

Annual EEO Public File Report  
WDCX-FM, WDCZ-AM, & WDCX-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 WDCX-AM 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, 2022 to and including January 31, 2023 (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, 2022 to January 31, 2023

Station comprising Station Employment Unit: WDCX-FM, WDCZ, and WDCX-AM

**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>
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No Vacancies between  
2/1/22 - 1/31/23.

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 0

## 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>
*! 1. <b>Erie Community College</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	0
*! 2. <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	0
*! 3. <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	0
*! 4. <b>Roberts Wesleyan College</b> 2301 Westside Drive, Rochester, NY 14624 <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a> *Use Handshake to post. Contact: Mary Flaherty 585-594-6540	0	0
*! 5. <b>Niagara University</b> P.O. Box 2041 Niagara University, NY 14109 <a href="mailto:sbednarz@niagara.edu">sbednarz@niagara.edu</a> Contact: Sheila Bednarz 716-286-8535	0	0
*! 6. <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	0
*! 7. <b>Armor Bible Presbyterian Church</b> 5650 Powers Road, Orchard Park, NY 14127 <a href="mailto:office@armorpca.org">office@armorpca.org</a> Contact: Linda Janczak 716-648-4559	0	0

\* 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.

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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>
8. <b>WDCX-FM - On-air Ad</b> 625 Delaware Avenue, Buffalo, NY 14202 Contact: Brett Larson 716-883-3010	0	0
9. <b>WDCX - Posting - on Bulletin Board</b> 625 Delaware Avenue - Suite 308 Buffalo, NY 14202 716-883-3010	0	0
*! 10. <b>Buffalo Urban League</b> 15 East Genesee Street, Buffalo, NY 14203 <a href="mailto:iking@buffalourbanleague.org">iking@buffalourbanleague.org</a> Contact: Joan King 716-854-7625	0	0
*! 11. <b>Medaille College</b> 18 Agassiz Circle, Buffalo, NY 14214 Contact: Carol Cullinan 716-884-3281 <a href="mailto:career-planning@medaille.edu">career-planning@medaille.edu</a>	0	0
*! 12. <b>SUNY Fredonia</b> Office of Career Development, 280 Central Avenue Fredonia, NY 14063 <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> Contact: Christopher LaGrow 716-673-3327	0	0
*> 13. <b>Lostainos Senior Citizen Center</b> 333 Trenton Avenue, Buffalo, NY 14201 Contact: Carmen Palma 716-842-0172	0	0
*! 14. <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	0
*! 15. <b>Midtown Bible Church</b> 1722 Main Street Buffalo, NY 14209 Contact: Pastor Brent McCalister 716-884-5203 midtownbiblechurch@gmail.com	0	0
*> 16. <b>Seventh Day Church of God Ministries</b> P.O. Box 63 Buffalo, NY 14213 Contact: Paulette Hales	0	0

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## Recruitment Source Information

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*> 17. <b>Veteran's Service Agency</b> 95 Franklin Street, Rath Building Room 800 Buffalo, NY 14202  716-858-6363	0	0
*> 18. <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	0
*! 19. <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	0
*> 20. <b>Cornerstone Manor</b> 150 E. North Street Buffalo, NY 14203 Contact: Aubrey Calhoun 716-852-0761 <a href="mailto:acalhoun@buffalocitymission.org">acalhoun@buffalocitymission.org</a>	0	0
*> 21. <b>Christian Central Academy</b> 39 Academy Street Williamsville, NY 14221 cca@christianca.com 716-634-4821	0	0
>! 22. <b>WNY Independent Living</b> 450 Jefferson Avenue, Apt 121 Buffalo, NY 14204 716-948-3315 <a href="mailto:ljacobs@wnyil.org">ljacobs@wnyil.org</a> Contact: Linda Jacobs	0	0
*> 23. <b>Greater Love Fellowship</b> 2205 Genesee Street Buffalo, NY 14202 Contact: Elder Lula Herring 716-597-0360	0	0
*! 24. <b>Native American Community Services of Erie and Niagara 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	0

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## Recruitment Source Information

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*! 25. <b>Eastern Hills Church</b> 8445 Greiner Road Williamsville, NY 14221 Contact: Mike Dwyer - Executive Pastor <a href="mailto:mdwyer@ehwc.org">mdwyer@ehwc.org</a> 716-688-7165	0	0
! 26. <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	0
> 27. <b>Villa Maria College</b> 240 Pine Ridge Road Buffalo, NY 14225 Contact: Heather Harris 716-896-0700	0	0
! 28. <b>Buffalo Broadcaster Association</b> <b>Job Fair - 4/23/22</b> Anne Marie Franczyk <a href="mailto:franza@buffalostate.edu">franza@buffalostate.edu</a>	0	0
*! 29. <b>University at Buffalo -Career Design Center</b> 259 Capen Hall, Buffalo, NY 14260 Contact: Ed Brodka 716-645-4618 <a href="mailto:brodka@buffalo.edu">brodka@buffalo.edu</a>	0	0
30. <b>SUNY Brockport</b> <b>Job Fair - 3/2/22 &amp; 8/31/22</b> Brockport Career Services Daily Hall - 2nd Floor - 350 New Campus Drive Brockport, NY 14420 Contact: John Sheible 585-395-5421 <a href="mailto:jsheible@brockport.edu">jsheible@brockport.edu</a> Handshake	0	0
31. <b>WNY Association of College Career Centers</b> Job Fair - 1/11/23	0	0

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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>
! 32. <b>WLGZ-FM</b> 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	0
! 33. <b>WXJC/WDJC/WYDE</b> 2727 19th Place South, Homewood, AL 35209 Contact: Josi Bryant 205-879-3324	0	0
! 34. <b>WEXL/WMUZ/WRDT</b> 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	0
! 35. <b>WPWX/WYCA/WSRB/WYRB</b> 6336 Calumet Avenue, Hammond, IN 46324  Contact: Brittany Hamilton 219-933-4455	0	0
! 36. <b>KBRT-AM</b>  3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Todd Stickler 714-754-4450	0	0
! 37. <b>KLZ/KLTT/KLVZ/KLDC</b> 2821 So. Parker Road Suite #1205 Aurora, CO 80014 Contact: Selena Holdridge 303-481-1795	0	0
! 38. <b>KCBC</b> 10948 Cleveland Avenue, Oakdale, CA 95361 Contact: Greg Edwards	0	0
! 39. <b>WDCX - Website</b>  wdcxradio.com 716-883-3010	0	0
! 40. <b>Referral to WDCX</b> by staff member/listener 716-883-3010	0	0

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**Total Number of Persons Interviewed During Applicable Period : 0**

**Annual EEO REPORT**

Covering Period - February 1, 2022 - January 31, 2023

Station comprising station employment unit: WDCX-FM, WDCZ, WDCX-AM

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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] March 2, 2022

Participating Employees: WDCX Management

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX participated in an in-person job

fair at SUNY Brockport on March 2, 2022 from 1-4pm. Students who came by were encouraged to leave their

resume and/or email address for future employment opportunities. Students were able to ask questions about

the stations, the positions that exist, and possibilities for the future.



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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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] April 23, 2022

Participating Employees: WDCX Management

Host/Sponsor of Activity: Buffalo Broadcasters Association

Brief Description of Activity and Station Participation: WDCX participated in an in-person job

fair at WNED TV Studios hosted by BBA on Saturday, April 23, 2022 from 9-1 pm. Several Students stopped

by to discuss future employment possibilities at WDCX. Business cards were handed out to those who wanted

to submit their resume and/or employment application for future consideration. Resumes were collected from

students to file for upcoming opportunities.

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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 2022

Participating Employees: Director of Corporate Christian Programming

Host/Sponsor of Activity: Christian Central Academy/WDCX Radio

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

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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] August 31, 2022

Participating Employees: WDCX Staff

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX participated in a job fair on August 31, 2022 from 12-3pm. A WDCX representative was able to speak to several students on campus about future job opportunities at the station. Students were able to leave their email addresses for future employment information. Business cards were handed out for future contact, if any questions came up, or if any of them wanted to schedule a tour of the station.

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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

Date of station participation: [On date; From date to date] October 25, 2022

Participating Employees: WDCX Staff

Host/Sponsor of Activity: WDCX Radio

Brief Description of Activity and Station Participation: WDCX Radio hosted an on-air 'Job Line' on Tuesday, October 25th from 2-4pm. Host of NBL took calls from advertising partners and listeners who were looking for people to employ. It was an opportunity for WDCX to network with local businesses and listeners who were either looking to hire or those looking for employment. Host of NBL was able to connect them. He also discussed possible future employment opportunities at WDCX and encouraged people who were interested to submit their resume to info@wdcxradio.com.

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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

Date of station participation: [On date; From date to date] January 9, 2023

Participating Employees: All Staff

Host/Sponsor of Activity: WDCX-FM, WDCZ, WDCX-AM

Brief Description of Activity and Station Participation: The company handbook pages dealing with discrimination and harassment, along with videos from New York State were viewed and reviewed by all employees. All staff reviewed and signed off that they understood the issues and the seriousness of them. A meeting was held where the General Manager gave staff members the opportunity to ask questions. Everyone was directed to station management with questions or concerns.

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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

Date of station participation: [On date; From date to date] January 11, 2023

Participating Employees: WDCX Staff

Host/Sponsor of Activity: Western New York Association of College Career Centers

Brief Description of Activity and Station Participation: WDCX participated in a Career and Internship Fair on Wednesday, January 11th from 12-3pm at the Buffalo Niagara Marriott - hosted by the Western New York Association of College Career Centers. Many participating colleges encourage students to attend. WDCX was able o talk with several candidates who were interested in future employment at the station. Resumes were collected for future employment openings.

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Covering Period - February 1, 2022 - January 31, 2023

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

Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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 28, 2023

Participating Employees: WDCX Staff

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 28, 2023. The students developed a one-hour program that the station assisted in producing. WDCX staff members helped with the production, music selection, and engineering of the program. The program aired on WDCX from 3-4pm.