

## 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.

WDCX-AM Joined this Employment Unit on January 11, 2022.

The information contained in this Report covers the time period beginning February 1, 2021 to and including January 31, 2022 (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, 2021 to January 31, 2022

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>
No Vacancies between 2/1/21 - 1/31/22.				

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 0

## Annual EEO Report

Covering period from: February 1, 2021 to January 31, 2022

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

### 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>Eric 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.

## Annual EEO Report

Covering period from: February 1, 2021 to January 31, 2022

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

### 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:jking@buffalourbanleague.org">jking@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

\* Indicates sources that have requested notification of job openings

> Indicates sources have received notification via U.S. mail.

! Indicates sources that received notification via e-mail.

## Annual EEO Report

Covering period from: February 1, 2021 to January 31, 2022

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

### Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
*> 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	0	0
*> 21. <b>Christian Central Academy</b> 39 Academy Street Williamsville, NY 14221 <a href="mailto:cca@christianca.com">cca@christianca.com</a> 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 Native American Community Services of Erie and Niagara	0	0
*! 24. <b>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

\* 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.

## Annual EEO Report

Covering period from: February 1, 2021 to January 31, 2022

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

### Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
*! 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> Anne Marie Franczyk <a href="mailto:fracza@buffalostate.edu">fracza@buffalostate.edu</a>	0	0
! 29.. <b>WLGZ-FM</b> 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Mark Shuttleworth (585-264-1027)	0	0
! 30. <b>WXJC/WDJC/WYDE</b> 2727 19th Place South, Homewood, AL 35209 Contact: Amanda Cherry 205-879-3324	0	0
! 31. <b>WEXL/WMUZ/WRDT</b> 12300 Radio Place, Detroit, MI 48228 Contact: Linda Martens 313-272-3434	0	0

\* Indicates sources that have requested notification of job openings

> Indicates sources that received notification via U.S. mail.

! Indicates sources that receives notification via e-mail.

## Annual EEO Report

Covering period from: February 1, 2021 to January 31, 2022

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

### 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>WPWX/WYCA/WSRB/WYRB</b> 6336 Calumet Avenue, Hammond, IN 46324 Contact: Brittany Hamilton      219-933-4455	0	0
! 33. <b>KBRT-AM</b> 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Todd Stickler      714-754-4450	0	0
! 34. <b>KLZ/KLTT/KLVZ/KLDC</b> 2821 So. Parker Road Suite #1205 Aurora, CO 80014 Contact: Elizabeth McGuire      303-481-1795	0	0
! 35. <b>KCBC</b> 10948 Cleveland Avenue, Oakdale, CA 95361 Contact: Greg Edwards	0	0
! 36. <b>WDCX-AM</b> 2494 Browncroft Boulevard, Rochester, NY 14625 Contact: Earl Schillinger      585-264-1027	0	0
! 37. <b>WDCX - Website</b> wdcxradio.com      716-883-3010	0	0
38. <b>Referral to WDCX</b> by staff member/listener      716-883-3010	0	0

\* Indicates sources that have requested notification of job openings

> Indicates sources that received notification via U.S. mail.

! Indicates sources that receives notification via e-mail.

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

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] Review of EEO Frequently

Asked Questions on FCC site.

Date of station participation: [On date; From date to date] March 2, 2021

Participating Employees: General Manager, Executive Assistant

Host/Sponsor of Activity: WDCX, WDCZ

Brief Description of Activity and Station Participation: The GM & Executive Assistant at WDCX (WDCZ)

read and reviewed all 39 frequently asked questions on the FCC website ([fcc.gov/enforcement/eb-eeo/eo-frequently-asked-questions](http://fcc.gov/enforcement/eb-eeo/eo-frequently-asked-questions)).



**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] CBA -FCC/ EEO Webinar

Date of station participation: [On date; From date to date] March 2, 2021

Participating Employees: Executive Assistant

Host/Sponsor of Activity: CBA, Broadcast 1 Source

Brief Description of Activity and Station Participation: WDCX participated in a CBA FCC/ EEO Webinar on March 2, 2021 at 1pm. FCC Rules and regulations were reviewed so participants could be aware of what needed to be done to make sure compliance is being met. It was an hour-long webinar. At the end participants had the opportunity to ask questions.

# Annual EEO REPORT

Covering Period - February 1, 2021 - January 31, 2022

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/Panel Discussion  
Virtual

Date of station participation: [On date; From date to date] March 23, 2021

Participating Employees: Executive Assistant

Host/Sponsor of Activity: Buffalo Broadcasters Association

Brief Description of Activity and Station Participation: WDCX Executive Assistant was featured on a panel of professionals discussing finding a job or internship in the current job market. She was able to highlight and discuss Crawford Broadcasting Company and future job opportunities that mat become available at the station. She was able to field questions from those who participated. Resume information was made available to WDCX for future consideration.

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] NYSBA -FCC/ EEO Webinar

Date of station participation: [On date; From date to date] March 24, 2021

Participating Employees: Executive Assistant

Host/Sponsor of Activity: NYSBA

Brief Description of Activity and Station Participation: WDCX participated in the NYSBA FCC/ EEO

Webinar on March 24, 2021 at 3pm. FCC Rules and regulations were reviewed so participants could be aware of  
what needed to be done to make sure compliance is being met. It was a 90 minute webinar. At the end  
participants had the opportunity to ask questions.

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] Scholarship

Date of station participation: [On date; From date to date] June 2021

Participating Employees: Director pf 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 continuing their education in the communications field.

# Annual EEO REPORT

Covering Period - February 1, 2021 - January 31, 2022

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.] Panel Discussion

Date of station participation: [On date; From date to date] June 22, 2021

Participating Employees: Director of Corporate Christian Programming & General Manager

Host/Sponsor of Activity: National Religious Broadcasters

Brief Description of Activity and Station Participation: Director of Corporate Christian Programming and General Manager of WDCX were featured panelists at NRB on June 22, 2021 to discuss Succession

Planning and how to Make Successful Transitions in the business of Radio. They were able to discuss how their many years of experience and different roles in radio allowed one generation to pass the torch to the next. The Director of Corporate Christian Programming being able to train the General Manager in his role - with many job expectations that are attached... from sales, to on-air, to programming, to HR. They discussed how these roles have changed over the years... and moving forward how their roles can continue to positively impact the future of radio - so the business can continue to thrive. They were able to answer questions from the audience at the conclusion of their panel discussion.

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] Station Tour - Home-School  
Field Trip

Date of station participation: [On date; From date to date] October 21, 2021

Participating Employees: Production/Technology Coordinator, Promotions Coordinator, GM

Host/Sponsor of Activity: WDCX Radio

Brief Description of Activity and Station Participation: WDCX hosted 3 different sessions of a home school  
group - with each session consisting of 20-25 students. The staff of WDCX Radio presented the history and  
technology of radio. Students were introduced to the GM, Promotions Coordinator, and Production/Tech  
Coordinator - where they discussed what each of their jobs entail. They discussed the FCC, broadcast regulations  
the production of our live afternoon talk show, the Nex Gen System and how it allows the station to run 24 hours  
a day. Students voiced in-studio, and were able to hear themselves in a produced spot. The Staff at WDCX  
also discussed the role of digital mediums and how they work together with radio. Students were given time for  
Q & A with the WDCX staff.

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] Student Interview Assessment/  
Mentorship

Date of station participation: [On date; From date to date] January 4, 2022

Participating Employees: Executive Assistant

Host/Sponsor of Activity: SUNY Brockport

Brief Description of Activity and Station Participation: WDCX Radio participated in a mock interview  
assignment/assessment with SUNY Brockport CMC 317 - Interviewing Class. Two participants set up an  
interview time with WDCX Radio Executive Assistant. They were given a job description of the position they  
were interviewing for. SUNY Brockport provided interview questions and WDCX was able to ask some their  
own questions. Interviews lasted about 15-20 minutes over the phone. This interview is the pinnacle of the  
class and an opportunity to provide the students with practical guidance for interviews once they graduate from  
college. WDCX was given an evaluation form to fill out for both students upon completion of the interview.

**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] Broadcast/Outreach Mentoring

Date of station participation: [On date; From date to date] January 8, 2022

Participating Employees: Executive Writer Producer, Promotions Coordinator,  
Production/Technology Coordinator.

Host/Sponsor of Activity: WDCX Radio/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 8, 2022. The students developed a  
one-hour program that the station assisted in producing. WDCX staff members helped them with the production,  
music selection, and engineering of the program. The program aired from 4-5pm.

---

---

---

---

---

---

---

---

---

---



**Annual EEO REPORT**

Covering Period - February 1, 2021 - January 31, 2022

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.] CBC Discrimination/  
Harassment Policy Review

Date of station participation: [On date; From date to date] January 10, 2022

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 there General Manager gave staff members the opportunity to ask  
questions. Everyone was directed to station management with questions or concerns.