

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, 2020, to and including January 31, 2021 (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. Writer/Producer | 1,2,3,4,5,6,7,8,9 | Indeed | 4 |

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 4

| <u>Recruitment Source Participated</u> | <u>Number of Interviewees Provided</u> | <u>Position for which which Source was utilized</u> |
|---|--|---|
| 1. WLZ Website www.legends1027.com | 0 | |
| 2. WLZ Facebook www.facebook.com/legends1027 | 0 | |
| 3. Indeed http://www.indeed.com/ | 4 | Writer-Producer |
| 4. Roberts Wesleyan College 2301 Westside Dr., Rochester, NY Contact: Kathy Tesavis (585) 594-6539 | 0 | |
| 5. Nazareth College 4245 East Ave. Rochester, NY Contact: Linda Crandall (585)389-2525 | 0 | |
| 6. St. John Fisher College 3690 East Ave. Rochester, NY 14618 Contact: Tracy Sullivan (585)385-8000 | 0 | |
| 7. Rochester Institute of Technology 1 Lomb Memorial Drive, Rochester, NY 14623 Contact: Cathy Slocum (585)475-2411 | 0 | |
| 8. NYS Department of Labor P.O. Box 4127, Albany NY 12227 Contact: Steve DeRenzo (585) 258-8885 | 0 | |
| 9. On air-recruitment commercial | 0 | |
| 10. Referral | 0 | |

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.]
Annual Employee Harassment and Discrimination Meeting

Participating Employees: Station Manager, Mark Shuttleworth – Program Director,
Andrea Almansberger – Sales Manager

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.]
Training Program for Broadcast Skill Development

Participating Employees: Station Manager, Program Director, Writer-Producer

Host/Sponsor of Activity: Training Program for Broadcast Skill Development

Brief description of activity and station participation: WLGZ- FM

Brief Description of Activity and Station Participation:

Training Program with written and verbal instructions was developed to enable station personnel to acquire skills that could qualify them for higher level positions. Program Director and Station Manager did training sessions with Writer Producer. Writer Producer was trained on Tailor Plan writing process for commercials. Station Manager will continue to review and give feedback quarterly. Program Director also did a training session on how to use computer software to edit commercials and load them into station automation system. Program Director will continue to meet with Writer Producer monthly to answer any questions and continue training process.

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

Participating Employees: Don Crawford Jr. – President, Mark Shuttleworth – Station Manager, Andrea Almansburger- Sales Manager, Ed Smith – Promotions Manager

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 continuously corresponded and met with each other during 2020 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. President provided training to management level personnel on conducting an interview while adhering to the EEO rules for hiring to prevent discrimination.