

**EEO ANNUAL PUBLIC FILE REPORT  
LLOYD LANE, INCORPORATED  
Reporting Period: January 31, 2022 – January 27, 2023**

**Introduction and General Policy**

Lloyd Lane, Incorporated, the licensee of WCJW (AM) in Warsaw, NY, is an equal opportunity employer. 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 through representation of diverse backgrounds, ethnicity, education, sexual orientation, as well as regional, cultural, and religious orientation. Our employment unit consists of WCJW(AM), Warsaw NY, and associated FM Translators W265BX, W265DQ, W279BO, W282BQ, W285EZ, and W288BZ.

**EEO Contact Information:**

Lloyd Lane, Inc. / WCJW Radio  
3258 Merchant Road  
Warsaw, NY 14569  
Telephone: (585) 786-8131  
EEO Contact Person: Lloyd Lane, General Manager  
Email: Lloyd@wcjw.com

If your organization would like to receive notification of job vacancies at our radio station, please contact us.

**Internal Record Keeping**

In accordance with Federal Communications Commission rules, Lloyd Lane, Inc. creates a file for each full time vacancy, including a list of all sources and supplemental outreach initiatives used to recruit applicants for the position. Our annual EEO Report summarizes this activity during the previous twelve months and is available in WCJW's Online Public Inspection File. A link to this report is also placed on the home page of our station website.

**There were no full time positions open, no interviews for full time positions, and no full time hires during the reporting period -- however, resumes collected from sources listed below have been retained for reference if positions should open in the future.**

**MASTER RECRUITMENT SOURCE ("RS") LIST**

<b>RS#</b>	<b>Educational Organizations</b>	<b>RS Contact</b>	<b>Referrals During Period</b>
1	State University of NY at Brockport	SUNY Brockport Warren Kozireski	0

		Faculty advisor WBSU-FM (585) 395-5626	
2	State University of NY at Geneseo	Michael Saffron WGSU-FM SUNY Geneseo Blake B #204 Geneseo, NY 14454 (585) 245-6009	0
3	Genesee Community College (GCC)	Genesee Comm. College Dept of Communications Career Services Center Steve Petty (585) 343-0055 ext 6420.	0
	<b>Company Postings</b>	<b>Description</b>	<b>Referrals During Period</b>
4	WCJW Radio Announcements	On-Air Advertising for Job Openings	0
5	WCJW Website ( <i>www.wcjw.com</i> )	Full & Part Time opportunities are listed on the station website as they become available	0
	<b>Outside Advertising</b>	<b>Description</b>	<b>Referrals During Period</b>
6	New York State Broadcasters Association ( <i>https://nysbroadcasters.org/careers/job-listings/</i> )	Website with Job Listings (No full time postings during period)	0
7	All Access ( <i>https://www.allaccess.com/forum/viewforum.php?f=9</i> )	Website with Job Listings (No full time postings during period)	0
	<b>Other Sources</b>	<b>Description</b>	<b>Referrals During Period</b>

8	Employee Referral	Resumes received through contact with present employees for future openings	1
9	Client Referral	Resumes received from station advertisers and other clients for future openings	0
10	Self Referral	Resumes received via mail, email, and walk-ins for future openings	4
11	Job Fairs	See Below	5

### **OUTREACH and ADVANCEMENT INITIATIVES**

<b>Initiative</b>	<b>Date</b>	<b>Description</b>
Wyoming County Chamber of Commerce/ WyCo Community Action Spring Job Fair at Valley Chapel Community Center in Warsaw	May 24, 2022	WCJW was the title sponsor and provided on air and print advertising. Lloyd Lane and Kelli Carson from WCJW were present at event.  <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>
Wyoming County Chamber of Commerce Fall Job Fair at GCC Arcade Campus	October 13, 2022	WCJW was title sponsor and provided on air and print advertising. Jimi Jamm and Kelli Carson from WCJW were present at event  <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>
Employee Training	February 23-25, 2022	Jimi Jamm attended educational sessions at the Country Radio Seminar  <i>Reference FCC § 73.2080(c)(2)(viii)</i>

Employee Training	Ongoing throughout period – total 50 hours	Lloyd Lane (who is visually handicapped) was trained in audio editing and other computer skills through the NYS Commission for the Blind <i>Reference FCC § 73.2080(c)(2)(viii)</i>
Conversation with CORE The Learning Center , Batavia, NY	December 15, 2022	Lloyd Lane spoke with Heidi Giannini, Career Counselor at CORE about possible employment opportunities for individuals with special family needs.