

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

2022 - 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, 2022 – January 31, 2023** (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, 2023** and posted on the stations website, in accordance with the FCC s EEO Rules.

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

Time Period Covered: **February 1, 2022 – January 31, 2023**

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 – 2/21/22	11
2.		
3.		
4.		
5.		
6.		

Total Number of People Interviewed for All Full-Time Job Positions: 5

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SECTION 2: Recruitment Sources

Time Period Covered: **February 1, 2022 – January 31, 2023**

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	3	0
9.	www.Linkedin.com	0	0
10.	www.Facebook.com Job Center	0	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	0	0

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

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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, 2022 – January 31, 2023**

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.) Media One Radio Group hosted an intern in arrangement through the New York State Broadcasters Association. The intern worked from June – October, 2022 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
- 3.) Media One Radio Group participated in Junior Achievement of Western New York’s “JA Inspire Program” setting up a virtual career booth in their online participation website. This allowed us to promote job openings and careers available in radio broadcasting and also invited students interested in asking questions to contact us. Contact: Lisa Roy | Junior Achievement of Western New York | 716.853-1381 x212
- 4.) Media One Radio Group’s General Manager, Andrew Hill, attended six classes at Persell Middle School in Jamestown as part of the Junior Achievement Program of Western New York. In addition to teaching

students about Personal Branding and career readiness he also educated the students about careers available in radio broadcasting and encouraged them to consider internship opportunities in the future. Contact: Rebecca Johnson | Junior Achievement of WNY | 716.853.1381 ext. 217

- 5.) Media One Radio Group's General Manager, Andrew Hill, attended an online EEO Rules & Regulations seminar with David Oxenford on 9/20/22 which was hosted by the Pennsylvania Association of Broadcasters. Contact: Gail Ponti, VP of Member Services, PA Association of Broadcasters | 717-482-4820, gponti@pab.org
- 6.) Media One Radio Group registered with College Central Network which allows our radio group to post jobs to New York's two-year colleges. We posted a position for a full-time sales account executive in October. Contact: College Central Network | 245 8th Avenue, #982, New York, NY 10011-1607
- 7.) Media One Radio Group's General Manager, Andrew Hill, spoke at the 10/24/22 meeting of the Rotary Club of Jamestown. Andrew educated the group about the history of radio in Jamestown, the importance of local radio broadcasting in the community for organizations and advertisers and also promoted that Media One Radio Group was looking to fill a full-time sales executive position at the radio station. Contact: Dr. Courtney Curatolo, Director, Small Business Development Center at Jamestown Community College, 525 Falconer Street, Jamestown, NY 14702, 716-338-1350, CourtneyCuratolo@mail.sunyjc.edu
- 8.) Media One Radio Group's Dennis Webster hosted a Jamestown High School Sophomore on 12/28/22 for a job shadow. The student observed how the radio station operates, how to record and mix music with a commercial and had the opportunity to ask questions about careers in radio broadcasting. The student is interested in a career in broadcasting and currently helps to produce the morning announcements at her school. Contact: Dennis Webster, Media One Radio Group, 2 Orchard Road, Jamestown, NY 14701 | 716-487-1151 | Dennis@MediaOneRadioGroup.com