

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, 2018 to and including January 31, 2019 (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, 2018 to January 31, 2019

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 Hire</u>	<u>Total Number of Interviewees From All Sources For This Position</u>	<u>Date Vacancy Filled</u>
1. Sales Coordinator	#1-#29, #33-#43*	#42 - WDCX Website	6	9/4/2018
2. Office Manager	#1-#29, #33-#43*	#9 - WDCX on-air Ad.	4	12/18/2018

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 10

* #30 - #32 Recruitment Sources were not used. The Job Fairs took place when the positions were not yet available or positions were already filled.

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. Erie Community College - City Campus 4041 Southwestern Blvd. Orchard Park, NY 14127 obrienm@ecc.edu Contact: Mary O'Brien 716-851-1683	0	#1 & #2
*! 2. Bryant & Stratton Business Institute 465 Main Street, Suite 400, Buffalo, NY 14203 dwestbrook@bryantstratton.edu Contact: Diane Westbrook 716-884-9120	0	#1 & #2
*! 3. Highland Community Revitalization Committee 2616 Highland Avenue #101 Niagara Falls, NY 14305 highlandcommunityofniagara@gmail.com Contact: Charletta Tyson 716-282-2325	0	#1 & #2
*! 4. Houghton College One Willard Ave, Houghton, NY 14744 careerservices@houghton.edu Contact: Cindy Hannigan 585-567-9500	0	#1 & #2
*! 5. Roberts Wesleyan College 2301 Westside Drive, Rochester, NY 14624 flahertym@roberts.edu Contact: Mary Flaherty 585-594-6540	0	#1 & #2
*! 6. Niagara University P.O. Box 2041 Niagara University, NY 14109 mjs@niagara.edu Contact: Mike Skowronski 716-286-8535	0	#1 & #2
*! 7. Learning Disabilities Assn. Of Western NY 2555 Elmwood Avenue, Kenmore, NY 14217 jjeffreys@ldaofwny.org Contact: Joelle Jeffreys 716-874-7200	0	#1 & #2
*! 8. Armor Bible Presbyterian Church 5650 Powers Road, Orchard Park, NY 14127 office@armorpca.org 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.

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9. WDCX-FM - On-air Ad 625 Delaware Avenue, Buffalo, NY 14202 Contact: Brett Larson 716-883-3010	6	#1 & #2
10. WDCX - Posting - on Bulletin Board 625 Delaware Avenue - Suite 308 Buffalo, NY 14202 716-883-3010	0	#1 & #2
*! 11. Buffalo Urban League 15 East Genesee Street, Buffalo, NY 14203 jking@buffalourbanleague.org Contact: Joan King 716-854-7625	0	#1 & #2
*! 12. Medaille College 18 Agassiz Circle, Buffalo, NY 14214 Contact: Carol Cullinan 716-884-3281 ccullinan@medaille.edu	0	#1 & #2
*! 13. SUNY Fredonia Office of Career Development, Fredonia, NY 14063 careers@fredonia.edu Contact: Christopher LaGrow 716-673-3327	0	#1 & #2
*> 14. Lostainos Senior Citizen Center 333 Trenton Avenue, Buffalo, NY 14201 Contact: Carmen Palma 716-842-0172	0	#1 & #2
*! 15. Saint Philip's Episcopal Church 18 Sussex Avenue, Buffalo, NY 14215 specbuffalo@adelphia.net Contact: Josie Jackson 716-833-0442	0	#1 & #2
*! 16. Midtown Bible Church 1722 Main Street Buffalo, NY 14209 Contact: Pastor Brent McCalister 716-884-5203 midtownbiblechurch@gmail.com	0	#1 & #2
*> 17. Seventh Day Church of God Ministries P.O. Box 63 Buffalo, NY 14213 Contact: Paulette Hales	0	#1 & #2

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*> 18. Veteran's Service Agency 95 Franklin Street, Rath Building Room 800 Buffalo, NY 14202 716-858-6363	0	#1 & #2
*> 19. 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
*! 20. National Religious Broadcasters (NRB) 1 Massachusetts Avenue Washington, DC 20001 news@nrb.org Contact: Kenneth Chan 703-330-7000	0	#1 & #2
*! 21. Heritage Christian Services 3790 Commerce Court, Suite 800, N. Tonawanda, NY sdemart@heritagechristianservices.org Samantha DeMart 716-743-2020 14120	0	#1 & #2
*> 22. Cornerstone Manor 150 E. North Street Buffalo, NY 14203 Contact: Aubrey Calhoun 716-852-0761	0	#1 & #2
*> 23. Christian Central Academy 39 Academy Street Williamsville, NY 14221 716-634-4821	0	#1 & #2
>! 24. WNY Independent Living 450 Jefferson Avenue, Apt 121 Buffalo, NY 14204 716-836-0822 ljacobs@wnyil.org Contact: Linda Jacobs	0	#1 & #2
*> 25. Greater Love Fellowship 2205 Genesee Street Buffalo, NY 14202 Contact: Elder Lula Herring 716-597-0360 Native American Community Services of Erie and Niagara	0	#1 & #2
*! 26. Counties 1005 Grant Street Buffalo, NY 14207 tjamieson@nacswny.org Contact: Tom Jamieson 716-874-2797 ext. 315	0	#1 & #2

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*! 27. Eastern Hills Wesleyan Church 8445 Greiner Road Williamsville, NY 14221 jcanastraro@easternhillchurch.org Joni Canastraro & Peggy Farrington 716-688-7165	0	#1 & #2
! 28. NYSBA 1805 Western Avenue Albany, NY 12203 Contact: Carol Jung 518-456-8888 cjung@nysbroadcasters.org	0	#1 & #2
> 29. Villa Maria College 240 Pine Ridge Road Buffalo, NY 14225 Contact: Heather Harris 716-896-0700	0	#1 & #2
30. Medaille College - Job Fair 4/18/2018 18 Agassiz Circle - Buffalo, NY	0	0
31. Buffalo Broadcaster Association Job Fair 2/3/2018 Anne Marie Franczyk franza@buffalostate.edu	0	0
32. Jobsapalooza 1/9/19 WNYACCC Christopher LaGrow christopher.lagrow@fredonia.edu	0	0
! 33. WLGZ-FM 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	#1 & #2
! 34. WDJC/WPHC/WYDE 2727 19th Place South, Homewood, AL 35209 Contact: Lani Myers 205-879-3324	0	#1 & #2
! 35. WEXL/WMUZ/WRDT 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	#1 & #2
! 36. WPWX/WYCA/WSRB/WYRB 6336 Calumet Avenue, Hammond, IN 46324 Contact: Brittany Hamilton 219-933-4455	0	#1 & #2

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! 37. KKPZ-AM 4700 SW Macadam Avenue, #102, Portland, OR 97201 Contact: Heather Hanger	0	#1 & #2
! 38. KBRT-AM 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Todd Stickler 714-754-4450	0	#1 & #2
! 39. KLZ/KLTT/KLVZ/KLDC 2821 So. Parker Road Suite #1205 Aurora, CO 80014 Contact: Elizabeth McGuire 303-481-1795	0	#1 & #2
! 40. KCBC 10948 Cleveland Avenue, Oakdale, CA 95361 Contact: John Yazel	0	#1 & #2
! 41. WDCX-AM 2494 Browncroft Boulevard, Rochester, NY 14625 Contact: Earl Schillinger 585-264-1027	0	#1 & #2
! 42. WDCX - Website wdcxradio.com 716-883-3010	2	#1 & #2
43. Referral to WDCX by staff member 716-883-3010	2	#1 & #2

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Total Number of Persons Interviewed During Applicable Period : 10

ANNUAL EEO REPORT

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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.] Buffalo Broadcasters

Association Job Fair

Date of station participation: [On date; From date to date] February 3, 2018

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, February 3rd, 2018 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 and were able to distribute several employee applications to those who were

interested.

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.] Discrimination/Harassment
CBC Policy Review

Date of station participation: [On date; From date to date] February 16, 2018 & January 7, 2019

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 the 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.

ANNUAL EEO REPORT

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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] April 18, 2018

Participating Employees: WDCX Staff

Host/Sponsor of Activity: Medaille College

Brief Description of Activity and Station Participation: Management personnel attended a job fair at Medaille College on Wednesday, April 18, 2018 from 12-1:30pm. They were able to talk with several students regarding a career in broadcasting and some of the opportunities that WDCX has to offer. They accepted a couple of resumes from students and distributed several applications.

ANNUAL EEO REPORT

Covering Period - February 1, 2018 - January 31, 2019

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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] April 24, 2018

Participating Employees: General Manager of WDCX

Host/Sponsor of Activity: WDCX, Christian Central Academy

Brief Description of Activity and Station Participation: General Manager of WDCX visited Christian
Central Academy on April 24, 2018. He was able to speak to the class about how radio works - including
the technical aspects - as well as the various departments of sales, production, office, engineering. He detailed
the various job responsibilities for each. He was also able to record the students reciting the Pledge of
Allegiance for on-air use at the station.

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.] Scholarship Program

Date of station participation: [On date; From date to date] June 2018

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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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] January 9, 2019

Participating Employees: Executive Assistant

Host/Sponsor of Activity: Western New York Association of College and Careers

Brief Description of Activity and Station Participation: WDCX attended a Job Fair (Jobsapalooza) at the Buffalo Niagara Marriott on Wednesday, January 9, 2019 from 1-4pm. There were many job candidates in attendance. Several resumes were collected and many employment applications were distributed to interested candidates. Future WDCX employment opportunities were discussed.

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.] Broadcast Outreach-
Mentoring

Date of station participation: [On date; From date to date] January 19, 2019

Participating Employees: Writer/Producer, Producer, Production & Technology Coordinator

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 19, 2019. 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 the engineering of the program - offering tips on how to make the one hour program (4-5pm) as professional as possible.