

**EEO ANNUAL PUBLIC FILE REPORT  
LLOYD LANE, INCORPORATED  
Reporting Period: February 1, 2024 – January 31, 2025**

**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
	<b>Company Postings</b>	<b>Description</b>	<b>Referrals During Period</b>
3	WCJW Website ( <a href="http://www.wcjw.com">www.wcjw.com</a> )	Full & Part Time opportunities are listed on the station website as they become available	1
	<b>Outside Advertising</b>	<b>Description</b>	<b>Referrals During Period</b>
4	New York State Broadcasters Association ( <a href="https://nysbroadcasters.org/careers/job-listings/">https://nysbroadcasters.org/careers/job-listings/</a> )	Website with Job Listings (No full time postings during period)	0
5	All Access ( <a href="https://www.allaccess.com/forum/viewforum.php?f=9">https://www.allaccess.com/forum/viewforum.php?f=9</a> )	Website with Job Listings – Source used only when recruiting (No full time postings during period)	0
6	NYS Department of Labor ( <a href="https://dol.ny.gov/find-job-0">https://dol.ny.gov/find-job-0</a> )	Recruitment for part time board operator position through NYS DOL	0
	<b>Other Sources</b>	<b>Description</b>	<b>Referrals During Period</b>

7	Employee Referral	Resumes received through contact with present employees for future openings	0
8	Client Referral	Resumes received from station advertisers and other clients for future openings	1 (part time hire)
9	Job Shadowing	WCJW entertains opportunities for job shadowing of station staff. During the reporting period, one opportunity occurred	1
10	Self Referral	Resumes received via mail, email, and walk-ins for future openings	1 (part time hire)
11	Job Fairs	See Below	15

## OUTREACH and ADVANCEMENT INITIATIVES

Initiative	Date	Description
Employee Training	Feb 28 to March 1, 2024	Jimi Jamm attended educational sessions at the Country Radio Seminar <i>Reference FCC § 73.2080(c)(2)(viii)</i>
Livingston County Chamber of Commerce Career Day, Wayland-Cohocton Schools	March 13, 2024	Kelli Carson gave three presentations to three groups of Middle School students interested in Communications fields. She discussed her experience in broadcasting and advised students on required skills.

Wyoming County “Mini Job Fair” hosted at NYS Department of Labor in Warsaw NY	March 27, 2024, 1-3 PM	Attendance was very light. Jimi Jamm spoke with five attendees at the event about future openings.  <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>
Wyoming County Chamber of Commerce Spring Job Fair in Warsaw	April 16, 2024	WCJW was the title sponsor and provided on air advertising. Lloyd Lane and Kelli Carson from WCJW were present at the event. We received contact information or resumes from ten interested individuals.  <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>