

**EEO ANNUAL PUBLIC FILE REPORT  
 LLOYD LANE, INCORPORATED  
 WCJW (AM), WARSAW, NY  
 W279BO, WARSAW, NY  
 W288BZ, BATAVIA, NY  
 W265BX, NUNDA, NY  
 W282BQ, AVON, NY  
 W285EZ, ARCADE NY**

**Equal Opportunity Employer Information:**

Lloyd Lane, Incorporated, the licensee of WCJW (AM) in Warsaw, NY, is an equal opportunity employer. We are currently looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our radio station, call Lloyd Lane at (585) 786-8131 or contact by e-mail at [lloyd@wcjw.com](mailto:lloyd@wcjw.com).

At WCJW (AM), we are committed to recruiting and retaining diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. WCJW (AM) is an Equal Opportunity Employer where women and minorities are encouraged to apply.

**Report covers full & part time vacancy recruitment for the period of February 1, 2016 - January 31, 2017.**

<u><b>Employment Unit:</b></u> Lloyd Lane, Incorporated	<u><b>Address:</b></u> 3258 Merchant Road Warsaw, NY 14569	<u><b>Contact Person:</b></u> Lloyd B. Lane President / GM
<u><b>Unit Members, Community of License</b></u> WCJW (AM), Warsaw, NY W279BO, Warsaw, NY W288BZ, Batavia, NY W265BX, Nunda, NY W282BQ, Avon, NY W285EZ, Arcade, NY	<u><b>Telephone Number:</b></u> (585) 786-8131	<u><b>E-mail Address:</b></u> <a href="mailto:lloyd@wcjw.com">lloyd@wcjw.com</a>

**1. Full-Time & Part-Time Job Vacancies Filled by the Employment Unit:**

	Title	Recruitment Source Referring Hired	Recruitment Sources Utilized to Fill the Full-Time Vacancy			Referral Source of Interviews	
			Outreach Organization	Advertising	Job Fairs	Source	# of Interviews
A	Prgram Producer (Full time)	Self referral	5, 15			5, 15	3
B	Board Operator (P T)	GCC Job Fairl	3, 11, 15, 16	8	11	3, 15, 16	1
<b>Total # of interviews for full time job vacancies during the reporting period:</b>							<b>3 + 1 (PT)</b>

## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Organizations	Contact	# of referrals
1	SUNY Brockport	SUNY Brockport Warren Kozireski (585) 395-5626	1
2	SUNY Geneseo	Michael Saffron WBSU-FM SUNY Geneseo Blake B #204 Geneseo, NY 14454 (585) 245-6009	0
3	Genesee Community College	Genesee Comm. College Dept of Communications Attn: Valerie Townsend (585) 343-0055 Career Services Center Attn: Jamie Edwards 585-345-6810	1
4	Get Creative Consulting	Kurt Schenk, President Get Creative Consulting PO Box 25685 Rochester, NY 14625 Phone: 585-507-0944	0

**COMPANY POSTINGS**

5	Lloyd Lane	Employee Awareness	Current full & part-time employees are made aware of openings. Referrals are encouraged. Current employees expressing interest in new positions are considered for openings.	4
6	Lloyd Lane	WCJW website www.wcjl.com	Full & part-time opportunities are listed on the station website. (when appropriate)	0
7	EEO Statement	Email & Broadcast Order Notices	Sales staff email signatures include a statement of station EEO policy	0

**ADVERTISING**

8	WCJW Radio Commercials	On-Air Commercial Announcements	0
9	All Access.com	Website jobs listing	0

**JOB FAIRS**

11	Genesee Community College - Batavia Spring Job Fair	April 7, 2016 12pm – 2pm	Kelli Carson (midday personality), Jimi Jamm (program director), and Crystal Ketterer, (promotions director) met with job fair attendees, answered questions and gathered resumes.	3 Resumes collected	1
12	Wyoming County Job Fair at YMCA / Genesee Community College Warsaw Campus	March 18, 2016, 10am-2pm	Kelli Carson (midday personality), and Crystal Ketterer, (promotions director) met with job fair attendees, answered questions and gathered resumes.	16 resumes collected	0

## OTHER SOURCES

13	Employee Referral	4
14	Client Referral	0
15	Self-Referral	4

### 3. Supplemental Recruitment Initiatives:

#	Initiatives	Date	Description	# of referrals
16	Student Internships	Summer 2016	WCJW provided one informal internship during the summer of 2016. No applications or requests were received for the 2016 internship period.	0
17	WCJW Studio Group Tours	On-going during period.	Tours of the radio facility are given to organizations such as Cub Scouts, Girl Scouts, summer youth programs, and various other organizations and individuals on request. . Station operation, career opportunities and educational requirements are discussed. 2 documented tours were conducted during the reporting period.	0
18	Job Shadows	Provided on request. Specific dates undocumentated.	On at least 2 occasions, individuals interested in careers in the broadcast industry “shadowed” CJ Country morning show host Jimi Jamm during his regular on air shift.	0

Total interviewees referred for full and part-time jobs during the reporting period:	4
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