

Annual EEO Public File Report

For the period beginning April 1, 2024, and ending March 31, 2025.

This report consists of the following:

Part 1 Employment Unit Information

Part 2 Full-Time Vacancy Information

Part 3 Recruitment Initiatives and Outreach

Preparer: Joshua Daniels

Signature: _____

Title: Business Manager

Date: March 31, 2025

Telephone: (304) 523-8401

Part 1

This report covers the following employment unit:

<u>Call Letters</u>	<u>Band</u>	<u>Facility ID</u>	<u>City of License</u>	<u>State</u>	<u>LMA</u>
WCMI	AM	21588	Ashland	KY	No
WCMI	FM	21589	Catlettsburg	KY	No
WDGG	FM	21436	Ashland	KY	No
WMGA	FM	164110	Kenova	WV	No
WRVC	AM	21435	Huntington	WV	No
WXBW	FM	70691	Gallipolis	OH	No

Part 2

Full-Time Vacancy Information

The employment unit filled a total of one full-time job vacancy.

A total of three candidates were interviewed for the full-time vacancy.

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
Account Executive	06/11/2024	A, B, C, D, E	A

List of Recruitment Sources

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
A	Employee Referral/Word of Mouth	N/A	N/A	1
B	Kindredcom.net	555 5 th Ave, Huntington, WV 25701	Reeves Kirtner 304-523-8401	
C	TVandRadioJobs.com	5956 Ruthwood Dr, Calabasas, CA 91302	Website Portal 818-879-0858	
D	LinkedIn	1000 West Maude Ave. Sunnyvale, CA 94085	Reeves Kirtner or Joshua Daniels 304-523-8401	
E	Facebook	1 Hacker Way Menlo Park, CA 94025	Reeves Kirtner 304-523-8401	2

Part 3

Recruitment Initiatives and Outreach

Activity #1

Activity: Internship
Date: May 6, 2024 – July 26, 2024
Ext. Contact Person: Dr. Allyson Goodman, Marshall University
Participation: Paul Swann, Program Director of WRVC-AM and WCMI-AM
Description: A Marshall University intern collaborated with Paul Swann to produce a daily sports show on WRVC-AM as part of their academic studies. Their role involved coordinating guest bookings, handling live call management during broadcasts, and assisting with the overall production of the program.

Activity #2

Activity: WVBA - KEEPING IT LEGAL: Legislative Updates and EEO Compliance for West Virginia Broadcasters
Date: June 5, 2024
Ext. Contact Person: David Barnette, Jackson Kelly PLLC
Participation: Joshua Daniels, Business Manager
Description: This session provided updates on broadcasting legislation and Equal Employment Opportunity (EEO) compliance specific to West Virginia broadcasters. Key legal insights and regulatory requirements were discussed.

Activity #3

Activity: Huntington Regional Chamber of Commerce Lunch and Learn
Date: July 17, 2024
Ext. Contact Person: Megan Archer, President and CEO of the Huntington Regional Chamber of Commerce
Participation: Joshua Daniels, Business Manager
Description: A session hosted by Steptoe and Johnson, covering updates to the Fair Labor Standards Act (FLSA) and its impact on employers.

Activity #4

Activity: Presented to a Sales Management Class at Marshall University
Date: September 30, 2024
Ext. Contact Person: Jim Woodrum, Instructor at Marshall University
Participation: Reeves Kirtner, Sales Manager
Description: Presented to students about sales management principles, real-world applications, and industry insights to help them understand the field of sales leadership.

Activity #5

Activity: Presented to Introduction to Sports Journalism Class at Marshall University
Date: October 2, 2024
Ext. Contact Person: Dr. Charles Bailey, Professor at Marshall University
Participation: Paul Swann, Program Director of WRVC-AM and WCMI-AM
Description: Provided students with an overview of sports journalism, sharing industry experiences and insights into reporting, broadcasting, and covering sports events.

Activity #6

Activity: West Virginia State Treasurer's Get a Life Educational Event
Date: November 21, 2024
Ext. Contact Person: Riley M. Moore, Former W. Va. State Treasurer
Participation: Reeves Kirtner, Sales Manager
Description: Participated in a financial literacy event designed to educate students on budgeting, savings, and making responsible financial decisions through an interactive learning experience.

Activity #7

Activity: West Virginia Broadcasters Association Sales Training

Date: November 13, 2024

Ext. Contact Person: Michele Crist, Executive Director of the West Virginia Broadcasters Association

Participation: Reeves Kirtner, Sales Manager; Jennifer Boggess, Account Executive; Brenda Cordle, Account Executive; Nate Gilcher, Account Executive; Pam Hall, Account Executive; Beth Hart, Account Executive; Brett Mount, Account Executive; Kim Simpkins, Account Executive

Description: Sales training session organized by the West Virginia Broadcasters Association, providing strategies and techniques for sales professionals to enhance effectiveness in the broadcasting industry.

Activity #8

Activity: Huntington Regional Chamber of Commerce Lunch and Learn

Date: November 19, 2024

Ext. Contact Person: Megan Archer, President and CEO of the Huntington Regional Chamber of Commerce

Participation: Kim Simpkins, Account Executive; Pam Hall, Account Executive

Description: Skye Reymond, Director of Data Science for the United States Soccer Federation (USSF), discussed how data-driven decision-making can streamline operations and create competitive advantages for businesses.

Activity #9

Activity: Huntington Regional Chamber of Commerce Lunch and Learn

Date: February 25, 2025

Ext. Contact Person: Megan Archer, President and CEO of the Huntington Regional Chamber of Commerce

Participation: Joshua Daniels, Business Manager

Description: Suzanne House, HR Manager at Service Pump & Supply, led a discussion on generational communication in the workplace. She covered communication preferences across different age groups and provided strategies to bridge gaps, improve collaboration, and enhance workplace relationships.

Activity #10

Activity: Continued Learning

Date: Various

Ext. Contact Person: Jessica Tackett-Napier, West Virginia SHRM State Council Chair of Certification

Participation: Joshua Daniels, Business Manager

Description: Joshua Daniels participates in the monthly meetings of the Tri-State Chapter of the Society for Human Resource Management during work hours. Each session includes an educational segment that explores diverse HR subjects, such as creating internship opportunities, enhancing employee wellness programs, and optimizing recruitment processes.