

NARRATIVE STATEMENT

Media One Radio Group (WWSE, WJTN, WHUG, WKSJ, WQFX, WKZA) attends job and career fairs, accommodates intern and job shadows, 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 full-time job openings we minimally run advertising on 6 radio stations over every day part announcing the opening; send notice to all of those on our current recruitment list, that have been asked to be notified; list all our openings on our company website. Media One Radio Group is an EEO employer. For additional information call Andrew Hill, General Manager, at 716-487-1151 or by emailing AHill@MediaOneRadioGroup.com.

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

2023 - 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, 2023 – January 31, 2024** (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, 2024** 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, 2023 – January 31, 2024**

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 Opening Not Filled	
2.		
3.		
4.		
5.		
6.		

Total Number of People Interviewed for All Full-Time Job Positions: 2

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

SECTION 2: Recruitment Sources

Time Period Covered: **February 1, 2023 – January 31, 2024**

Stations in Employment Unit: **WJTN, WKSN, WWSE, WHUG, WQFX, 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 WKSN WQFX	0	0
3.	Job posting on station website www.MediaOneGroupRadio.com	0	0
4.	www.Indeed.com	2	0
5.	www.Linkedin.com	0	0
6.	www.Facebook.com	0	0
7.	Word of Mouth	0	0
8.	New York State Broadcasters Association Attn: Sandy Messineo 1805 Western Avenue Albany, NY 12203 518-456-8888 sandy@nysbroadcasters.org	0	0
9.	Media One Radio Group Constant Contact Listener & Advertiser Email Database	0	0
10.	Handshake P.O. Box 40770 San Francisco, CA 94140 (Mercyhurst College, St. Bonaventure University, State University of New York at Fredonia)	0	0
11.	Past Applicant In-House File	0	0

****** Indicates sources that have requested notification of job openings. (No Requests Have Been Made.)

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, 2023 – January 31, 2024**

Stations in Employment Unit: **WJTN, WКСN, WWSE, WHUG, WQFX, WКСN, 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 participated in Junior Achievement of Western New York’s “JA Inspire Program” on 3/29/23 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
- 3.) Media One Radio Group’s General Manager, Andrew Hill, attended 12 classes at Jefferson 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
- 4.) On Friday March 3, 2023 a group of students from Southwestern High School’s Journalism class visited the Media One radio stations for a station tour and question and answer session. Mrs. Cortney Beaton is the teacher. WHUG’s Dan Warren led the tour and informed the students about the history of the stations and it’s place in our business community. Students asked questions ranging from FCC involvement with the stations and the music played. Students were also interested in what careers might be available in broadcasting. Dan informed the students about the opportunities and in particular an internship available through the New York State Broadcasters Association. Contact: Cortney Beaton | Southwestern Central School ELA Teacher | 716-484-6800
- 5.) On October 20, 2023 Media One Radio Group General Manager, Andrew Hill, participated in a webinar which was provided through the Pennsylvania Association of Broadcasters. The webinar, was hosted by Media Staffing Network and provided education on how to hire in the post Covid era. Hiring has proven to be a huge area of frustration for stations and this webinar provided helpful tips on how to hire and retain employees. Contact: Gail Ponti, VP of Members Services, PA Association of Broadcasters. 717-571-0376.
- 6.) Media One Radio Group participated in Junior Achievement of Western New York’s “JA Inspire Program” or the Fall of 2023, 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 : Kara Hyman | Program Manager | Junior Achievement of Western New York | 716.853-1381 x213

- 7.) On November 11, 2023 Media One Radio Group General Manager, Andrew Hill, provided a tour to a local High School Senior from Chautauqua Lake High School that was interested in learning “how radio works” and what employment opportunities were available in the radio broadcast industry, and at Media One Radio Group. Contact: In-House EEO File
- 8.) On January 24, 2024 Media One Radio Group General Manager, Andrew Hill, provided two separate 1-hour tours to members of the Barter National Institution in Warren, PA that were interested in learning “how radio works” and what employment opportunities are currently available in the radio broadcast industry. Contact: Stephanie Nelson, Pre-ETS/SE Team Leader, BNI Bollinger Campus, stephanielson@barberni.org, 814-723-8431 ext 111