

**AMENDED 2021-22 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  
W265DQ, ALDEN, NY**

NOTE: As requested by FCC Enforcement Bureau staff, this amended report provides additional information to clarify our SEU's compliance with 47 CFR §73.2080 during the 2021-22 reporting period. Our SEU is located entirely within a smaller market, and since March 2019 has had seven full-time employees; therefore, it is required to engage in at least two of the initiatives listed under 47 CFR §73.2080(c)(2). No job postings or "help wanted" advertisements were placed during the 2021-22 period because there were no full time position openings. In previous years, we would usually participate in at least two local job fairs – *menu item (i)* -- but most were cancelled due to COVID-19 restrictions. However, we did participate in similar events at CORE - The Learning Center on September 22 and 23, 2021 as detailed below. We resumed a "job shadow" internship – *menu item (v)* -- in January 2021, and our program director participated virtually in the Country Radio Seminar from February 16-19, 2021 and Morning Show Boot Camp from August 13-15, training events which fall under *menu item (viii)*. We maintain ongoing relationships with three local colleges as detailed below, and although we don't have the financial resources to fund scholarship programs – *menu item (vii)* – we believe this qualifies as an activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities – *menu item (xvi)*.

**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, 2021 - January 31, 2022.**

<b>Employment Unit:</b> Lloyd Lane, Incorporated	<b>Address:</b> 3258 Merchant Road Warsaw, NY 14569	<b>Contact Person:</b> Lloyd B. Lane President / GM
<b>Unit Members, Community of License</b> WCJW (AM), Warsaw, NY W279BO, Warsaw, NY W288BZ, Batavia, NY W265BX, Geneseo, NY W282BQ, Avon, NY W285EZ, Arcade, NY W265DQ, Alden, NY	<b>Telephone Number:</b> (585) 786-8131	<b>E-mail Address:</b> <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	Board Operator (PT) 7/31/2021	3 and 9				9 (Referred by WCJW employee Kelli Carson, who teaches at GCC)	1

**Total # of interviews for full and part time job vacancies during the reporting period:** 1

## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Organizations	Contact	# of referrals
1	SUNY Brockport - ongoing	SUNY Brockport Warren Kozireski Faculty advisor WBSU-FM (585) 395-5626	0
2	SUNY Geneseo - ongoing	Michael Saffron WGSU-FM SUNY Geneseo Blake B #204 Geneseo, NY 14454 (585) 245-6009	0
3	Genesee Community College (GCC) - ongoing	Genesee Comm. College Dept of Communications Career Services Center Attn: Jamie Edwards 585-345-6810	1

## 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.	0
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	1
10	Client Referral	0
11	Self-Referral (unsolicited resumes received)	3

### 3. Supplemental Recruitment Initiatives:

#	Initiatives	Date	Description	# of referrals
12	Student Internships		None in this period due to COVID-19 restrictions	0
13	WCJW Studio Group Tours		None in this period due to COVID-19 restrictions	0

14	Job Shadows		Cancelled until January 2021 due to COVID-19 restrictions. Eric Szucs representing Wyoming County Chamber of Commerce participated in a job shadow many Thursday or Friday mornings since then. Specific times in Issues-Program lists.	0
15	Wyoming County Chamber of Commerce Job Fair		None in this period due to COVID-19 restrictions	0
16	Core- The Learning Center		Held on 9-22-2021 9 AM to 3 PM in Warsaw and 9-23-2021 9 AM to 3 PM in Batavia. Mike Jafari from WCJW attended and met with attendees, but we did not have a exhibit booth.	0

Total interviewees referred for full and part-time jobs during the reporting period :				1
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