

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2009 – May 22, 2010.

1) **Employment Unit:** LM Communications/WV

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

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 100 Kanawha Terrace St. Albans, WV 25177	Telephone Number: 304-722-3308
	Contact Person/Title: Katie Pleska
	E-mail Address: Katie@wklc.com

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

Job Title	Recruitment Source Referring Hiree
1. Media Consultant/Sales	On-Air Ad
2. Media Consultant/Sales	Walk-In

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

5) Job Title: Media Consultant (1)

Referral Source(s) of Hire: On-Air Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WJYP-AM, WSCW-AM, WMON-AM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.solidgospelthedove.com	304-722-3308	0	No
Station Website – WMXE-FM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.wmxe.net	304-722-3308	0	No
Station Website – WKLC-FM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.wklc.com	304-722-3308	0	No
WV Institute of Technology	David Lord	Old Main-Box 18 Montgomery, WV 2136	304-442-3071	0	No
WV State College	Barbara Rowell- Student Placement	PO Box 1000 Institute, WV 25112	304-766-3156	0	No
Marshall University	Trish Gallagher Career Services	1 John Marshall Dr. Huntington, WV 25755-3102	304-696-2370	0	No
On-Air Advertisements	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177	304-722-3308	7	No

5) Job Title: Media Consultant/Sales (2)

Referral Source(s) of Hire: Walk-In

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website – WJYP-AM, WSCW-AM, WMON-AM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.solidgospelthedove.com	304-722-3308	0	No
Station Website – WMXE-FM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.wmxe.net	304-722-3308	0	No
Station Website – WKLC-FM	Steve Zubrzycki	100 Kanawha Terrace St. Albans, WV 25177 www.wklc.com	304-722-3308	0	No
WV Institute of Technology	David Lord	Old Main-Box 18 Montgomery, WV 2136	304-442-3071	0	No
WV State College	Barbara Rowell- Student Placement	PO Box 1000 Institute, WV 25112	304-766-3156	0	No
Marshall University	Trish Gallagher Career Services	1 John Marshall Dr. Huntington, WV 25755-3102	304-696-2370	0	No
Walk-In	n/a	n/a	n/a	1	No

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6) **Total # of Interviewees Referred:** For the period from May 23, 2009, through May 22, 2010, this Employment Unit interviewed 8 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting**

Marshall University's W. Page Pitt School of Journalism and Mass Communications Career and Internship Expo – April 8, 2010

The W. Page Pitt School of Journalism and Mass Communications Career and Internship Expo was held on Thursday, April 8, 2010, beginning at 1:00pm in the atrium of Smith Hall on the Marshall University campus in Huntington, WV. The Program Director of WKLC-FM attended the Career and Internship Expo on behalf of the SEU and was available to answer questions about LM Communications WV and the stations' hiring requirements. Applications for employment and applications for internships at LM Communications WV were available. Completed applications and resumes were accepted.

(b) **Initiative: Participation in Job Fairs by Station Personnel Who Have Substantial Responsibility in the Making of Hiring Decisions**

West Virginia State University Career and Employment Expo – April 8, 2010

On April 8, 2010 a Career and Employment Expo was held at the Wilson University Union on West Virginia State University's campus in Institute, WV. The Station Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, attended on behalf of the SEU and was available to answer any questions about careers in broadcasting, the stations, and their employment requirements. Applications for employment and applications for internships at LM Communications WV were available. Completed applications and resumes were accepted.

(c) **Initiative: Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting**

Marshall University – Presentation to Broadcast, Journalism and Theater Students – April 15, 2010

On April 15, 2010 the Program Director of WKLC-FM traveled to Marshall University in Huntington, WV, to speak to Broadcast, Journalism, and Theater major students. During the presentation, the Program Director discussed job hunting, proper resumes, how to audition audio, and possible job opportunities at the Station Employment Unit. The Program Director also recruited for the LM Communications WV internship program.

(d) **Initiative: Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting**

West Virginia Junior College – Presentation to Students – May 4, 2010

On May 4, 2010 the Program Director for WKLC-FM spoke to a group of students at West Virginia Junior College for two hours concerning job hunting, job opportunities, and the LM Communications WV internship program. The students were able to ask the Program Director questions about careers in broadcasting as well as opportunities at the Station Employment Unit.

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(e) Initiative: Establishment of an Internship Program

Internship Program – Ongoing

The Station Employment Unit established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment. During the reporting period, the Station Employment Unit had one intern who interned for the SEU from May 2009 to April/May 2010. The internship program provides students with opportunities to learn about programming, office management, show production, board operation and aspects of the promotions department.

(f) Initiative: Establishment of a Training Program Designed to Enable Station Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions

Training Program – Ongoing

The Station Employment Unit established an informal training program designed to enable certain station personnel to acquire skills that could qualify them for higher level positions. During the reporting period, the Station Employment Unit's Program Director began training the Morning On-Air Talent to enable the On-Air Talent to acquire skills that could qualify him for a higher level position including training on running morning meetings and dealing with record labels.