

## Annual EEO Public File Report WDCX-FM

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, 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, 2009 to and including January 31, 2010 (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, 2009 to January 31, 2010

Station comprising Station Employment Unit: WDCX-FM

## 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>
1. Writer/Producer	#1-#25 & #36-#46	WDCX - on-air Ad	6
2. Sales Manager/Account Executive	#1 -#46	WDCX - on-air Ad	6

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: 12

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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>Everywoman Opportunity Center</b> 237 Main St., Suite 330, Buffalo, NY 14203 Contact: Ivy Diggs-Washington 716-847-1120	0	2
*> 2. <b>Erie Community College - City Campus</b> 121 Ellicott Street, Buffalo, NY 14203 Contact: Barbara House 716-851-1183	0	2
*> 3. <b>Bryant &amp; Stratton Business Institute</b> 465 Main Street, Suite 400, Buffalo, NY 14203 Contact: Diane Westbrook 716-842-1962	0	2
*> 4. <b>Highland Community Revitalization Committee</b> 1750 Tennessee Avenue, Niagara Falls, NY 14305 Contact: Charletta Tyson 716-282-2325	0	2
*> 5. <b>Houghton College</b> One Willard Ave, Houghton, NY 14744 Contact: Eva Hillman 585-567-9500	0	2
*> 6. <b>Roberts Wesleyan College</b> 2301 Westside Dr, Rochester, NY 14624 Contact: Mary Flaherty 585-594-6540	0	2
*> 7. <b>Niagara University</b> P.O. Box 2041 Niagara University, NY 14109 Contact: Mike Skowronski 716-286-8535	0	2
*> 8. <b>Learning Disabilities Assn. Of Western NY</b> 2555 Elmwood Avenue, Kenmore, NY 14217 Contact: Joelle Jeffreys 716-874-7200	0	2
*> 9. <b>Armor Bible Presbyterian Church</b> 5650 Powers Road, Orchard Park, NY 14127 Contact: Doug Sukhia 716-648-4559	0	2
10. <b>WDCX-FM - On-air Ad</b> 625 Delaware Avenue, Buffalo, NY 14202 Contact: Nev Larson 716-883-3010	8	2
11. <b>WDCX - Posting - on Bulletin Board</b> 625 Delaware Avenue - Suite 308 Buffalo, NY 14202 716-883-3010	0	2

\* Indicates sources that have requested notification of job openings

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

*Attachment C - Appendix 2*

# Annual EEO Report

Covering period from: February 1, 2009 to January 31, 2010

Station comprising Station Employment Unit: WDCX-FM

## Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
*> 12. <b>Buffalo Urban League</b> 15 East Genesee Street, Buffalo, NY 14203 Contact: EMPLOYMENT 716-854-7625	0	2
*> 13. <b>Nash Road Free Methodist Church</b> 958 Nash Road, N. Tonawanda, NY 14120 Contact: Rick Ireland 716-692-8683	0	2
*> 14. <b>NYS Department of Education</b> P.O. Box 801, Buffalo, NY 14201 Contact: Andrea Todaro 716-883-1793	0	2
*> 15. <b>Medaille College</b> 18 Agassiz Circle, Buffalo, NY 14214 Contact: Ron Beiter 716-884-3281	1	2
*> 16. <b>SUNY Fredonia</b> Office of Career Development, Fredonia, NY 14063 Contact: Christopher LaGrow 716-673-3327	0	2
*> 17. <b>Lostainos Senior Citizen Center</b> 333 Trenton Avenue, Buffalo, NY 14201 Contact: Jovino Morales 716-842-0172	0	2
*> 18. <b>Emmanuel Church of God</b> 701 Kensington Avenue, Buffalo, NY 14215 Contact: Reginald Bailey 716-603-1718	0	2
*> 19. <b>St. Phillips Community Center</b> 15 Fernhill Avenue, Buffalo, NY 14215 Contact: Georaan Muharram 716-834-0334	0	2
*> 20. <b>Saint Philip's Episcopal Church</b> 18 Sussex Avenue, Buffalo, NY 14215 Contact: Josie Jackson 716-833-0442	0	2
*> 21. <b>Adam House</b> 430 Gladstone Avenue, Toronto, Ontario M6H 3H9 Contact: David Nath 416-538-2836	0	2
*> 22. <b>The Word of Life Church, Inc.</b> 382 Okell Street, Buffalo, NY 14220 Contact: Cheryl A. Kelley 716-822-4257	0	2

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## Recruitment Source Information

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* 23. <b>Community Reach</b> 1370 Don Mills Road, Suite 300, Toronto, Ontario Contact: Valerie Alphonso 416-391-2441	0	2
*> 24. <b>Midtown Bible Church</b> 1722 Main Street Buffalo, NY 14203 Contact: Pastor Brent McCalister 716-884-5203	0	2
*> 25. <b>Seventh Day Church of God Ministries</b> P.O. Box 63 Buffalo, NY 14213 Contact: Paulette Hales 716-510-7044	0	2
> 26. <b>Veteran's Service Agency</b> 95 Franlin Street, Room 1659 Buffalo, NY 14202 Contact: Patrick W. Welch 716-858-6363	0	1
> 27. <b>Vietnam Veterans of America, Inc. WNY - CH. 77</b> 57 Main Street, Tonawanda, NY 14150 Contact: Patrick Welch 716-693-4479	0	1
> 28. <b>Veteran.org</b> 9430 Topanga Canyon Blvd. Suite #203, Chatsworth, Contact: Major Wes Prater CA 91311	0	1
> 29. <b>Heritage Christian Services</b> 3790 Commerce Court, Suite 800, N. Tonawanda, NY Samantha Gosch 716-743-2020 14120	0	1
> 30. <b>Community Services for the Developmentally Disabled</b> 452 Delaware Avenue, Buffalo, NY 14202 Contact: Linda Szmanda 716-883-8888	0	1
> 31. <b>Erie County Department for Senior Services</b> 95 Franklin Street, Room #1329, Buffalo, NY 14202 Contact: Brenda Ward 716-858-8526	0	1
> 32. <b>Autumnwood Senior Center</b> 1800 Clinton Street Buffalo, NY 14202 Contact: Julianne Panty 716-826-7895	0	1
> 33. <b>Western New York Women's Fund</b>  742 Delaware Avenue Buffalo, NY 14202 Contact: Brigid Doherty 716-887-2621	0	1

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Station comprising Station Employment Unit: WDCX-FM

## Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
> 34. <b>Cornerstone Manor</b> 150 E. North Street Buffalo, NY 14203 Contact: 716-852-0761	0	1
*> 35. <b>Christian Central Academy</b> 39 Academy Street Williamsville, NY 14221  Contact: Deborah White 716-634-4821	0	1
. 36. <b>WLGZ-FM/WDCX-AM</b> 2494 Browncroft Blvd, #200, Rochester, NY 14625  Contact: Mark Shuttleworth (585-264-1027)	0	2
. 37. <b>WDJC/WPHC/WYDE</b> 2727 19th Place South, Homewood, AL 35209  Contact: Lani Myers 205-879-3324	0	2
. 38. <b>WEXL/WMUZ/WRDT</b> 12300 Radio Place, Detroit, MI 48228  Contact: Nancy Armstrong 313-272-3434	0	2
. 39. <b>WPWX/WYCA/WSRB/WYRB</b> 6336 Calumet Avenue, Hammond, IN 46324  Contact: Jennifer Snyder 219-933-4455	0	2
. 40. <b>KKPZ-AM</b> 4700 SW Macadam Avenue, #102, Portland, OR 97201  Contact: James Autry 503-242-1950	0	2
. 41. <b>KSTL-AM/KJSL</b> 1215 Fern Ridge Pkwy, #200, St. Louis, MO 63141  Contact: Beth Kreminski 314-878-3600	0	2
. 42. <b>WPTR-FM/WDCD-AM</b> 4243 Albany Street, Albany, NY 12205  Contact: Victoria Vandewall 518-862-1540	0	2
. 43. <b>KBRT-AM</b> 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Sarah Davis 714-754-4450	0	2
. 44. <b>KLZ/KLTT/KLVZ/KLDC</b> 2150 W. 29th Ave, #300/#400, Denver, CO 80211 Contact: Elizabeth McGuire 303-433-5500	0	2

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. Indicates sources have received notification via fax.

*Attachment C - Appendix 2*

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Station comprising Station Employment Unit: WDCX-FM

### Recruitment Source Information

<u>Recruitment Source</u>	<u>Number of Interviewees Provided</u>	<u>Full-time positions for which source was utilized</u>
45. <b>KAAM-AM</b> 3201 Royalty Row, Irving, TX 75062 Contact: Joyce MacCormick 972-445-1700	0	2
46. <b>WDCX - Website</b> wdcxfm.com 716-883-3010	2	2
47. <b>Walk -in to WDCX</b> Unaware of job opening 716-883-3010	1	-

. Indicates sources have received notification via fax.

Sources #26-#35 were Added to Recruitment Sources After April 2009

**Total Number of Persons Interviewed During Applicable Period : 12**

**ANNUAL EEO PUBLIC FILE REPORT**

Covering Period From February 1, 2009 - January 31, 2010

Station comprising Station Employment Unit: WDCX-FM

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**  
**UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: WDCX-FM

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

Date of station participation: [On date; From date to date] April 22,2009

Participating Employees: Paulette Peterson, Michele Sanderson

Host/Sponsor of Activity: Medaille College

Brief Description of Activity and Station Participation: Paulette Peterson and Michele Sanderson attended a  
Job Fair at Medaille College on Wednesday, April 22, 2009 from 12-1:30pm. They were able to talk with several  
students regarding a career in broadcasting and the opportunities that WDCX has to offer. They accepted  
resumes/applications from several students. Paulette gave each of them a business card if they had further  
questions.

**ANNUAL EEO PUBLIC FILE REPORT**

Covering Period From February 1, 2009 - January 31, 2010

Station comprising Station Employment Unit: WDCX-FM

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**  
**UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: WDCX-FM

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Western New York Career  
Resource Expo

Date of station participation: [On date; From date to date] 8/12/2009

Participating Employees: Paulette Peterson, Nev Larson

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

Brief Description of Activity and Station Participation: Paulette Peterson and Nev Larson attended this Job Fair at ECC City Campus on Wednesday, August 12, 2009 from 3-5pm. It was a free one-day event to help those in the Western New York Community who are unemployed or underemployed. It was Open to the Public. There were over 45 companies represented at the Job Fair. We were able to talk to many people looking for a job in the radio industry and tell them about WDCX and CBC. We did not have any full-time positions available at the time, but we were able to collect several resumes and business cards and distributed many applications that they could fill out and return at their convenience. It was the First Annual Western New York Career Resource Expo - and was well attended - this will be a great Job Fair to participate in - in the future.

**ANNUAL EEO PUBLIC FILE REPORT**

Covering Period From February 1, 2009 - January 31, 2010

Station Comprising Employment Unit: WDCX-FM

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**  
**UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: WDCX-FM

1. Type of activity under new EEO rule: [Job Fair, Scholarship Program, Etc.] Annual Employee Harassment/  
Discrimination Meeting

Date of station participation: [On date; From date to date] October 5, 2009

Participating Employees: Neil Boron, Keri Cardinale, Michael DeMart, Lesvia Diaz, Nancy Friedly, Brett  
Larson, Nev Larson, Myron Mason, Steve Napoli, Paulette Peterson, Jesse Pohle, Michele Sanderson

Host/Sponsor of Activity: WDCX-FM

Brief Description of Activity and Station Participation: General Manager, Nevin Larson began the meeting by  
explaining the importance of being familiar with the discrimination/harassment policy of CBC and the importance  
that WDCX places on these issues. Station Manager, Brett Larson then read the pages from the Company Policy  
Handbook dealing with Discrimination and Harassment. Staff members were then given the opportunity to ask  
questions. Part-time employees (along with Brian Cunningham), were given the pages of the Company Policy  
Handbook to read, review, and sign-off that they understood the issues and realized the seriousness of them. They  
were directed to station management should they questions or concerns.

**ANNUAL EEO PUBLIC FILE REPORT**

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Station comprising Station Employment Unit: WDCX-FM

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**  
**UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: WDCX-FM

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 23, 2010

Participating Employees: Steve Napoli, Michael DeMart

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 and Broadcasting Class from Christian Central Academy on Saturday, January 23, 2010. The students

developed a one hour program - fully scripted - that we assisted in producing at our WDCX studios. They used

news, sports, music (Steve worked on assisting them with the playlist) etc. Steve (WDCX

Production Manager) and Michael DeMart also helped them choose music beds for spots and promos - and

with the production. We also helped engineer the program and fine tune the show - offering tips to make the one-

hour program as professional as possible.

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