

Annual EEO Public File Report
WLGZ - FM

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WLGZ - FM, Rochester, New York and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2014, to and including January 31, 2015 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full - time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full - time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full - time vacancies during Applicable Period and the total number of interviewees referred by each source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full - time Positions for Which This Source Was Utilized" refer to the number of the fulltime job positions listed on Appendix 1.

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 email.

Vacancy Information

Full-Time Positions Filled By Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source of Hiree	Total Number of Interviewees
1. Morning Host	#1, #2, #3, & #10	Referral	7

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 7

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time Position For which source was utilized</u>
1. Craigslist www.craigslist.org	1	#1
2. WLGZ Website www.legends1027.com	4	#1
3. WLGZ Facebook www.facebook.com/legends1027	1	#1
5. Nazareth College 4245 East Ave. Rochester, NY Contact: N. Pearson (585) 389-2525	0	
6. Monroe Community College 1000 E. Henrietta Rd., Rochester, NY Contact: Peter Spina (585) 292-2200	0	
7. Roberts Wesleyan College 2301 Westside Dr., Rochester, NY Contact: Elvera Berry (585) 594-6333	0	
8. Urban League of Rochester 265 N. Clinton Ave., Rochester NY Contact: Jessica Lewis (585) 325-6530	0	
9. NYS Department of Labor P.O. Box 4127, Albany NY 12227 Contact: Steve DeRenzo (585) 258-8885	0	
10. Referral	1	#1

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE
STATION

Station Claiming Credit: WLGZ-FM

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
General Outreach via Internet

Participating Employees: Program Director and Office Manager

Host/Sponsor of Activity: General Outreach via Internet

Brief description of activity and station participation: General ad was posted on NY State Job Bank for sales, writing, board operating, on-air hosting and office work. This is updated as needed; similar postings were also made public on the station's Facebook page.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
Job Fair

Participating Employees: Mark Shuttleworth, Program Director
Sponsor of Activity: WLGZ -FM

Brief description of activity and station participation: WLGZ-FM Program Director attended a job fair at Robert Wesleyan College. He was able to talk to several students regarding a career in broadcasting and employment opportunities at WLGZ-FM.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
Employment Opportunities

Participating Employees: Mark Shuttleworth – Program Director
Roseann Trotto – Promotions Manager, Sarah Fannis – Producer/Writer
Maggie Parsons – Day Time Host, Andrea Almansberger – Sales Manager

Host/Sponsor of Activity: Employment Opportunities

Brief description of activity and station participation: WLGZ- FM

Station disseminated information about opportunities in broadcasting at community events and festivals throughout the year. Applications were at the station booths and on

tables for employment-seeking individuals unaware of the radio station to fill-out; managers made themselves available throughout these events so to discuss possible opportunities and vacancies.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
Annual Employee Harassment and Discrimination Meeting

Participating Employees: All WLGZ staff

Host/Sponsor of Activity: Don Crawford, Jr. / President and Owner of WLGZ

Brief description of activity and station participation: WLGZ-FM

President/ Owner began the meeting by explaining the importance of being familiar with the discrimination/harassment policy of WLGZ and the importance of these issues. He reviewed the pages from the Company Policy Handbook dealing with Discrimination and Harassment. Staff members were given the opportunity to ask questions.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
SEU Mentoring Program

Participating Employees: Roseann Trotto, Office Manager, Don Crawford, Jr. - President

Host/Sponsor of Activity: SEU Mentoring Program

Brief description of activity and station participation: WLGZ- FM

Brief Description of Activity and Station Participation:

SEU and President regularly corresponded and met with each other during 2013 to ensure complete EEO compliance and fulfillment. President invariably addressed the areas of need and focus and also trained SEU on filing and the website posting.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
Higher-Level-Training

Participating Employees: Don Crawford, Jr. – President, Andrea Almansberger – Sales Manager, Roseann Trotto- Office Manager

Host/Sponsor of Activity: Don Crawford, Jr. – President
Higher-Level-Training

Brief description of activity and station participation: Throughout the year the Sales Manager cross- trained the Assistant Office Manager on numerous sales duties to assist that department; Office Manager worked with the Assistant Office Manager on numerous administrative duties, including billing, accounts receivables, etc; President worked with the Assistant Office manager on collections and legal matters. Promotions Manager taught new, on-air talent the duties and objectives of station's events in the community.

Type of Activity Under New EEO Rule: [Job Fair, Scholarship, etc.]
Job Fair

Participating Employees: Andrea Almansberger- Sales Manager, Roseann Trotto- Office Manager

Host/Sponsor of Activity: Rochester Works Job Fair

Brief description of activity and station participation: WLGZ-FM Sales Manager and Office Manager attended a job fair at Rochester Works, in Rochester, NY. They were able to talk to several people regarding a career in broadcasting and employment opportunities at WLGZ-FM.