



CHADWICK BAY BROADCASTING



WDOE 1410 AM & 94.9 FM / WBKX KIX 96.5FM & 100.3 FM

4561 Willow Road, P.O. Box 209
Dunkirk, NY 14048

For the Employment Units:

WDOE-AM/FM Dunkirk, NY WBKX-FM Fredonia, NY

EEO PUBLIC FILE REPORT

January 22, 2014 - January 21, 2015

I. INTRODUCTION AND GENERAL POLICY

Chadwick Bay Broadcasting Corporation consists of WDOE 1410 AM & 94.9 FM and WBKX KIX 96.5FM & 100.3 FM. The stations operate from Dunkirk, NY. The Employment Unit for WDOE is listed in Dunkirk, NY. The Employment Unit for WBKX is listed in Fredonia, NY.

Chadwick Bay Broadcasting Corporation is an equal opportunity employer. Our policy is to seek and employ qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

Chadwick Bay Broadcasting Corporation shares at least one common employee. Thus, it is a single employment unit for purposes of this report. It includes information from the effective date of the new EEO rules, January 22, 2014 through January 21, 2015.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, Chadwick Bay Broadcasting Corporation creates a file for each full-time vacancy. The stations' EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the stations' outreach activities. Pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules, this EEO Report is on file in the WDOE/WBKX public inspection file.

III. VACANCY LIST

During the recruitment period covered by this report, four full-time vacancies occurred and were filled with three hires. See Section IV, the "Master Recruitment Source List" ("MRSL") for recruitment source data, and Appendices A-H regarding recruitment initiatives.

Job Title	Date Filled	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	Not filled	1,2,4,5,7,14,18,19,20,22,27,30	
Business Office Coordinator	8/25/2014	1,2,3,4,5,11,12,19, 20	19

*Employee did not stay past introductory period.

Total number of persons interviewed this reporting period: 18

IV. MASTER RECRUITMENT SOURCE LIST			
RS Number	RS Contact Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS Over Reporting Period (#)

1	State University of New York College at Fredonia ATTN: Chris LaGrow, Assistant Director, Career Development Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: careers@fredonia.edu	Yes	0
2	Jamestown Business College ATTN: Michelle Runge, Career Development 7 Fairmount Avenue, P.O. Box 429 Jamestown, NY 14701 Tel: 716-664-5100 Fax: 716-664-3144 Email: placement@jamestownbusinesscollege.edu	Yes	0
3	The Resource Center, ATTN: HR 186 Lakeshore Drive West Dunkirk, NY 14048 Tel: 716-366-0605 Fax: 716-366-8490	No	0
4	John Ames, Employment Development Specialist Jamestown Community College ATTN: Counseling and Career Development Center 525 Falconer Street, P.O. Box 20 Jamestown, NY 14702-0020 Tel: 716-665-5220 ext 2329 Fax: 716-665-9110 http://www.sunyjcc.edu/employment	Yes	0
5	New York State Department of Labor 200 Lake Shore Drive West Dunkirk, NY 14048 Tel: 716-366-0130 Fax: 716-366-0502	Yes	0
6	Gail Lauderbach NYS Human Rights Division 44 Hawley Street, Room 603 Binghamton, NY 13901 Tel: 607-721-8467	No	0
7	Seneca Nation of Indians ATTN: Debbie Cooper, Employment Counselor SNI Employment & Training Programs 88 Iroquois Drive Irving, NY 14081 Tel: 716-532-1033 Fax: 716-532-6178 Email: debbie.cooper@sni.org	Yes	0
8	Chautauqua County Diversity Clearinghouse ATTN: Betsy Blanco Perez 525 Falconer Street Jamestown, NY 14702 Tel: 716-665-5220, 716-366-2255 Fax: 716-665-9110 Email: wendyburns@mail.sunyjcc.edu	No	0
9	American Women in Radio and Television	No	0

	ATTN: Melissa Lowe, Membership Coordinator 8405 Greensboro Drive, Suite 800 McLean, VA 22102 Tel: 703-506-3290 Fax: 703-506-3266 Web: www.awrt.org, publications, career line		
10	Chautauqua County Veterans Service Agency 110 East Fourth Street Jamestown, NY 14701-5334 Tel: 716-661-8255 Fax: 716-661-8257 Email: piglowsc@co.chautauqua.ny.us	No	0
11	New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, NY 12203 Tel: 518-456-8888 Fax: 518-456-8943 Web: www.nysbroadcastersassn.org	No	0
12	Karen Hunter National Association of Broadcasters 1771 North Street, NW Washington, DC 20036 Tel: 202-429-5300 Email: echaquette@entercom.com	No	0
13	Erie-Times News 205 West 12 th Street Erie, PA 16534 Tel: 814-870-1600 Email: classify@timesnews.com	No	0
14	Phil Palisano, Administrative Offices/Business Services Buffalo & Erie County Workforce Development Consortium, Inc. 275 Oak Street, Suite 220 Buffalo, NY 14203 Tel: 716-819-9845 Email: ppalisano@wdcinc.org	Yes	0
15	BOCES 9520 Fredonia-Stockton Road Fredonia, NY 14063 Tel: 716-672-4371	No	0
16	Kris Polvino Dunkirk Observer 10 East Second Street Dunkirk, NY 14048 Tel: 800-836-0931 Fax: 716-366-4505	No	0
17	Joan Barrus Post-Journal 15 West Second Street Jamestown, NY 14701 Tel: 716-487-1111 Fax: 716-664-3119 Email: ads@postjournal.com	No	0
18	Chautauqua Opportunities, Inc.	No	0

	17 West Courtney Street Dunkirk, NY 14048 Tel: 716-366-3333 gcrowe@chautopp.org		
19	WDOE 1410 AM & WBKX 96Kix FM Websites www.chautauquatoday.com	No	6
20	WDOE/WBKX On-Air Announcements 4561 Willow Road P.O. Box 209 Dunkirk, NY 14048 Tel: 716-366-1410 Fax: 716-366-1416	No	8
21	TV and Radio Jobs www.tvandradiojobs.com	No	0
22	NYPAHELPWANTED.COM c/o REGIONALHELPWANTED.COM 9100 East Panarama Drive, Suite 200 Engelwood, CO 81002	No	0
23	Employee Referral	No	0
24	Word of Mouth	No	0
25	Walk-In	No	0
26	Other (i.e., media contacts, clients or business associates)	No	0
27	Job Fair - see details in recruitment initiative documents	No	0
28	Employee Promotion	No	0
29	All Access	No	0
30	Mindie McCarthy Express Pros 17 East Fourth Street Jamestown, NY 14701 Tel: 716-483-3844	No	0
31	Unspecified	No	0

V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	An EOE announcement runs twice a day, seven days a week throughout the year on WDOE and WBKX for a combined total of 1460 times.
2	WDOE 1410 AM/949.9 FM and WBKX KIX 96.5/100.3 FM held an Employment Open House on February 12 th from 6-7:30pm. Member of the public were invited on-air and through employment agencies to tour the facilities and learn about employment opportunities at Chadwick Bay Broadcasting. Four candidates were invited back for interviews for part time openings.
3	WDOE 1410 AM/94.9 FM and WBKX KIX 96.5/100.3 has developed a partnership with the State University of New York at Fredonia. The Human Resources Department was invited to take part in a special program entitled "Interview Face-Off" on March 5 th . For this competition, students teams pre-record responses to common interview questions. Their responses were played, critiqued, and the

	student was given the opportunity to redo...would practice their interview skills in front of a panel of judges and be evaluated by three local employers.
4	WDOE 1410 AM/94.9 FM and WBKX KIX 96.5/100.3 FM participated in the 2014 SUNY Fredonia Job & Internship Expo on March 11, 2014. KIX Country Morning Show Host Mark James was present to talk about the radio stations, available part time and full time positions, and took applications for internships.
5	WDOE 1410 AM/94.9 FM and WBKX 96.5/100.3 FM participated in the New York State Broadcasters Association paid internship program in 2013. Internship responsibilities included traffic programming, news writing, production, sports prep and broadcast, and sales shadowing. Desmond Johnson from the State University of New York at Fredonia, and Anthony Dolce from the State University of New York at Oswego completed 180 hours over the Summer of 2014. In addition to receiving a broad overview, Andreanna Dolce focused on writing and producing news reports and weather forecasts. They also received specialized training in production and sports broadcasting for summer events.
6	WDOE 1410 AM/94.9 FM and WBKX 96.5/100.3 FM employees manned a station tent at the Chautauqua County Fair in Dunkirk, July 21 st – 27 th , 2013. Members of the public were invited to stop by the booth to meet station employees, ask questions about the station, and participate in a hula hoop contest for prizes.
7	General Manager, Patricia Pritchard attends the annual International Broadcaster's Idea Bank Seminars. Sunday, October 12 th through Wednesday, October 15 th
8	WDOE 1410 AM/94.9 FM and WBKX 96.5/100.3 FM participates in the New York State Job Bank, sponsored by the New York State Department of Labor. http://newyork.us.jobs/

VI. APPENDICES

1. EEO Announcement
2. Open house
3. "Interview Face Off"-SUNY Fredonia
4. SUNY Fredonia Job and Internship Expo
5. Internship Program
6. Chautauqua County Fair
7. International Broadcaster's Idea Bank Seminar