

## Annual EEO Public File Report 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 stations: WDCX-AM, Rochester, 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-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>
No positions filled from 2/1/19 - 1/31/20				

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 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>
1. <b>Employee Referral</b>	0	0
2. <b>WDCX-AM - Job Posting</b> 2494 Browncroft Boulevard Rochester, NY 14625 Contact: Earl Schillinger 585-264-1027	0	0
+ 3. <b>NYS Dept. Of Labor</b> 276 Waring Road Rochester, NY 14609 Pam Marshall 585-258-8808	0	0
4. <b>Careerbuilder</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	0	0
5. <b>WDCX - Station Website</b> <a href="http://wdcxradio.com">wdcxradio.com</a> Contact: Joshua Myers 716-883-3010	0	0
6. <b>WDCX-AM - On Air Announcements</b> 2494 Browncroft Boulevard Rochester, NY 14625 Contact: Earl Schillinger 585-264-1027	0	0
* + 7. <b>Roberts Wesleyan College</b> 2301 Westside Drive Rochester, NY 14624 Contact: Mary Flaherty 585-594-6540	0	0
+ 8. <b>Monroe Community College</b> 1000 E. Henrietta Road Rochester, NY 14623 Contact: Michelle Mayo 585-292-2000	0	0
+ 9. <b>University of Rochester</b> P.O. Box 270028 Meliora Hall Rochester, NY 14627 Contact: Kellie Hernandez 585-275-2366	0	0
+ 10. <b>Nazareth College</b> 4245 East Avenue, Rochester, NY 14618 Contact: Michael Kahl 585-389-2525	0	0

\* Indicates sources that have requested notification of job openings

+ Indicates sources that will receive notification via U.S. 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>
* + 11. <b>New Life Ministries</b> 330 Wellington Avenue Rochester, NY 14619 Contact: Marla Wall 585-436-0085	0	0
* + 12. <b>Church of Love Faith Center</b> 700 Exchange Street Rochester, NY 14608 Contact: Bishop Gregory L. Parris 585-454-3270	0	0
13. <b>St. John Fisher College</b> 3690 East Avenue Rochester, NY 14618 Contact: Betsy McDermott 585-385-8048	0	0
* 14. <b>Urban League of Rochester</b> 265 N. Clinton Avenue Rochester, NY 14605 Gloria Lopez - glopez@ulr.org 585-325-6530	0	0
15. <b>The August Group</b> <a href="http://www.augustgroup.com">www.augustgroup.com</a> Brian Levy brianlevy@yahoo.com 585-217-2448	0	0
+ 16. <b>National Organization for Women</b> P.O. Box 93196 Rochester, NY 14692 rochesternow.org 585-234-7019 Contact: Linda Stephens	0	0
+ 17. <b>Rochester Women's Network</b> 249 Highland Avenue Rochester, NY 14620 Contact: Leanne Reed <a href="http://www.rwn.org">www.rwn.org</a> 585-271-4182	0	0
+ 18. <b>Heritage Christian Services</b> 349 W. Commercial St, Suite #2795 E. Rochester, NY heritagechristianservices.org; 14445 585-340-2000 Contact: Kim Clark	0	0
+ 19. <b>Disabled American Veterans</b> 100 Exchange Blvd. Rochester, NY 14614 585-546-5529	0	0
+ 20. <b>Veteran's Outreach Center</b> 455 South Ave. Rochester, NY 14620 Betsy Lombardo 585-546-FLAG <a href="http://www.eflagstore.com">www.eflagstore.com</a>	0	0
! 21. <b>NYSBA</b> 1805 Western Avenue Albany, NY 12203 Contact: Carolyn Jung (518)456-888 <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a>	0	0

\* Indicates sources that have requested notification of job openings  
#14-#15 will receive notification via e-mail

+ Indicates sources that will receive notification via U.S. 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>
22. <b>Roberts Wesleyan - Job Fair - 3/20/19</b> 2301 Westside Drive Rochester, NY 14624 585-594-6540	0	0
! 23. <b>WLGZ-FM</b> 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	0
! 24. <b>WDJC/WXJC/WYDE</b> 2727 19th Place South, Homewood, AL 35209 Contact: Amanda Cherry 205-879-3324	0	0
! 25. <b>WEXL/WMUZ/WRDT</b> 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	0
! 26. <b>WPWX/WYCA/WSRB/WYRB</b> 6336 Calumet Avenue, Hammond, IN 46324 Contact: Brittany Hamilton 219-933-4455	0	0
! 27. <b>KKPZ-AM</b> 4700 SW Macadam Avenue, #102, Portland, OR 97201 Contact: Jennifer Swanner 503-242-1950	0	0
! 28. <b>KBRT-AM</b> 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Todd Stickler 714-754-4450	0	0
! 29. <b>KLZ/KLTT/KLVZ/KLDC</b> 2821 So. Parker Road, Suite #1205 Aurora, CO 80014 Contact: Elizabeth McGuire 303-481-1839	0	0

! Indicates sources that will receive notification via e-mail.

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

# Annual EEO REPORT

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

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: WDCX-AM

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 2, 2019 from 11-1. They were able to talk with several people  
regarding a career in broadcasting and the opportunities that WDCX has to offer. They accepted many resumes  
from people and were able to distribute employee applications to those who were interested.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: 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 20, 2019

Participating Employees: WDCX-AM - Operations Manager/Host

Host/Sponsor of Activity: Roberts Wesleyan College

Brief Description of Activity and Station Participation: The Operations Manager/Host at WDCX-AM

attended a job recruitment day at Roberts Wesleyan College - Wednesday, March 20, 2019 from 3 to 5pm. He  
was able to speak with several students about the potential employment opportunities at WDCX-AM. He also  
collected a few resumes from students who were interested in potential employment opportunities at the station.

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## SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: 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 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 AM and FM (&WDCZ) attended a job fair at WNED Studios in Buffalo. At 10am, a panel of professionals from 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-AM

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] 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.