

**EEO ANNUAL PUBLIC FILE REPORT**  
**LLOYD LANE, INCORPORATED**  
**Reporting Period: February 1, 2025 – January**  
**31, 2026**

**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. Please note that WCJW has only four full time employees as of January 31, 2026.**

## MASTER RECRUITMENT SOURCE ("RS") LIST

RS#	Educational Organizations	RS Contact	Referrals During Period
1	State University of NY at Brockport	SUNY Brockport Matthew Wilson Station Manager 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
3	State University of NY at Geneseo	SUNY Geneseo Kelli "Carson" Sperino-Pease Director of Media Suite and WGSU-FM 585-245-6893 (Kelli previously worked at WCJW)	0
	<b>Company Postings</b>	<b>Description</b>	<b>Referrals During Period</b>
4	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	0
	<b>Outside Advertising</b>	<b>Description</b>	<b>Referrals During Period</b>
5	New York State Broadcasters Association ( <a href="https://nysbroadcasters.org/careers/job-listings/">https://nysbroadcasters.org/careers/job-listings/</a> )	Website with Job Listings (One part time but no full time postings during period)	0

6	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
	<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	0
9	Self Referral	Resumes received via mail, email, and walk-ins for future openings.	1 for part time opening but didn't meet specific requirements
10	Job Shadowing and Internships	WCJW had one intern between June and November 2025	1
11	Job Fairs	See Below	0

## OUTREACH and ADVANCEMENT INITIATIVES

Initiative	Date	Description
Wyoming County Chamber of Commerce Spring Job Fair, held at Valley Chapel Ministerial Center in Warsaw	April 22, 2025	WCJW was the title sponsor and provided on air promotion. Jimi Jamm from WCJW was present. 60 people attended. 1 referral for an internship leading to a part time position was received. <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>
Wyoming County Chamber of Commerce Fall Job Fair, held at Valley Chapel Ministerial Center in Warsaw	Sept 23, 2025	WCJW was the title sponsor and provided on air promotion. Jimi Jamm from WCJW was present. 27 area businesses participated, 47 people attended. <i>Reference FCC § 73.2080(c)(2)(i),(ii),(iii)</i>
Employee Training	Feb 17 to 21, 2025	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, Livonia Elementary School	March 25, 2025	Kelli Carson gave a presentation to students interested in Communications fields