

**EEO ANNUAL PUBLIC FILE REPORT
LLOYD LANE, INCORPORATED
Reporting Period: February 1, 2023 – January 31, 2024**

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

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

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

OUTREACH and ADVANCEMENT INITIATIVES

Initiative	Date	Description
Wyoming County Chamber of Commerce Spring Job Fair at Valley Chapel Ministry Center in Warsaw	March 28, 2023	<p>WCJW was the title sponsor and provided on air advertising – 64 ads 60 seconds each ran at no charge. Jimi Jamm and Kelli Carson from WCJW were present at the event. 3 resumes were collected.</p> <p><i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i></p>

<p>NYS Department of Labor Finger Lakes Regional Virtual Career Fair (on line)</p>	<p>January 9, 2024</p>	<p>75 job seekers attended this online event and 35 visited WCJW's virtual booth, moderated by our program director Jimi Jamm. Attendees were able to chat and ask questions about open positions. Two attendees expressed interest and one resume was received for a part-time board operator position.</p> <p><i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i></p>
<p>Employee Training</p>	<p>March 13-15, 2023</p>	<p>Jimi Jamm attended educational sessions at the Country Radio Seminar</p> <p><i>Reference FCC § 73.2080(c)(2)(viii)</i></p>
<p>Livingston County Chamber of Commerce Career Day, Caledonia-Mumford Schools</p>	<p>June 20, 2023</p>	<p>Kelli Carson gave a presentation to students interested in Communications/Business fields</p>