

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 24, 2025 through March 23, 2026.

1) Employment Unit: LM Communications - Lexington, Kentucky

2) Unit Members (Stations and Communities of License):

**WGKS-FM Paris, Kentucky
WCDA-FM Versailles, Kentucky
WLXG-AM/FM Lexington, Kentucky
WBVX-FM Carlisle, Kentucky
WBTF-FM Midway, Kentucky**

3) EEO Contact Information for Employment Unit:

Mailing Address: 401 West Main Street, Suite 301 Lexington, KY 40507	Telephone Number: 859-233-1515
	Contact Person/Title: Leah Martin / Vice President
	E-mail Address: LEAH.MARTIN@LMCOMM.COM

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

Job Title	Recruitment Source Referring Hiree
1. Senior Account Executive	Indeed.com
2. Account Executive	University of Kentucky Job Fair

**WBTF(FM), WBVX(FM), WCDA(FM), WGKS(FM), WLXG(AM)
Are Equal Opportunity Employers.**

Job Title: Senior Account Executive**Referral Sources of 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)
LinkedIn	Rachael Chaves	LinkedIn Corporation. 2029 Stierlin Ct. Mountain View, CA 94043, USA	www.Linkedin.com	2	No
Kentucky Broadcasters Association (KBA)	Karen Mucci	101 Enterprise Drive Frankfort, KY 40601	502-682-2896	0	No
LM On Air Recruitment Ads	LM DIGITAL	401 West Main Street Lexington, KY 40507	859-233-1515	0	No
Industry Referral	N/A	N/A	N/A	0	No
Indeed.com	N/A	Indeed.com	N/A	8	No
LM Communications Corporate Web site	KALEE YELTON	LM Communications, 401 West Main Street, Lexington, KY 40507	859-233-1515	0	No

Job Title: Account Executive**Referral Sources of Hiree: UK Job Fair**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Kentucky job web site/ Job Fair	Self posted	Uky-csm.symplicity.com Employer Relations Team	859-257-0550	2	No
LinkedIn	Rachael Chaves	LinkedIn Corporation. 2029 Stierlin Ct. Mountain View, CA 94043, USA	www.Linkedin.com	2	No
Kentucky Broadcasters Association (KBA)	Karen Mucci	101 Enterprise Drive Frankfort, KY 40601	502-682-2896	0	No
LM On Air Recruitment Ads	LM DIGITAL	401 West Main Street Lexington, KY 40507	859-233-1515	1	No
Industry Referral	N/A	N/A	N/A	0	No
Indeed.com	N/A	Indeed.com	N/A	7	No
Western Kentucky University	Self posted	Wku.edu.career. /topjobs	270-745-0111	0	No
LM Communications Corporate Web site	KALEE YELTON	LM Communications, 401 West Main Street, Lexington, KY 40507	859-233-1515	0	No

**WBTF(FM), WBVX(FM), WCDA(FM), WGKS(FM), WLXG(AM)
Are Equal Opportunity Employers.**

5) **Total # of Interviewees Referred:** For the period from March 23, 2025 through March 24, 2026, this Employment Unit interviewed **22** interviewees for full-time job vacancies.

6) Supplemental Recruitment Initiatives:

- a) Initiative: Participant in University of Kentucky Internship Program, Lexington, KY, March 2025 – March 2026.
Employment Unit Participants: LM Communications Group General Manager, Stations' Program Directors, Production Manager, Sales Managers, Administrative Staff.

This is an ongoing internship program (spring, summer and fall). During this internship program, students are interviewed then selected by LM personnel to be given internships at LM Communications. Each semester, eight (8) students spent time in the areas of sales, programming, production, promotions, and office administration. Students spent time with Program Directors, Sales Directors, and the General Manager to learn about the various duties and roles of job opportunities within LM and other radio groups. Students were provided hands on opportunities to assist with on-site remotes and various client and promotional activities during their internship.

- b) Initiative: Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in digital and broadcasting to job candidates who might otherwise be unaware of such opportunities:

1. LM On Air Recruitment Ads--Ongoing

LM Communications put together various 30 sec ads recruiting for radio and digital Account Executives and ran them on all 5 LM Radio Stations encouraging interested applicants to contact LM Communications about the open Account Executive position.

2. Participation in Employment Related Activities in the Community – Ongoing

The owner and senior management of LM Communications aggressively pursue interaction with community leaders in order to further the goal of disseminating information regarding employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. The owner and senior management attended community and networking events searching out prospects to fill future openings with the broadcasting organization. Examples include Red Cross bi-monthly board meetings, Thursday Night Live downtown music event, Local Small Business of the Year awards lunch, and Lexington Commerce business happy hour mixers.

c) Listing of Positions in Job Banks that Have Substantial Participation by Women and Minorities

Depending on the nature of the open positions, the employment unit frequently posts a listing of openings in the following job banks that have substantial participation by women and minorities:

- **Kentucky Broadcasting Association:** <http://www.kba.org>. LM Communications posted openings on this free classified job opportunity section of the web site. Kentucky Broadcasting Association caters to both radio and TV broadcasters in the state of Kentucky.
- **University of Kentucky:** <http://www.uky.edu> Career Job search web site at the University of Kentucky. LM Communications has classified ad space on this free site for University of Kentucky students looking for career and intern opportunities in media upon their graduation.

**WBTF(FM), WBVX(FM), WCDA(FM), WGKS(FM), WLXG(AM)
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EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2025 - July 22, 2026**

1) Employment Unit: LM Communications of South Carolina

**2) Unit Members (Stations and Communities of License): WYBB(FM), Folly Beach, SC
WCOO(FM), Kiawah Island, SC**

3) EEO Contact Information for Employment Unit:

Mailing Address: 59 Windermere Blvd. Charleston, SC 29407	Telephone Number: 843-769-4799
	Contact Person/Title: Ray Handel, Regional Sales Manager
	E-mail Address: RayHandel@lmcomm.com

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

Job Title	Recruitment Source Referring Hiree
A. Regional Sales Manager	LinkedIn
B. Account Executive	On-Air Ad
C. Promotions Director	Indeed
D. Account Executive/On-Air Personality	Employee Referral

5a) Job Title: Regional Sales Manager Referral Source of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	0	NO
LinkedIn	Colm Taylor	LinkedIn.com	N/A	1	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	Colm Taylor	59 Windermere Blvd. Chas, SC 29407	843-769-4799	2	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	Colm Taylor	NA	NA	3	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 233 1515	0	No
Handshake	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	No

5b) Job Title: Account Executive Referral Source of Hiree: On-Air Ad

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	0	NO
LinkedIn	Ray Handel	LinkedIn.com	N/A	1	NO
My98rock.com	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
Employee Referral	N/A	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
On Air Ads WYBB	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Ray Handel	59 Windermere Blvd. Chas, SC 29407	843-769-4799	2	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859- 233 -1515	0	No

5c) Job Title: Promotions Director Referral Source of Hiree: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	6	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	David Furr	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 -233- 1515	0	No

5d) Account Executive/On-Air Referral Source of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
INDEED	N/A	Indeed.com	N/A	4	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Employee Referral	Ray Michaels	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
On Air Ads WYBB	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
On Air Ads WCOO	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Industry Referral	N/A	NA	NA	0	No
LM Communication Corporate Website	Shawn Seay	LM Communications 401 West Main Street, Lexington KY 40507	859 -233- 1515	0	No

6) Total # of Interviewees Referred: For the period from July 23, 2025, through July 22, 2026, this Employment Unit interviewed 22 interviewees for 4 full-time job vacancies.

7) Supplemental Recruitment Initiatives.

- A. Initiative:** Internship Program designed to assist students interested in pursuing a career in broadcasting. The program provides participants with an opportunity to participate in a meaningful training experience designed to ensure that the participants develop solid academic work skills and workplace mentoring in preparation for entry into region's labor market, including the broadcasting industry.

- B. Initiative:** Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. The sales department conducted a training program designed to enable station personnel to acquire skills to qualify them for higher level positions. During this reporting period, sales representatives have been training in skills that could enable them to qualify for higher level positions.
- C. Initiative:** Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Employment Unit Music Director participated in training – including imaging, flow charts, and production training and execution – that will allow advancement to upper-level positions.
- D. Initiative:** Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in digital and broadcasting to job candidates who might otherwise be unaware of such opportunities.

- **LM On Air Recruitment Ads-Ongoing**

The Employment Unit put together various 30 second ads recruiting for radio and digital account executives and ran them on both of our stations encouraging interested applicants to contact LM Communications about open account executive positions.

E. Listing of Positions in Job Banks that Have Substantial Participation by Women and Minorities

Depending on the nature of open positions, the employment unit posts a listing of openings in the following job banks that have substantial participation by women and minorities:

- **Handshake jobs and careers: handshakecareers.com** Handshake is a website and app that allows the Employment Unit to select universities and colleges across the country to have access to our job postings. LM Communications has classified ad space on this free site for students looking for career opportunities in media upon their graduation.
- **Charleston Metro Chamber of Commerce** Workforce and Education initiative through the chamber membership, including job listings for open positions.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2025 - May 23, 2026

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 Suite 301 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

Sales Executive (2 positions)

Recruitment Source Referring Hiree

Indeed.com (2)

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

Job Title: Sales Executive (2 positions) Recruitment Sources Referring Hiree(s): Indeed.com (2)

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	2	No
Indeed.com	N/A	Indeed.com	N/A	4	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	0	No

- 6) **Total # of Interviewees Referred:** For the period from May 23, 2025 to May 23, 2026, this Employment Unit interviewed 10 candidates for two full-time vacancies.

7. Supplemental Recruitment Initiatives

(a) Initiative: Participation in Job Fairs

University of Charleston Job Fair – November 7, 2025, attended by General Manager and Program Manager.

Career Connector, Generation West Virginia. Connecting top tier candidates to increase visibility across job seekers within the network.

(b) Initiative: Management Level EEO Training

On April 25, 2026, 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

The Employment Unit General Manager reviewed the FCC's EEO FAQ 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. 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.

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

(e) Initiative: Internship Program

LM - West Virginia worked on its internship program during this reporting period, recruiting interns from West Virginia State University Communications Program. While the employment unit did not host an intern during this reporting period, it hopes to further its internship program during the next reporting cycle.

(f) Initiative: Kiwanis Member Participation

An employment unit employee is a member of St. Albans, West Virginia Kiwanis Club, an organization that supports local children and young adults.

(g) Initiative: WVU Scholarship Funds

On April 20, 2026, the General Manager and Operations 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 March 6, 2026, 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 fundraise and to drive ticket sales to the dinner event.

(i) Initiative: Community Leader Outreach

On January 13, 2026, the Employment Unit's General Manager attended the Charleston WV Area Alliance business event Issues and Eggs where general business practices were discussed. For more than 50 years, Issues & Eggs has served as a cornerstone event to kick off the legislative session, bringing together business leaders, policymakers, and community stakeholders for a conversation that shapes the future of our region. This annual breakfast highlights the policies and priorities that promote business growth in Kanawha County and support economic development across West Virginia. The program featured keynote remarks from West Virginia's legislative leaders, along with an overview of the Chamber's 2026 legislative agenda. By fostering dialogue and collaboration, Issues & Eggs continues to advance the Chamber's mission to champion economic prosperity and enhance quality of life throughout the Kanawha Valley.