

**EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period March 22, 2008 – March 22, 2009.**

**1) Employment Unit: LM Communications, Inc. / LM Communications, LLC**

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

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

**3) EEO Contact Information for Employment Unit: James E. MacFarlane**

Mailing Address:  401 West Main Street, Suite 301 Lexington, KY 40507	Telephone Number: 859-233-1515
	Contact Person/Title: James E. MacFarlane / Group General Manager
	E-mail Address: <a href="mailto:JMAC@LMCOMM.COM">JMAC@LMCOMM.COM</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Sales Manager	Classified Ad-Inside Radio-June, 2008
2. Traffic/Clerical Person	Classified Ad-Help Wanted.Com-September, 2008
3. Radio Salesperson	On-Air Recruiting – September, 2008
4. Radio Salesperson	On-Air Recruiting – October, 2008
5. Radio Salesperson	Classified Ad-Help Wanted.Com-December, 2008
6. _____	_____
7. _____	_____
8. _____	_____

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**5) Job Title: Clerical / Traffic Person Referral Source(s) of Hiree: Classified Ad – Help Wanted.Com / Sept. 2008**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office Employment	Arnold Gaither	Lexington, Kentucky	(859) 258-3100	0	No
N.A.A.C.P	Attn: Employment Opportunity	498 Georgetown Road Lexington, KY	(859) 252-7336	0	No
Help Wanted Lexington.Com	Eric Strauss	One Civic Center Plaza Poughkeepsie, NY	(845) 471-1450	40	No
University of Kentucky Placement	Caroline Francis	408 Rose Street Lexington, KY	(859) 257-9323	0	No
American Women in Radio/TV	Sandy Davis	206 West Main Street Lexington, KY 40507	(859) 259-3639	0	No
Eastern Kentucky University	Laura Melius	Richmond, KY	(859) 622-2765	1	No
National Business College	Tena Varney	2376 Sir Barton Way Lexington, KY 40509	(859) 254-7664	1	No

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**5) Job Title: Radio Salesperson**

**Referral Source(s) of Hiree: On-Air Recruitment / Sept 2008**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office Employment	Arnold Gaither	Lexington, Kentucky	(859) 258-3100	0	No
N.A.A.C.P	Attn: Employment Opportunity	498 Georgetown Road Lexington, KY	(859) 252-7336	0	No
Help Wanted Lexington	Eric P. Strauss	One Civic Center Plaza Poughkeepsie, NY 12610	(845) 471-1450	4	No
Radio & Records Magazine	Attn: Opporunities	10100 Santa Monica Blvd Los Angeles, CA 90067	(310) 788-1626	2	No
Radio 1 Broadcast School	Joe Deschler	308 Buchner Place La Crosse, WI 54603	(800) 889-2221	0	No
American Women in Radio/TV	Sandy Davis	206 West Main Street Lexington, KY 40507	(859) 259-3639	0	No
Eastern Kentucky University	Laura Melius	Richmond, KY	(859) 622-2765	1	No
Transylvania University	Susan Rayar	300 North Broadway Lexington, KY	(859) 233-8193	0	No
Kentucky State University	Kim Jones	400 East Main Street Frankfort, KY 40601	(502) 597-5948	13	No
On-Air Announcements	LMC Stations	401 West Main Street Lexington, KY 40507	(859) 233-1515	10	No

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**5) Job Title: Radio Sales Person**

**Referral Source(s) of Hiree: On-Air Announcements / October 2008**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office Employment	Arnold Gaither	Lexington, Kentucky	(859) 258-3100	0	No
N.A.A.C.P	Attn: Employment Opportunities	498 Georgetown Road Lexington, KY	(859) 252-7336	0	No
Help Wanted Lexington	Eric Strauss	One Civic Center Plaza Poughkeepsie, NY	(845) 471-1450	11	No
Inside Radio Publications	Gene McKay	Industry E-Newspaper 8777 N. Gainey Ctr Drive Scottsdale, AZ 85258	(480) 998-9898	1	No
American Women in Radio/TV	Sandy Davis	206 West Main Street Lexington, KY 40507	(859) 259-3639	0	No
Eastern Kentucky University	Laura Melius	Richmond, KY	(859) 622-2765	1	No
Transylvania University	Susan Rayar	300 North Broadway Lexington, KY	(859) 233-8193	0	No
Kentucky State University	Kim Jones	400 East Main Street Frankfort, KY 40601	(502) 597-5948	12	No
On-Air Announcements	LMC Stations	401 West Main Street Lexington, KY 40507	(859) 233-1515	10	No

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**5) Job Title: Radio Salesperson Referral Source(s) of Hiree: Classified Help Wanted.Com / December 2008**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office Employment	Arnold Gaither	Lexington, Kentucky	(859) 258-3100	0	No
N.A.A.C.P	Attn: Employment Opportunities	498 Georgetown Road Lexington, KY	(859) 252-7336	0	No
Help Wanted Lexington	Eric Strauss	One Civic Center Plaza Poughkeepsie, NY 12610	(845) 471-1450	7	No
Radio & Records Magazine	Attn: Opportunities	10100 Santa Monica Blvd Los Angeles, CA 90067	(310) 788-1626	1	No
Radio 1 Broadcast School	Joe Deschler	308 Buchner Place La Crosse, WI 54603	(800) 889-2221	0	No
American Women in Radio/TV	Sandy Davis	206 West Main Street Lexington, KY 40507	(859) 259-3639	0	No
Eastern Kentucky University	Laura Melius	Richmond, KY	(859) 622-2765	0	No
Transylvania University	Susan Rayar	300 North Broadway Lexington, KY	(859) 233-8193	0	No
Kentucky State University	Kim Jones	400 East Main Street Frankfort, KY 40601	(502) 597-5948	2	No

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- 6) **Total # of Interviewees Referred:** For the period from March 22, 2008, through March 22, 2009, this Employment Unit interviewed 122 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiative:**

- (a) **Initiative: CAREER FAIR – KENTUCKY STATE UNIVERSITY – FRANKFORT, KENTUCKY October 16, 2008 10am – 3pm**

Description of the initiative:

The LM Communications Radio Group participated in this annual Career Fair at the Kentucky State University. LM Communications Personnel participating: LM Group General Manager; LM Director of Sales, and Local Retail Sales Manager for the LM Communications radio group.

LM Management also participated in a special career roundtable with other participants.

- (b) **Initiative: Guest Speaker – Annual Career Symposium Eastern Kentucky University November 18, 2008 – LM Communications Group General Manager and Director of Sales**

Description of the initiative: Annual roundtable type presentation to students of the Journalism and Communications Departments – Discussion to answer questions and provide advice into a career in Broadcasting.

- (c) **Initiative: On-Air Recruitment {Full & Part-Time Positions with the Radio Stations}**

Description of the initiative: All LM Communications radio stations air a series of non-job specific recruitment announcements each quarter designed to further the goal of disseminating information regarding employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. Each LM Communications station airs between 15 – 20 announcements during each quarter.

- (d) **Initiative: Participation in Event Sponsored by Educational Institution**

Description of the initiative: During the reporting period the General Manager participated in at least one round-table discussion sponsored by the University of Kentucky's Career Guidance Center to answer student questions related to finding employment in the broadcasting field.

- (e) **Initiative: Participation in Employment related activities in the community**

Description of the initiative: Owner, Senior and Upper Level Management personnel of the LM Communications Group aggressively pursue interaction with community leaders searching out prospects to fill future openings with the broadcasting organization.

- (f) **Initiative: On-Air Recruiting Announcements on all LMC Radio Stations**

Description of the initiative: During periods of recruitment opportunities on the LMC Radio Stations we air announcements urging listeners and prospective employees to apply for positions open within the radio stations such as salespersons, etc. All announcements contain disclaimer that LM Communication, Inc. is an Equal Opportunity Employer

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