/A	Indeed.com	N/A	2	No
Zip Recruiter	N/A	ZipRecruiter.com	N/A	1	No
WKLC and WMXE Websites Fowler	Daniel Fowler	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, 2022 to May 22, 2023, this Employment Unit interviewed 10 candidates for one full-time vacancy.

**7. Supplemental Recruitment Initiatives**

**(a) Initiative: Participation in Job Fairs**

Huntington WV Regional Chamber of Commerce Job Fair, July 19, 2022. 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 Manager and Sales Manager.

West Virginia University Career Services, Business and Communications Career and Internship Fair, February 12, 2023. The Job Fair was held at the Mountaineer Ball Rooms on the WVU Campus in Morgantown, West Virginia. Attended by General Manager and Sales Manager.

**(b) Initiative: Management Level EEO Training**

On May 6, 2023, 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.

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**(c) 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.

**(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.

**(e) Initiative: Internship Program**

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

**(f) Initiative: Kiwanis Member Participation**

Local participating members of the St. Albans, West Virginia Kiwanis Club working with children and young adults.

**(g) Initiative: WVU Scholarship Funds**

On April 24, 2023, the General Manager and Sales 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 February 24, 2023, 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 fundraising and to drive ticket sales to the dinner event.

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

On October 22, 2022, 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.

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