

NARRATIVE STATEMENT

Media One Radio Group (WWSE, WJTN, WHUG, WKSJ, WQFX, WKZA) attend job and career fairs, accommodated intern's and job shadow's, speak 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

2019 - 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, 2019 – January 31, 2020** (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, 2020** 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, 2019 – January 31, 2020**

Stations in Employment Unit: **WJTN-AM, WKSN-AM, WWSE-FM, WHUG-FM, WQFX-FM, WKSN-FM**

FULL-TIME POSITIONS FILLED BY JOB TITLE AND DATE FILLED		RECRUITMENT SOURCE OF HIRE
1.	Accounting Manager – 10/4/19	11
2.	Sales Executive – 10/10/19	9
3.	Sales Executive – 1/8/20	11
4.	Sales Executive – 1/24/20	11
5.		
6.		

Total Number of People Interviewed for All Full-Time Job Positions: 11

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SECTION 2: Recruitment Sources

Time Period Covered: **February 1, 2019 – January 31, 2020**

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

	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-AM, WKSN-AM, WWSE-FM, WHUG-FM, WQFX-FM	1	0
2.	Brenda Salemm** Director of Career Placement Jamestown Business College 7 Fairmount Avenue Jamestown, NY 14701 (716) 664-5100 brendasalemm@jbc.edu	1	0
3.	Julie Page** Career Development Center SUNY Jamestown Community College 525 Falconer Street Jamestown, NY 14701-0020 www.sunycce.edu 716.338.1007	0	0
4.	Career Development SUNY Fredonia Fredonia, NY 14063 716-673-3327 – www.fredonia.edu/cdo	1	0
5.	New York State Job Bank 284 Main Street, Buffalo, NY 14202 (716) 851-2694 Contact: 1-800-HIRE-922	0	0
6.	Chautauqua Works 23 East. 3 rd Street, Jamestown, NY 14701 (716) 487-5173	0	0
7.	Post-Journal Newspaper & Monster.com 111 Third Street, Jamestown, NY 14701 (716) 487-1111	0	0
8.	Job posting on each radio station website www.MediaOneGroupRadio.com (All stations are on one site)	0	0
9.	www.Indeed.com	3	2
10.	www.Facebook.com Job Center	1	0
11.	Word of Mouth	4	1,3,4

** 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, 2019 – January 31, 2020**

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

- 1.) **Outreach Initiative:** Media One Radio Group sponsored the Chautauqua Works Career Fair held at St. Luke's Church in Jamestown on 10/9/19. The event was attended by Media One Sales Executive Chuck Telford who spoke to interested candidates in a full-time Accounting Manager and full-time Sales Executive position with our six radio stations. Chuck handed out job applications and accepted resumes. Contact: Janell Horton – Chautauqua Works – 716-487-5176 / jhorton@chautauquaworks.com
- 2.) **Outreach Initiative:** Media One Radio Group aired announcements on each of our radio stations informing our community that we are an EEO Employer and will make announcements on our stations and on our station websites when we have employment opportunities available. Additionally, we recruit through these commercials that any individuals in the position of job placement professions should 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 / ahill@mediaoneradiogroup.com
- 3.) **Outreach Initiative:** On 11/11/19 Matthew Gullotti, a senior at Falconer High School, was hosted as a Job Shadow at our facility from 8:00-1:00. He spent time with each member of our programming staff to ask questions relating to what they do from day to day, how they got into radio, what made them choose this career path, etc. Matthew showed great enthusiasm in sports broadcasting and was invited to join our team during the 2020 Babe Ruth World Series radio coverage due to his love for the game of baseball. Contact: Andrew Hill – Media One Radio Group – 716-487-1151 / ahill@mediaoneradiogroup.com