

**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.

There were no full time positions open and no full time hires during the reporting period.

**Report covers full & part time vacancy recruitment for the period of February 1, 2019 - January 31, 2020.**

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

**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	News/ Prod Asst.(PT) Apr 19	9				9	1

**Total # of interviews for full and part time job vacancies during the reporting period:**

1
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## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Organizations	Contact	# of referrals
1	SUNY Brockport	SUNY Brockport Warren Kozireski Faculty advisor WBSU-FM (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 Attn: Valerie Townsend (585) 343-0055 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.	1
5	Lloyd Lane	WCJW website www.wcjw.com	Full & part-time opportunities are listed on the station website. (when appropriate)	0
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	2
10	Client Referral	0
11	Self-Referral	3

### 3. Supplemental Recruitment Initiatives:

#	Initiatives	Date	Description	# of referrals
12	Student Internships			0
13	WCJW Studio Group Tours	6-25-19	One documented tour was given by Lloyd Lane (Boy Scout group)	1

14	Job Shadows Upward Bound	Provided on request. One Documented "shadow" (10-22-19)	On at least 1 occasion, Kelli Carson, midday personality/part time newscaster hosted an individual interest in learning more about radio news. Job shadowing is offered on request.	1
15	Wyoming County Chamber of Commerce Job Fair	Held at Wyoming County YMCA/GCC Warsaw Campus (03-15-19)	Lloyd Lane, General Manager, and Kelli Carson, midday Personality/Account Manager, met with attendees of the event, collected resumes and discussed careers in radio and opportunities at station.	8

Total interviewees referred for full and part-time jobs during the reporting period *:			3
* Two of these had requested an interview in case vacancies open in the future			