

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, 2011 to and including January 31, 2012 (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, 2011 to January 31, 2012

Station comprising Station Employment Unit: WDCX-AM

Vacancy Information

<u>Full-time Positions</u>	<u>Recruitment Sources</u>	<u>Recruitment Source</u>	<u>Total Number of Interviewees</u>
<u>Filled By Job Title</u>	<u>Used to Fill Vacancy</u>	<u>of Hiree</u>	<u>From All Sources</u>
			<u>For This Position</u>

No Positions Filled During
this time.

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. Employee Referral	0	0
2. WDCX-AM - Job Posting 2494 Browncroft Boulevard Rochester, NY 14625 Contact: Earl Schillinger 585-264-1027	0	0
+ 3. NYS Dept. Of Labor 276 Waring Road Rochester, NY 14609 Pam Marshall 585-258-8808	0	0
4. Careerbuilder www.careerbuilder.com	0	0
5. WDCX - Station Website wdcxfm.com Contact: Michael DeMart 716-883-3010	0	0
6. WDCX-AM - On Air Announcements 2494 Browncroft Boulevard Rochester, NY 14625 Contact: Earl Schillinger 585-264-1027	0	0
* + 7. Roberts Wesleyan College 2301 Westside Drive Rochester, NY 14624 Contact: Mary Flaherty 585-594-6540	0	0
+ 8. Monroe Community College 1000 E. Henrietta Road Rochester, NY 14623 Contact: Michelle Mayo 585-292-2000	0	0
+ 9. University of Rochester P.O. Box 270028 Meliora Hall Rochester, NY 14627 Contact: Kellie Hernandez 585-275-2366	0	0
+ 10. Nazareth College 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. New Life Ministries 330 Wellington Avenue Rochester, NY 14619 Contact: Marla Wall 585-436-0085	0	0
* + 12. Church of Love Faith Center 700 Exchange Street Rochester, NY 14608 Contact: Bishop Gregory L. Parris 585-454-3270	0	0
13. St. John Fisher College 3690 East Avenue Rochester, NY 14618 Contact: Betsy McDermott 585-385-8048	0	0
* 14. Urban League of Rochester 265 N. Clinton Avenue Rochester, NY 14605 Gloria Lopez - glopez@ulr.org 585-325-6530	0	0
15. The August Group www.augustgroup.com Brian Levy brianlevy@yahoo.com 585-217-2448	0	0
16. Together We Served US Marine Corp 9430 Topanga Canyon Blvd. Suite #203 Chatsworth, Major Wes Prater CA, 91311 wprater@togetherweserved.com	0	0
+ 17. National Organization for Women P.O. Box 93196 Rochester, NY 14692 rochesternow.org 585-234-7019 Contact: Linda Stephens	0	0
+ 18. Rochester Women's Network 249 Highland Avenue Rochester, NY 14620 Contact: Leanne Reed www.rwn.org 585-271-4182	0	0
+ 19. Heritage Christian Services 349 W. Commercial St, Suite #2795 E. Rochester, NY hertiagechristianservices.org 14445 585-340-2000 Contact: Kim Clark	0	0
+ 20. Disabled American Veterans 100 Exchange Blvd. Rochester, NY 14614 585-546-5529	0	0
+ 21. Veteran's Outreach Center 455 South Ave. Rochester, NY 14620 Betsy Lombardo 585-546-FLAG www.eflagstore.com	0	0

* Indicates sources that have requested notification of job openings

#13-#16 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. NYSBA 1805 Western Avenue Albany, NY 12203 Contact: Joseph Reilly (518)456-888 sandy@nysbroadcasters.org	0	0
! 23. WLGZ-FM 2494 Browncroft Blvd, #200, Rochester, NY 14625 Contact: Carla Larson (585-264-1027)	0	0
! 24. WDJC/WPHC/WYDE 2727 19th Place South, Homewood, AL 35209 Contact: Lani Myers /Josi Black 205-879-3324	0	0
! 25. WEXL/WMUZ/WRDT 12300 Radio Place, Detroit, MI 48228 Contact: Anne Marie 313-272-3434	0	0
! 26. WPWX/WYCA/WSRB/WYRB 6336 Calumet Avenue, Hammond, IN 46324 Contact: Jennifer Snyder 219-933-4455	0	0
! 27. KKPZ-AM 4700 SW Macadam Avenue, #102, Portland, OR 97201 Contact: Sunny Hudson 503-242-1950	0	0
! 28. WPTR-FM/WDCD-AM 4243 Albany Street, Albany, NY 12205 Contact: Victoria Vandewall 518-862-1540	0	0
! 29. KBRT-AM 3183D Airway Avenue, Costa Mesa, CA 92626 Contact: Sarah Davis 714-754-4450	0	0
! 30. KSTL-AM/KJSL 1215 Fern Ridge Pkwy, #200, St. Louis, MO 63141 Contact: Angie Smallwood 314-878-3600	0	0
! 31. KLZ/KLTT/KLVZ/KLDC 2821 So. Parker Road, Suite #1205 Aurora, CO 80014 Contact: Elizabeth McGuire 303-481-1839	0	0
! 32. KAAM-AM 3201 Royalty Row, Irving, TX 75062 Contact: Joyce MacCormick 972-445-1700	0	0

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

Station comprising Station Employment Unit: WDCX-AM

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.] SUNY College at Brockport

Job Fair

Date of station participation: [On date; From date to date] Wednesday, March 30, 2011

Participating Employees: Operations Manager

Host/Sponsor of Activity: SUNY College at Brockport

Brief Description of Activity and Station Participation: The Operations Manager attended the Career Fair at

SUNY Brockport on Wednesday, March 30, 2011 from 12noon-2pm. This job fair allowed students

to acquaint themselves with the career opportunities that are available at WDCX-AM. He talked to several

students who were interested in a career in broadcasting and was able to provide insight on possible employment

opportunities in the future at WDCX-AM.

Station comprising Station Employment Unit: WDCX-AM

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.] Annual Employee Harassment
Discrimination Meeting

Date of station participation: [On date; From date to date] September 6, 2011

Participating Employees: All WDCX-AM Staff

Host/Sponsor of Activity: WDCX-AM

Brief Description of Activity and Station Participation: WDCX-AM employees -

were given the pages of the Company Policy Handbook on Discrimination and

Harassment to read, review and sign-off - that they understood the issues and realized the importance of them.

They were directed to station management should they have questions or concerns.

Station comprising Station Employment Unit: WDCX-AM

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.] SUNY College at Brockport

Job Fair

Date of station participation: [On date; From date to date] Wednesday, October 26, 2011

Participating Employees: Operations Manager

Host/Sponsor of Activity: SUNY College at Brockport

Brief Description of Activity and Station Participation: The Operations Manager attended the Career Fair at

SUNY Brockport on Wednesday, October 26, 2011 from 12noon-2pm. This job fair allowed students

to acquaint themselves with the career opportunities that are available at WDCX-AM. He talked to several

students who were interested in a career in broadcasting and was able to provide insight on possible employment

opportunities in the future at WDCX-AM.