

## Annual EEO Public File Report WDCX-FM & WDCZ-AM

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: WDCX-FM and WDCZ- AM Buffalo, 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, 2019 to and including January 31, 2020 (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 the Applicable Period and the total number of interviewees referred by each recruitment 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 full-time 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 e-mail.

*Attachment C*

## Annual EEO Report

Covering period from: February 1, 2019 to January 31, 2020

Station comprising Station Employment Unit: WDCX-FM and WDCZ

### Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Sources Used to Fill Vacancy</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees From All Sources For This Position</u>	<u>Date Vacancy Filled</u>
1 Writer/Producer	#1-#29, #32- #41	#9 - WDCX on-air spot	6	6/4/2019
2 Promotions Coordinator	#1-29, #31-#42	#42 - Referral by WDCX employee	6	10/17/2019

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 12

\* #30 Recruitment Source was not used. The Job Fair took place before the positions were available.

\*\* #31 - Indeed.com was only used for Promotions Coordinator Position.

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### Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
*! 1. <b>Erie Community College - City Campus</b> 4041 Southwestern Blvd. Orchard Park, NY 14127 <a href="mailto:terry@ecc.edu">terry@ecc.edu</a> Contact: Colleen Terry                      716-851-1683	0	#1 & #2
*! 2. <b>Bryant &amp; Stratton Business Institute</b> 465 Main Street, Suite 400, Buffalo, NY 14203 <a href="mailto:dwestbrook@bryantstratton.edu">dwestbrook@bryantstratton.edu</a> Contact: Diane Westbrook                716-884-9120	0	#1 & #2
*! 3. <b>Highland Community Revitalization Committee</b> 2616 Highland Avenue #101 Niagara Falls, NY 14305 <a href="mailto:highlandcommunityofniagara@gmail.com">highlandcommunityofniagara@gmail.com</a> Contact: Charletta Tyson                 716-282-2325	0	#1 & #2
*! 4. <b>Houghton College</b> One Willard Ave, Houghton, NY 14744 <a href="mailto:careerservices@houghton.edu">careerservices@houghton.edu</a> Contact: Cindy Hannigan                 585-567-9500	0	#1 & #2
*! 5. <b>Roberts Wesleyan College</b> 2301 Westside Drive, Rochester, NY 14624 <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a> Contact: Mary Flaherty                    585-594-6540	0	#1 & #2
*! 6. <b>Niagara University</b> P.O. Box 2041 Niagara University, NY 14109 <a href="mailto:mjs@niagara.edu">mjs@niagara.edu</a> Contact: Mike Skowronski                716-286-8535	1	#1 & #2
*! 7. <b>Learning Disabilities Assn. Of Western NY</b> 2555 Elmwood Avenue, Kenmore, NY 14217 <a href="mailto:jjeffreys@ldaofwny.org">jjeffreys@ldaofwny.org</a> Contact: Joelle Jeffreys                    716-874-7200	0	#1 & #2
*! 8. <b>Armor Bible Presbyterian Church</b> 5650 Powers Road, Orchard Park, NY 14127 <a href="mailto:office@armorpca.org">office@armorpca.org</a> Contact: Sandy Wiencek                    716-648-4559	0	#1 & #2

\* Indicates sources that have requested notification of job openings

> Indicates sources that received notification via U.S. mail.

! Indicates sources that received notification via e-mail.

## Annual EEO Report

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### Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
9. <b>WDCX-FM - On-air Ad</b> 625 Delaware Avenue, Buffalo, NY 14202 Contact: Brett Larson 716-883-3010	4	#1 & #2
10. <b>WDCX - Posting - on Bulletin Board</b> 625 Delaware Avenue - Suite 308 Buffalo, NY 14202 716-883-3010	0	#1 & #2
*! 11. <b>Buffalo Urban League</b> 15 East Genesee Street, Buffalo, NY 14203 <a href="mailto:jking@buffalourbanleague.org">jking@buffalourbanleague.org</a> Contact: Joan King 716-854-7625	0	#1 & #2
*! 12. <b>Medaille College</b> 18 Agassiz Circle, Buffalo, NY 14214 Contact: Carol Cullinan 716-884-3281 <a href="mailto:ccullinan@medaille.edu">ccullinan@medaille.edu</a>	0	#1 & #2
*! 13. <b>SUNY Fredonia</b> Office of Career Development, Fredonia, NY 14063 <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> Contact: Christopher LaGrow 716-673-3327	0	#1 & #2
*> 14. <b>Lostainos Senior Citizen Center</b> 333 Trenton Avenue, Buffalo, NY 14201 Contact: Carmen Palma 716-842-0172	0	#1 & #2
*! 15. <b>Saint Philip's Episcopal Church</b> 18 Sussex Avenue, Buffalo, NY 14215 <a href="mailto:specbuffalo@adelphia.net">specbuffalo@adelphia.net</a> Contact: Josie Jackson 716-833-0442	0	#1 & #2
*! 16. <b>Midtown Bible Church</b> 1722 Main Street Buffalo, NY 14209 Contact: Pastor Brent McCalister 716-884-5203 midtownbiblechurch@gmail.com	0	#1 & #2
*> 17. <b>Seventh Day Church of God Ministries</b> P.O. Box 63 Buffalo, NY 14213 Contact: Paulette Hales	0	#1 & #2

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# Annual EEO Report

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## Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
*> 18. <b>Veteran's Service Agency</b> 95 Franklin Street, Rath Building Room 800 Buffalo, NY 14202  716-858-6363	0	#1 & #2
*> 19. <b>Vietnam Veterans of America, Inc. WNY - CH. 77</b> 57 Main Street, Tonawanda, NY 14150 Contact: Patrick Welch 716-693-4479 pwwusmc@gmail.com	0	#1 & #2
*! 20. <b>National Religious Broadcasters (NRB)</b> 660 North Capitol Street NW, Suite 210, Washington, DC 20001 <a href="mailto:news@nrb.org">news@nrb.org</a> Contact: Kenneth Chan 703-330-7000	0	#1 & #2
*! 21. <b>Heritage Christian Services</b> 3790 Commerce Court, Suite 800, N. Tonawanda, NY <a href="mailto:sdemart@heritagechristianservices.org">sdemart@heritagechristianservices.org</a> Samantha DeMart 716-743-2020 14120	0	#1 & #2
*> 22. <b>Cornerstone Manor</b> 150 E. North Street Buffalo, NY 14203 Contact: Aubrey Calhoun 716-852-0761	0	#1 & #2
*> 23. <b>Christian Central Academy</b> 39 Academy Street Williamsville, NY 14221 <a href="mailto:cca@christianca.com">cca@christianca.com</a> 716-634-4821	0	#1 & #2
>! 24. <b>WNY Independent Living</b> 450 Jefferson Avenue, Apt 121 Buffalo, NY 14204 716-836-0822 <a href="mailto:ljacobs@wnyil.org">ljacobs@wnyil.org</a> Contact: Linda Jacobs	0	#1 & #2
*> 25. <b>Greater Love Fellowship</b> 2205 Genesee Street Buffalo, NY 14202 Contact: Elder Lula Herring 716-597-0360 <b>Native American Community Services of Erie and Niagara</b>	0	#1 & #2
*! 26. <b>Counties</b> 1005 Grant Street Buffalo, NY 14207 <a href="mailto:tjamieson@nacswny.org">tjamieson@nacswny.org</a> Contact: Tom Jamieson 716-874-2797 ext. 315	0	#1 & #2

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# Annual EEO Report

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## Recruitment Source Information

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*! 27. <b>Eastern Hills Church</b> 8445 Greiner Road Williamsville, NY 14221 <a href="mailto:jcanastraro@easternhillchurch.org">jcanastraro@easternhillchurch.org</a> Joni Canastraro & Peggy Farrington 716-688-7165	0	#1 & #2
! 28. <b>NYSBA</b> 1805 Western Avenue Albany, NY 12203 Contact: Carol Jung 518-456-8888 <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a>	0	#1 & #2
> 29. <b>Villa Maria College</b> 240 Pine Ridge Road Buffalo, NY 14225 Contact: Heather Harris 716-896-0700	0	#1 & #2
30. <b>Buffalo Broadcaster Association Job Fair 3/2/2019</b> Anne Marie Franczyk <a href="mailto:franza@buffalostate.edu">franza@buffalostate.edu</a>	0	0
31. <b>Indeed.com</b>	3	#2
! 32. <b>WLGZ-FM</b> 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	#1 & #2
! 33. <b>WXJC/WDJC/WYDE</b> 2727 19th Place South, Homewood, AL 35209 Contact: Amanda Cherry 205-879-3324	0	#1 & #2
! 34. <b>WEXL/WMUZ/WRDT</b> 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	#1 & #2

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## Recruitment Source Information

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! 35. <b>WPWX/WYCA/WSRB/WYRB</b> 6336 Calumet Avenue, Hammond, IN 46324 Contact: Brittany Hamilton      219-933-4455	0	#1 & #2
! 36. <b>KKPZ-AM</b> 4700 SW Macadam Avenue, #102, Portland, OR 97201 Contact: Jennifer Swanner	0	#1 & #2
! 37. <b>KBRT-AM</b> 3183D Airway Avenue, Costa Mesa, CA 92626  Contact: Todd Stickler      714-754-4450	0	#1 & #2
! 38. <b>KLZ/KLTT/KLVZ/KLDC</b>  2821 So. Parker Road Suite #1205 Aurora, CO 80014 Contact: Elizabeth McGuire      303-481-1795	0	#1 & #2
! 39. <b>KCBC</b> 10948 Cleveland Avenue, Oakdale, CA 95361 Contact: Greg Edwards	0	#1 & #2
! 40. <b>WDCX-AM</b> 2494 Browncroft Boulevard, Rochester, NY 14625 Contact: Earl Schillinger      585-264-1027	0	#1 & #2
! 41. <b>WDCX - Website</b> wdcxradio.com      716-883-3010	1	#1 & #2
42. <b>Referral to WDCX</b>  by staff member      716-883-3010	3	#1 & #2

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**Total Number of Persons Interviewed During Applicable Period : 12**

**Annual EEO REPORT**

Covering Period - February 1, 2019 - January 31, 2020

Station comprising Station Employment Unit: WDCX-FM and WDCZ

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**  
**UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: WDCX-FM and WDCZ

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Job Shadow

Date of station participation: [On date; From date to date] Thursday, February, 7 2019

Participating Employees: Writer/Producer, Producer, Host/Program Director

Host/Sponsor of Activity: WDCX

Brief Description of Activity and Station Participation: WDCX hosted a student from Niagara Christian

Collegiate on February 7th to fulfill hours for a communications class. He met with a writer/producer

who was able to talk with him about the details of the position. He also sat in with the Producer of NBL

to see that the job entailed running the board, taking phone calls, etc. as well as sitting in-studio with the Host

to see the dynamic of interviewing a guest, endorsing commercial sponsors, taking live phone calls, etc.



# Annual EEO REPORT

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-FM and WDCZ

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Buffalo Broadcasters

Association Job Fair

Date of station participation: [On date; From date to date] March 2, 2019

Participating Employees: Management Staff

Host/Sponsor of Activity: Buffalo Broadcasters Association

Brief Description of Activity and Station Participation: Management personnel attended a

Job Fair at The Millennium Hotel on Saturday, March 2nd, 2019 from 11-1. They were able to talk with

many people regarding a career in broadcasting and the opportunities that WDCX has to offer. They accepted

many resumes from interested candidates.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-FM and WDCZ

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Scholarship Program

Date of station participation: [On date; From date to date] June 2019

Participating Employees: Director of Corporate Christian Programming

Host/Sponsor of Activity: WDCX/Christian Central Academy

Brief Description of Activity and Station Participation: Director of Corporate Christian Programming -  
provides a scholarship - on behalf of WDCX - to a graduating Senior who not only exemplifies excellence in  
the broadcasting program at CCA, but who plans on furthering their education in the communications field.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-FM and WDCZ

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Job Fair

Date of station participation: [On date; From date to date] 11/2/2019

Participating Employees: Executive Assistant

Host/Sponsor of Activity: Buffalo Broadcasters Association

Brief Description of Activity and Station Participation: On Saturday, November 2 from 10am - 1pm - WDCX (WDCZ) attended a job fair at the WNED Studios in Buffalo. At 10am - a panel of professionals from the New York State Broadcasters Association discussed "So You Want A Career In Media" for the students in attendance. Afterward students were able to ask questions. Several resumes were collected from prospective candidates. A member of the WDCX staff was able to talk to several people about the job opportunities available at WDCX, WDCZ, and WDCX-AM.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-FM and WDCZ

I. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Discrimination/Harassment

CBC Policy Review

Date of station participation: [On date; From date to date] January 6, 2020

Participating Employees: WDCX Staff

Host/Sponsor of Activity: WDCX

Brief Description of Activity and Station Participation: The Company Policy Handbook pages dealing with Discrimination and Harassment were reviewed by all employees. All staff reviewed and signed off that they understood the issues and seriousness of them. A meeting was held where the General Manager gave an overview of the policies and gave staff members the opportunity to ask questions. Everyone was directed to station management if they had questions or concerns.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-FM and WDCZ

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Broadcast Outreach-Mentoring

Date of station participation: [On date; From date to date] January 11, 2020

Participating Employees: Executive Writer Producer, Promotions Coordinator, Board Operator

Host/Sponsor of Activity: WDCX/Christian Central Academy

Brief Description of Activity and Station Participation: WDCX hosted a class of Seniors enrolled in a Media Broadcasting Class from Christian Central Academy on Saturday, January 11, 2020. The students developed a one-hour program that the station assisted in producing. They used sports, news and music. WDCX staff members helped them with music, production, and engineering of the program - offering tips on how to make the one hour program (4-5pm) as professional as possible.