

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, 2023 to and including January 31, 2024 (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.

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Covering period from: February 1, 2023 to January 31, 2024

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>
1. Account Manager	#1 - #24, #26-#33	#33	5	11/8/2023

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 5

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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. Erie Community College 4041 Southwestern Blvd. Orchard Park, NY 14127 terry@ecc.edu Handshake Contact: Colleen Terry 716-851-1683	0	#1
*! 2. Highland Community Revitalization Committee 2616 Highland Avenue #101 Niagara Falls, NY 14305 highlandcommunityofniagara@gmail.com Contact: Charletta Tyson 716-282-2325	0	#1
*! 3. Houghton College One Willard Ave, Houghton, NY 14744 careerservices@houghton.edu Handshake Contact: Cindy Hannigan 585-567-9500	0	#1
*! 4. Roberts Wesleyan College 2301 Westside Drive, Rochester, NY 14624 flahertym@roberts.edu *Use Handshake to post. Contact: Mary Flaherty 585-594-6540	0	#1
*! 5. Niagara University P.O. Box 2041 Niagara University, NY 14109 sbednarz@niagara.edu Handshake Contact: Sheila Bednarz 716-286-8535	0	#1
*! 6. Armor Bible Presbyterian Church 5650 Powers Road, Orchard Park, NY 14127 office@armorpca.org Contact: Linda Janczak 716-648-4559	0	#1

* 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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7. WDCX-FM - On-air Ad 2350 North Forest Road, Suite 29B, Getzville, NY 14068 Contact: Brett Larson 716-883-3010	3	#1
8. WDCX - Posting - on Bulletin Board 2350 North Forest Road, Suite 29B, Getzville, NY 14068 716-883-3010	0	#1
*! 9. SUNY Fredonia Office of Career Development, 280 Central Avenue Fredonia, NY 14063 careers@fredonia.edu Handshake Contact: Christopher LaGrow 716-673-3327	0	#1
*> 10. Lostainos Senior Citizen Center 333 Trenton Avenue, Buffalo, NY 14201 Contact: Carmen Palma 716-842-0172	0	#1
*! 11. Saint Philip's Episcopal Church 18 Sussex Avenue, Buffalo, NY 14215 specbuffalo@adelphia.net Contact: Josie Jackson 716-833-0442	0	#1
*! 12. Midtown Bible Church 1722 Main Street Buffalo, NY 14209 Contact: Pastor Brent McCalister 716-884-5203 midtownbiblechurch@gmail.com	0	#1

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*> 13. Veteran's Service Agency 95 Franklin Street, Rath Building Room 800 Buffalo, NY 14202 716-858-6363	0	#1
*! 14. Vietnam Veterans of America, Inc. WNY - CH. 77 57 Main Street, Tonawanda, NY 14150 Contact: Patrick Welch 716-693-4479 pwwusmc@gmail.com	0	#1
*! 15. National Religious Broadcasters (NRB) 660 North Capitol Street NW, Suite 210, Washington, DC 20001 news@nrb.org Contact: Kenneth Chan 703-330-7000	0	#1
*! 16. Cornerstone Manor 150 E. North Street Buffalo, NY 14203 Contact: Aubrey Calhoun 716-852-0761 acalhoun@buffalocitymission.org	0	#1
*! 17. Christian Central Academy 39 Academy Street Williamsville, NY 14221 cca@christianca.com 716-634-4821	0	#1
*> 18. Greater Love Fellowship 2205 Genesee Street Buffalo, NY 14202 Contact: Elder Lula Herring 716-597-0360	0	#1

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*! 19. Eastern Hills Church 8445 Greiner Road Williamsville, NY 14221 Contact: Mike Dwyer - Executive Pastor mdwyer@ehwc.org 716-688-7165	0	#1
! 20. NYSBA 1805 Western Avenue Albany, NY 12203 Contact: Carol Jung 518-456-8888 cjung@nysbroadcasters.org	0	#1
> 21. Villa Maria College 240 Pine Ridge Road Buffalo, NY 14225 Contact: Heather Harris 716-896-0700	0	#1
! 22. Buffalo Broadcasters Association Anne Marie Franczyk franza@buffalostate.edu	0	#1
*! 23. University at Buffalo -Career Design Center 259 Capen Hall, Buffalo, NY 14260 Contact: Ed Brodka 716-645-4618 brodka@buffalo.edu Handshake	0	#1
*! 24. SUNY Brockport Job Fair - 3/1/23 & 8/30/23 Brockport Career Services Daily Hall - 2nd Floor - 350 New Campus Drive Brockport, NY 14420 Contact: John Sheible 585-395-5421 jsheible@brockport.edu Handshake	0	#1
25. WNY Association of College Career Centers Job Fair 1/10/2024	0	0
*! 26. CROSS & Culture, LLC 284 Hinds St, Apartment 18 Tonawanda, NY 14150 Contact: Christopher Croom chris@crossandculture.org 716-907-1088	0	#1

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! 27. WLGZ-FM 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	#1
! 28. WXJC/WDJC/WYDE 2727 19th Place South, Homewood, AL 35209 Contact: Karrie Duncan 205-879-3324	0	#1
! 29. WEXL/WMUZ/WRDT 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	#1
! 30. KBRT-AM 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Todd Stickler 714-754-4450	0	#1
! 31. KLZ/KLTT/KLVZ/KLDC 2821 So. Parker Road Suite #1205 Aurora, CO 80014 Contact: Selena Holdridge 303-481-1795	0	#1
32. WDCX - Website wdcxradio.com 716-883-3010	0	#1
33. Referral to WDCX by staff member/listener 716-883-3010	2	#1

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Total Number of Persons Interviewed During Applicable Period : 5

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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] March 1, 2023

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 1, 2023 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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Station(s) Claiming Credit: WDCX-FM, WDCZ, WDCX-AM

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

Career Day

Date of station participation: [On date; From date to date] 4/21/2023

Participating Employees: WDCX Staff

Host/Sponsor of Activity: WDCX

Brief Description of Activity and Station Participation: WDCX participated in a homeschool group career day where homeschoolers were given a presentation on WDCX Radio and all that is involved with various positions including the technical and engineering aspects. Pictures of the transmitter site were shared, along with an audio recording of a listener who tuned into WDCX-AM in South Africa. The students had an opportunity to ask questions at the presentation.

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

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

Date of station participation: [On date; From date to date] June 2023

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 scholarship - on behalf of WDCX - to a graduating Senior who not only exemplifies excellence in the broadcast program at CCA, but to someone who plans on continuing their education in the communications field.

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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 30, 2023

Participating Employees: Executive Assistant

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX (WDCZ and WDCX-AM) participated in a job festival on Wednesday, August 30, 2023 from 12-3pm at SUNY Brockport. Many students attended this outdoor job fair. The station representative was able to speak with several students about the future employment opportunity that may become available. Students were encouraged to call if they were interested in a tour of the station or if they had any further questions. Emails were collected from students who would be interested in future employment.

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

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Student Mentorship/
Class Involvement

Date of station participation: [On date; From date to date] November 2023

Participating Employees: Executive Assistant

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX (WDCZ and WDCX-AM) participated in a Mo
Phone Interview for 3 students in CMC 317 class at SUNY Brockport. A job description was sent to each student
prepare for the interview. Each student submitted a resume and set up a time for a phone interview. The interview
place on November 28th and 29th. After completion of the job interviews -an evaluation form was completed by
interviewer and submitted to the Professor - for points toward their final average.

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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

Date of station participation: [On date; From date to date] January 9, 2024

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 reviewed by all employees. All staff
off that they understood the issues and seriousness of them. A meeting was held where General Manager gave sta
members the opportunity to ask questions. Everyone was directed to station management with questions or conce

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

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

Date of station participation: [On date; From date to date] January 10, 2024

Participating Employees: Executive Assistant

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

Brief Description of Activity and Station Participation: WDCX (WDCZ and WDCX-AM) participated in
this job and internship fair on Wednesday, January 10, 2024 from 12-3pm at the Buffalo Niagara Marriott. Colleg
students from WNY campuses were able to connect with employers. Students were able to submit resumes and t
a station representative.