

NARRATIVE STATEMENT

Media One Radio Group (WWSE, WJTN, WHUG, WKSJ, WQFX, WKZA) attends job and career fairs, accommodates intern's and job shadow's, speaks to students ranging between elementary and college age and are involved in community service functions, all in an attempt to disseminate specific and general information in regards to job openings and careers in broadcasting. When we do have job openings we minimally run advertising on 6 radio stations over every day part announcing the opening. We also send notice to all of those on current recruitment list. We also list all our openings on our company website. Media One Radio Group is an EEO employer. For additional information call Andrew Hill, General Manager, Media One Radio Group at 716-487-1151.

Media One Radio Group ANNUAL EEO PUBLIC FILE REPORT - Appendix A

2021 - Annual EEO Public File Report

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules. We identify ourselves as a "small market station" with a population of fewer than 250,000 persons.

CALL SIGN	CITY OF LICENSE	FACILITY ID NUMBER
WJTN-AM	Jamestown, NY	22922
WKSJ-AM	Jamestown, NY	65592
WWSE-FM	Jamestown, NY	22919
WHUG-FM	Jamestown, NY	65591
WQFX-FM	Russell, PA	39622
WKZA-FM	Lakewood, NY	48736

The information contained in this Annual EEO Report covers the time period from **February 1, 2021 – January 31, 2022** (the Applicable Period). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each stations public inspection file on **January 31, 2022** and posted on the stations website, in accordance with the FCC s EEO Rules.

Media One Radio Group
ANNUAL EEO PUBLIC FILE REPORT - Appendix A

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **February 1, 2022 – January 31, 2022**

Stations in Employment Unit: **WJTN, WKSN, WWSE, WHUG, WQFX, WKSN, WKZA**

FULL-TIME POSITIONS FILLED BY JOB TITLE AND DATE FILLED		RECRUITMENT SOURCE OF HIRE
1.	SALES EXECUTIVE – 5/20/21	16
2.	SALES EXECUTIVE – 8/27/21	10
3.		
4.		
5.		
6.		

Total Number of People Interviewed for All Full-Time Job Positions: 3

Media One Radio Group
ANNUAL EEO PUBLIC FILE REPORT – Appendix A

SECTION 2: Recruitment Sources

Time Period Covered: **February 1, 2020 – January 31, 2021**

Stations in Employment Unit: **WJTN, WKSN, WWSE, WHUG, WQFX, WJTN, WKSN, WKZA**

	RECRUITMENT SOURCE (NAME, ADDRESS, TELEPHONE NUMBER, CONTACT PERSON)	TOTAL NUMBER OF INTERVIEWEES THIS SOURCE HAS PROVIDED DURING THIS PERIOD	FULL-TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
1.	On-Air Recruitment WJTN WHUG WWSE WKZA WJTN WQFX	1	0
2.	Brenda Salemm** Director of Career Placement Jamestown Business College 7 Fairmount Avenue Jamestown, NY 14701 (716) 664-5100 brendasalemm@jbc.edu	0	0
3.	Julie Page** Career Development Center SUNY Jamestown Community College 525 Falconer Street Jamestown, NY 14701-0020 www.sunycce.edu 716.338.1007 JuliePage@mail.sunycce.edu	0	0
4.	Christopher LeGrow** Associate Director Career Development SUNY Fredonia Fredonia, NY 14063 716-673-3327 – www.fredonia.edu/cdo careers@fredonia.edu	0	0
5.	New York State Job Bank 284 Main Street, Buffalo, NY 14202 (716) 851-2694 Contact: 1-800-HIRE-922	0	0
7.	Job posting on each radio station website www.MediaOneGroupRadio.com (All stations are on one site)	0	0
8.	www.Indeed.com	0	0
9.	www.Linkedin.com	0	0
10.	www.Facebook.com Job Center	1	0
11.	Word of Mouth	1	1
12.	Joe Rindfuss	0	0

	WNYJOBS.com 31 Buffalo Street, Hamburg, NY 14075 joer@wnyjobs.com 716-648-5627		
13.	New York State Broadcasters Association Attn: Sandy Messineo 1805 Western Avenue Albany, NY 12203 518-456-8888 sandy@nysbroadcasters.org	0	0
14.	Media One Radio Group Constant Contact Listener & Advertiser Email Database	0	0
15.	Handshake P.O. Box 40770 San Francisco, CA 94140 (Mercyhurst College, St. Bonaventure University, State University of New York at Fredonia	0	0
16.	Past Applicant In-House File	1	1

****Indicates sources that have requested notification of job openings.**

Media One Radio Group
ANNUAL EEO PUBLIC FILE REPORT - Appendix A

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken. Our staff attends and speaks at meetings, community events and service groups in an attempt to promote our stations, our employment opportunities, and to educate our listeners.

Time Period Covered: **February 1, 2021 – January 31, 2022**

Stations in Employment Unit: **WJTN, WKSN, WWSE, WHUG, WQFX, WKSN, WKZA**

- 1.) Media One Radio Group aired announcements on each of our radio stations informing our community that we are an EEO Employer and that we make announcements on our stations and on our station websites when we have full-time employment opportunities available. Additionally, we recruit individuals in the position of job placement professions contact us so we can distribute information to them when we do have an employment opportunity available. Contact: Andrew Hill – Media One Radio Group – (716) 487-1151
- 2.) On March 25, 2021 we sent a letter to the listed recruitment contacts that had requested to be contacted of any job openings to inform them that we had a full-time Sales Executive opening. Contact: Andrew Hill – Media One Radio Group – (716) 487-1151
- 3.) Media One Radio Group hosted an intern in arrangement through the New York State Broadcasters Association. The intern worked from June – August and experienced firsthand how our station is operated and what different career options are available within the radio broadcast industry. Contact: David Donovan – NYSBA - (518) 456-8888
- 4.) Media One Radio Group attended a virtual Career Fair, hosted by the Career Services Program at Jamestown Community College. The event was held from 4/12-4/16 and allowed us to recruit and

interview candidates for our full-time Sales Executive position and Summer Internship Program.
Contact: Annie Chartrand – SUNY JCC – (716) 338-1381.

- 5.) Media One Radio Group General Manager, Andrew Hill, attended the Warren County Outdoor Job Fair on 6/9/21 at Betts Park in Warren, PA. Andrew networked with candidates for the full-time Sales Executive opening at Media One Radio Group. Contact: John Papalia – WCCBI – (814) 723-3050
- 6.) On October 27, 2021 Media One Radio Group General Manager, Andrew Hill, attended Washington Middle School in Jamestown to speak to a group of 7th and 8th grade students about career opportunities in radio broadcasting. Contact: Danielle Ellis – Washington Middle School – (716) 483-4413
- 7.) On December 30, 2021 Media One Radio Group General Manager, Andrew Hill, hosted Madison Frenz as a “Job Shadow” from 9:00-Noon. Madison is a Junior at Little Valley High School and is interested in pursuing a career in broadcasting. Madison was introduced to the operation of each department within our radio station. Contact: Andrew Hill, Media One Radio Group, 716-487-1151
- 8.) On January 3, 2022 we sent a letter to the listed recruitment contacts that had requested to be contacted of any job openings to inform them that we had a full-time Sales Executive opening. Contact: Andrew Hill – Media One Radio Group – (716) 487-1151