

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, 2025 to and including January 31, 2026 (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.

Annual EEO Report

Covering period from: February 1, 2025 to January 31, 2026

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 Hire</u>	<u>Total Number of Interviewees From All Sources For This Position</u>	<u>Date Vacancy Filled</u>
1. Promotions-Marketing Coordinator	#1-#23; #25-#32	#7 - Posting at WDCX Radi	4	2/18/2025
Coordinator	#1-#23; #25-#32	#7 - Posting at WDCX Radi	4	8/1/2025

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 8

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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
*! 2. Highland Community Revitalization Committee 2616 Highland Avenue #101 Niagara Falls, NY 14305 highlandcommunityofniagara@gmail.com Contact: Charletta Tyson 716-282-2325	0	#1, #2
*! 3. Houghton College One Willard Ave, Houghton, NY 14744 careerservices@houghton.edu Handshake Contact: Cindy Hannigan 585-567-9500	0	#1, #2
*! 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, #2
*! 5. Niagara University P.O. Box 2041 Niagara University, NY 14109 sbednarz@niagara.edu Handshake Contact: Sheila Bednarz 716-286-8535	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.

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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>
*> 12. Veteran's Service Agency 95 Franklin Street, Rath Building Room 800 Buffalo, NY 14202 716-858-6363	0	#1, #2
*! 13. 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, #2
*! 14. 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, #2
*! 15. Cornerstone Manor 150 E. North Street Buffalo, NY 14203 Contact: Annette Slaughter 716-852-0761 aslaughter@buffalocitymission.org	0	#1, #2
*! 16. Christian Central Academy 39 Academy Street Williamsville, NY 14221 cca@christianca.com 716-634-4821	1	#1, #2
*> 17. Greater Love Fellowship 2205 Genesee Street Buffalo, NY 14202 Contact: Elder Lula Herring 716-597-0360	0	#1, #2

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*! 18. Eastern Hills Church 8445 Greiner Road Williamsville, NY 14221 Contact: Mike Dwyer - Executive Pastor mdwyer@ehwc.org 716-688-7165	0	#1, #2
! 19. NYSBA 1805 Western Avenue Albany, NY 12203 Contact: Trevor Elmendorf 518-456-8888 telmendorf@nysbroadcasters.org	0	#1, #2
*! 20. Villa Maria College 240 Pine Ridge Road Buffalo, NY 14225 Contact: Joseph Milazzo 716-961-1814 jmilazzo@villa.edu	0	#1, #2
! 21. Buffalo Broadcasters Association Anne Marie Franczyk franza@buffalostate.edu	1	#1, #2
*! 22. University at Buffalo -Career Design Center 259 Capen Hall, Buffalo, NY 14260 Contact: Ed Brodka 716-645-4618 brodka@buffalo.edu Handshake	1	#1, #2
*! 23. SUNY Brockport Job Fair - 3/5/25 & 8/27/25 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, #2
24. WNY Association of College Career Centers Job Fair - 11/5/2025	0	0
*! 25. CROSS & Culture, LLC 284 Hinds St, Apartment 18 Tonawanda, NY 14150 Contact: Christopher Croom chris@crossandculture.org 716-907-1088	0	#1, #2

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

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Total Number of Persons Interviewed During Applicable Period : 8

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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 5, 2025

Participating Employees: WDCX Management

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX participated in a job fair at SUNY Brockport on March 5, 2025 from 1-4pm. Students who came by were encouraged to leave their email address for future employment opportunities and to scan a QR code for Handshake. 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.] Career Day

Date of station participation: [On date; From date to date] May 7, 2025

Participating Employees: WDCX Management

Host/Sponsor of Activity: WDCX Radio

Brief Description of Activity and Station Participation: On Wednesday, May 7th, 2025 WDCX hosted a career da
for a homeschool group of 40 who were interested in a career in broadcasting. The General Manager spoke to the group
about the different job opportunities that WDCX has to offer from engineering, production, and on-air hosting to writing
and sales. They also toured the transmitter site. Throughout the day - the group was encouraged to ask questions about tl
different employment positions at the station, along with questions dealing with the technical aspects of radio.

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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.] Job Fair

Date of station participation: [On date; From date to date] August 27, 2025

Participating Employees: WDCX Management

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: On Wednesday, August 27th - WDCX participated in a
job fair at SUNY Brockport from 12-3pm. Many students came by and scanned a QR Code from Handshake - giving
them information about the station. Students also signed in with their email addresses - that were interested in
future employment opportunities at WDCX. The station representative was able to talk to many students about the
different positions at the station - from sales and board op work to writing, production, and operations.

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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.] Job Fair

Date of station participation: [On date; From date to date] November 5, 2025

Participating Employees: WDCX Management

Host/Sponsor of Activity: WNYACCC

Brief Description of Activity and Station Participation: On Wednesday, November 5th - WDCX participated in a job fair at the Buffalo Niagara Marriott - hosted by WNYACCC. Several people stopped by to discuss the various jobs that WDCX has to offer. Although there were no full-time openings, many people submitted resumes and contact information for future opportunities. A few organizations in attendance will be added to the WDCX recruitment source list - so they can be notified of future employment opportunities.

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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 Review

Date of station participation: [On date; From date to date] January 13, 2026

Participating Employees: WDCX 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
signed off that they understood the issues and 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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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] January 15, 2026

Participating Employees: WDCX Staff

Host/Sponsor of Activity: WDCX Radio

Brief Description of Activity and Station Participation: WDCX hosted a job fair on Thursday, January 15, 2026 from 9am -noon. A promo aired on WDCX, event info was posted on the website and on social media. The day was an opportunity for those interested in a career in broadcasting to talk with the staff at WDCX to hear about the various positions offered. People were encouraged to bring their resumes and ask questions.