

Annual EEO Public File Report

For the period beginning April 1, 2025, and ending March 31, 2026.

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, 2026

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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 two full-time job vacancies.

A total of four 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	1/5/2026	A, B, C, D, F	A
Account Executive	3/9/2026	A, B, C, D, E, F	A

List of Recruitment Sources

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
A	Employee Referral/Word of Mouth	N/A	N/A	2
B	Kindredcom.net	555 5 th Ave, Huntington, WV 25701	Reeves Kirtner 304-523-8401	1
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	1
E	Radio Advertisements: WDGG, WCMI-AM, WCMI, WRVC-AM, WMGA, WXBW	555 5 th Ave, Huntington, WV 25701	Reeves Kirtner 304-523-8401	
F	Meigs County Job Fair	41850 Fairgrounds Road, Pomeroy, Ohio 45769	Reeves Kirtner 304-523-8401	

Part 3

Recruitment Initiatives and Outreach

Activity #1

Activity: Internship
Date: April 1, 2025 – August 1, 2025
Ext. Contact Person: Mindy Maxey, Director
Participation: John Bowen, Operations Manager
Description: A high school intern from Tri-State STEM+M school on WGGG-FM's morning show supported the on-air team with show preparation and daily production tasks. The student helped gather topics for discussion, assisted with organizing segments, and observed live broadcasts to learn how a morning radio program operates. The internship provided hands-on exposure to broadcasting, media production, and the fast-paced environment of live radio.

Activity #2

Activity: Huntington Regional Chamber of Commerce Lunch & Learn
Date: May 28, 2025
Ext. Contact Person: Rebecca Kasey, Director of Marketing
Participation: Kimberly Simpkins, Account Executive; Pamela Hall, Account Executive
Description: Kim Simpkins and Pamela Hall attended the "May Lunch & Learn – Executive Presence: How to Be Seen & Heard" training on May 28, 2025. The session focused on strengthening communication skills, enhancing professional presence, and using body language and vocal techniques to lead with confidence. Participation in this training supported their professional development by improving their ability to communicate effectively, build stronger client relationships, and represent the organization with confidence and professionalism.

Activity #3

Activity: Lawrence County Chamber of Commerce Lunch & Learn
Date: August 6, 2025
Ext. Contact Person: Marty Conley, Director
Participation: Pamela Hall, Account Executive
Description: Pamela Hall attended the “AI Without the Overwhelm: Smart, Simple Wins for Small Businesses” event hosted by the Lawrence County Chamber of Commerce on August 6, 2025. Participation in this training enhanced her understanding of practical AI tools and strategies, supporting her professional development and improving her ability to better serve clients and adapt to evolving industry technologies.

Activity #4

Activity: Lawrence County Chamber of Commerce Lunch & Learn
Date: September 10, 2025
Ext. Contact Person: Marty Conley, Director
Participation: Pamela Hall, Account Executive
Description: Pamela Hall, Account Executive, attended a Lunch & Learn cybersecurity training presented by DIGIT3 on September 10, 2025. The session focused on identifying phishing threats, strengthening password practices, and improving overall cybersecurity awareness. Participation in this training enhanced her ability to recognize potential security risks, apply best practices in digital safety, and better support clients and the organization in maintaining secure communication and operations.

Activity #5

Activity: Classroom to Career Professional Development Day
Date: September 23, 2025
Ext. Contact Person: Michael A Newsome, Economic Education Specialist
Participation: Reeves Kirtner, Sales Manager
Description: Reeves Kirtner, participated in the “Classroom to Career Professional Development Day” at Mountwest Community and Technical College. The event brought together educators and industry leaders to discuss in-demand careers, workforce skills, and education pathways. Participation in this program supported his professional development by strengthening industry knowledge, enhancing community engagement, and improving his ability to connect workforce needs with educational initiatives.

Activity #6

Activity: Meigs County Job Fair
Date: September 24, 2025
Ext. Contact Person: Michelle Bueno, Assistant Supervisor, Ohio Means Jobs-Meigs County
Participation: Beth Hart, Account Executive
Description: Beth Hart participated in the Meigs County Job Fair held at the Meigs County Fairgrounds. This event provided an opportunity to engage with students and job seekers to promote careers in broadcasting and media. Participation supported the organization's recruitment outreach efforts by increasing awareness of broadcasting career paths, sharing industry opportunities, and connecting with potential future employees.

Activity #7

Activity: Continued Learning
Date: Various times between April 1, 2025, and March 31, 2026
Ext. Contact Person: Jessica Tackett-Napier, West Virginia SHRM State Council Chair of Certification
Participation: Joshua Daniels, Business Manager
Description: Joshua Daniels participates in monthly meetings of the Tri-State Chapter of the Society for Human Resource Management (SHRM) during work hours. Each meeting includes educational programming covering a variety of human resources topics, such as internship development, employee wellness initiatives, and recruitment strategies. Participation in these sessions supports ongoing professional development and enhances his knowledge and skills in HR practices, contributing to improved organizational effectiveness.