

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2020 - May 23, 2021

- 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: Dotsy Klei, General Manager
	E-mail Address: dotsy@wklc.com

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

Job Title	Recruitment Source Referring Hiree
(a) Account Executive	HD Media (newspaper)
(b) Program Director/On-Air Talent	LM – Lexington
(c) Account Executive	Self-referral
(d) On-Air Talent	www.wvmix.com

5) Job Title: Account Executive

Referral Source(s) of Hire: HD Media (newspaper)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LM Communications websites	Jill Wheeler	100 Kanawha Terr, St Albans, WV 25177	304/722-3308	1	NO
LM Communications on air	Jill Wheeler	100 Kanawha Terr, St. Albans, WV 25177	304/722-3308	0	NO
HD Media (Gazette Herald Dispatch)	Jill Wheeler	100 Kanawha Terr. St. Albans, WV 25177	304/722-3308	1	NO
www.allaccess.com	Jill Wheeler	100 Kanawha Terr, St Albans, WV 25177	304/722-3308	0	NO
Generation WV Fellowship	Dotsy Klei	100 Kanawha Terr, St Albans, WV 25177	304/722-3308	0	NO

5) Job Title: Program Director/On-Air Talent

Referral Source(s) of Hire: LM - Lexington

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
www.allaccess.com	Chili Walker	100 Kanawha Terr., St Albans, WV 25177	304/722-3308	3	NO
LM - Lexington (via allaccess.com)	Lynn Martin	401 W Main St, Ste 301, Lexington, KY 40507	859/233-1515	1	NO
Internal candidate	Chili Walker	100 Kanawha Terr., St Albans, WV 25177	304/722-3308	1	NO

5) Job Title: Account Executive

Referral Source(s) of Hire: Self-referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LM Communications on air	Jill Wheeler	100 Kanawha Terr., St. Albans, WV 25177	304/722-3308	0	NO
LM Communications websites	Jill Wheeler	100 Kanawha Terr., St Albans, WV 25177	304/722-3308	0	NO
Self-referral	Dotsy Klei	100 Kanawha Terr. St. Albans, WV 25177	304/722-3308	1	NO

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

5) Job Title: On-Air Talent

Referral Source(s) of Hire: www.wvmix.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
www.allaccess.com	Crash Kelly	100 Kanawha Terr, St Albans, WV 25177	304/722-3308	0	NO
Direct contact	Crash Kelly	100 Kanawha Terr, St Albans, WV 25177	304/722-3308	1	NO
LM Communications websites (including wvmix.com)	Crash Kelly	100 Kanawha Terr. St Albans, WV 25177	304/722-3308	1	NO

6) Total # of Interviewees Referred: For the period from May 23, 2020 - May 23, 2021, this Employment Unit interviewed 10 candidates for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Training Program

During this reporting period, LM Communications – West Virginia conducted a training program, overseen by a station Program Director, designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions. Part-time staff/board operators were trained in conducting on-air operations for WVU football and basketball games, local live high school football games, and NFL games, and also overseeing the in-studio component of remote broadcasts. These positions also entailed on-air work. In addition, the employment unit trained part-time employees to perform broadcast operations during syndicated programming. During training, they learned the skills necessary to be the local host in the morning drive daypart, including how to deliver traffic, weather, and local news information.

(b) Initiative: Management EEO Training

Management personnel from LM Communications – West Virginia reviewed the FCC’s EEO FAQ (“FAQs About Equal Employment Opportunity Rules”) 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.

(c) Initiative: “Handshake” employment connections

LM Communications – West Virginia participates in the Marshall University “Handshake” website/database, which provides students, alumni and potential employers with information, deadlines, and updates for employment. Students and employers are notified of possible “matches.”

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(d) 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.

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