

**EEO ANNUAL PUBLIC FILE REPORT  
LLOYD LANE, INCORPORATED  
WCJW (AM), WARSAW, NY  
W279BO, WARSAW, NY  
W288BZ, BATAVIA, NY  
W265BX, NUNDA, NY**

**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.

**This report covers full-time vacancy recruitment for the period of February 1, 2009 through January 31, 2010.**

<p><b><u>Employment Unit:</u></b> Lloyd Lane, Incorporated</p>	<p><b><u>Address:</u></b> Lloyd Lane, Inc. 3258 Merchant Road Warsaw, NY 14569</p>	<p><b><u>Contact Person:</u></b> Lloyd B. Lane President / GM</p>
<p><b><u>Unit Members, Community of License</u></b> WCJW (AM), Warsaw, NY W279BO, Warsaw, NY W288BZ, Batavia, NY W265BX, Nunda, NY</p>	<p><b><u>Telephone Number:</u></b> (585) 786-8131</p>	<p><b><u>E-mail Address:</u></b> <a href="mailto:lloyd@wcjw.com">lloyd@wcjw.com</a></p>

**1. Full-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	Promotion Director Account Manager (New position created)	Self referral	11			Self referral	1
B	Morning Show Producer (New position created)	Promoted from within	5			Promoted part time board operator already on staff	1

<b>Total # of interviews for full time job vacancies during the reporting period:</b>	<b>2</b>
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**2. Recruitment Sources**

**OUTREACH ORGANIZATIONS**

#	Organizations	Contact	# of referrals
1	SUNY Brockport	Warren Kozireski SUNY Brockport 350 New Campus Drive Brockport, NY 14420 (585) 395-5295  Dale Hartnett SUNY Brockport 350 New Campus Drive Brockport, NY 14420	0

		(585) 395-2154	
2	SUNY Geneseo	Gini Jurkowski SUNY Geneseo Dept of Communications 1 College Circle Geneseo, NY 14454 (585) 245-5228, fax: (585) 245-5240  Chris Pruszynski SUNY Geneseo Dept of Communications WBSU Advisor Geneseo, NY 14454 (585) 245-5229 pruszyns@geneseo.edu	0          0
3	Genesee C C	Genesee Comm. College Dept of Communications 1 College Drive Batavia, NY 14020 (585) 343-0055	0
4	The Write Creative	Kurt Schenk, President The Write Creative Ltd. 189 North Water Street Rochester, NY 14604 Phone: 585-232-1220 Fax: 585-232-1221	0

**COMPANY POSTINGS**

5	Lloyd Lane	Employee Awareness	Current full & part-time employees are made aware of openings. Referrals are encouraged. Part time employees expressing interest are considered for full-time openings.	3
6	Lloyd Lane	Website:	Full & part-time opportunities are listed on the station website.	0

	www.wcjl.com	
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**ADVERTISING**

7	WCJW Radio Commercials	On-Air Commercial Announcements
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**JOB FAIRS**

8	Perry Development Committee Job Fair	Not held during the reporting period		
	Wyoming County Career Expo	Not held during the reporting period		

**OTHER SOURCES**

9	Employee Referral	2
10	Client Referral	1
11	Self-Referral	5

**3. Supplemental Recruitment Initiatives:**

#	Initiatives	Date	Description	# of referrals
12	Student Job Shadowing	On-going	High school and college students are given the opportunity to spend a portion of a day, or in some cases several days, observing a station employee. Career opportunities, educational requirements and other questions pertaining to careers in the radio industry are discussed. 2 individuals participated in shadow programs during the reporting period. In both instances, individuals worked with our sports play-by-play personnel.	0

13	WCJW Studio Group Tours	On-going	Tours of the radio facility are given to organizations such as Cub Scouts, summer youth programs, and various other organizations. Station operation, career opportunities and educational requirements are discussed. Over 10 tours were conducted during the reporting period. Tours are conducted by WCJW morning host, Steve Weber.	0
14	Wy Co Chamber of Commerce Business After Hours Events	Monthly (approximately) Varied locations	WCJW (AM) GM Lloyd Lane attended business "mixers" to network with other area employers and to recruit potential employees. Networking with other business owners and managers also provided the opportunity for applicant referrals.	2

Total interviewees referred for full and part-time jobs during the reporting period:	<b>13</b>
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