

**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.

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, 2017 - January 31, 2018.

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

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	Account Manager (Part Time) Position was not filled. Accounts were delegated to existing sales staff						0

Total # of interviews for full time job vacancies during the reporting period:	0
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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Organizations	Contact	# of referrals
1	SUNY Brockport	SUNY Brockport Warren Kozireski (585) 395-5626	0
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 Feb – Aug 2017 Attn: Valerie Townsend (585) 343-0055 Sep 17 – Jan 18 Attn: Kelli Pease Career Services Center Attn: Jamie Edwards 585-345-6810	0

COMPANY POSTINGS

4	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
5	Lloyd Lane	WCJW website www.wcjl.com	Full & part-time opportunities are listed on the station website. (when appropriate)	1
6	EEO Statement	Email & Broadcast Order Notices	Sales staff email signatures include a statement of station EEO policy	0

ADVERTISING

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

OTHER SOURCES

9	Employee Referral	0
10	Client Referral	0
11	Self-Referral	3

3. Supplemental Recruitment Initiatives:

#	Initiatives	Date	Description	# of referrals
12	Student Internships			
13	WCJW Studio Group Tours		Zero documented tours were given.	
14	Job Shadows	Provided on request. Specific dates undocumented.	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
15	Genesee Community College "Where Can We Work" Workshop	Wednesday April 22	WCJW's PD Jimi Jamm was part of a panel discussion for students nearing graduation. Jimi presented employment opportunities in the broadcast field, along with a Q & A session.	0
16	SUNY Geneseo "SWOT" Project		As part of his COMN 366 "Mass Media Management" class, Mike Saffron requires students to conduct a "SWOT" interview with a radio station manager, then follow-up with a SWOT analysis. WCJW General Manager Lloyd Lane participated in 4 SWOT projects during the reporting period.	0

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