

**CHADWICK BAY BROADCASTING**  
**WDOE 1410 AM & 101.5 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 21, 2023 - January 20, 2024**

**I. INTRODUCTION AND GENERAL POLICY**

Chadwick Bay Broadcasting Corporation consists of WDOE 1410 AM & 101.5 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 21, 2023 through January 20, 2024.

**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, full-time vacancies occurred and were filled with one new hire. See Section IV, the "Master Recruitment Source List" ("MRSL") for recruitment source data, and Appendices A-H regarding recruitment initiatives.

**Operations Manager 1**

Total number of persons interviewed this reporting period: 3

One new hire.

# 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	<b>State University of New York College at Fredonia</b> <b>ATTN: Chris LaGrow, Assistant Director, Career</b> Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: careers@fredonia.edu Website <a href="https://fredonia.joinhandshake.com/login">https://fredonia.joinhandshake.com/login</a>	Yes	0
2	<b>Jamestown Business College</b> <b>ATTN: Career Development</b> 7 Fairmount Avenue, P.O. Box 429 Jamestown, NY 14701 Tel: 716-664-5100 Fax: 716-664-3144 Email: <a href="mailto:placement@jamestownbusinesscollege.edu">placement@jamestownbusinesscollege.edu</a>	No	0
3	<b>The Resource Center, ATTN: HR</b> 186 Lakeshore Drive West Dunkirk, NY 14048 Tel: 716-366-0605 Fax: 716-366-8490	No	0
4	<b>John Ames, Employment Development Specialist</b> <b>Jamestown Community College</b> <b>ATTN: Counseling and Career Development Center</b> 525 Falconer Street, P.O. Box 20 Jamestown, NY 14702-0020 Tel: 716-665-5220 ext 2329 Fax: 716-665-9110 <a href="http://www.sunyjcc.edu/employment">http://www.sunyjcc.edu/employment</a>	No	0
5	<b>New York State Department of Labor</b> <b>Laura Simons</b> <b>Email: <a href="mailto:laura.simons@labor.ny.gov">laura.simons@labor.ny.gov</a></b> 4 E. 3 <sup>rd</sup> St Jamestown, NY 14701 Tel: 716-487-5105 Fax: 716-664-9459	Yes	0
6	<b>Gail Lauderbach</b> <b>NYS Human Rights Division</b> 44 Hawley Street, Room 603 Binghamton, NY 13901 Tel: 607-721-8467	No	0

7	<b>Seneca Nation of Indians</b> <b>ATTN: Debbie Cooper, Employment Counselor</b> <b>SNI Employment &amp; Training Programs</b> 88 Iroquois Drive Irving, NY 14081 Tel: 716-532-1033 Fax: 716-532-6178 Email: debbie.cooper@sni.org	No	0
8	<b>Chautauqua County Diversity Clearinghouse</b> <b>ATTN: Betsy Blanco Perez</b> 525 Falconer Street Jamestown, NY 14702 Tel: 716-665-5220, 716-366-2255 Fax: 716-665-9110 Email: wendyburns@mail.sunyjc.edu	No	0
9	<b>American Women in Radio and Television</b> <b>ATTN: Melissa Lowe, Membership Coordinator</b> 8405 Greensboro Drive, Suite 800	No	0

	McLean, VA 22102 Tel: 703-506-3290 Fax: 703-506-3266 Web: www.awrt.org, publications, career line		
10	<b>Chautauqua County Veterans Service Agency</b> 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	<b>New York State Broadcasters Association, Inc.</b> 1805 Western Avenue Albany, NY 12203 Tel: 518-456-8888 Fax: 518-456-8943 Web: www.nysbroadcastersassn.org	No	0
12	<b>Karen Hunter</b> <b>National Association of Broadcasters</b> 1771 North Street, NW Washington, DC 20036 Tel: 202-429-5300 Email: echaquette@entercom.com	No	0
13	<b>Erie-Times News</b> 205 West 12 <sup>th</sup> Street Erie, PA 16534 Tel: 814-870-1600 Email: classify@timesnews.com	No	0
14	<b>Phil Palisano, Administrative Offices/Business Services</b> <b>Buffalo &amp; Erie County Workforce Development Consortium, Inc.</b> 275 Oak Street, Suite 220 Buffalo, NY 14203 Tel: 716-819-9845 Email: ppalisano@wdcinc.org	No	0

15	<b>BOCES – LoGuidice Center</b> 9520 Fredonia-Stockton Road Fredonia, NY 14063 Tel: 716-672-4371	No	0
16	<b>Kris Polvino</b> <b>Dunkirk Observer</b> 10 East Second Street Dunkirk, NY 14048 Tel: 800-836-0931 Fax: 716-366-4505	No	0
17	<b>Joan Barrus</b> <b>Post-Journal</b> 15 West Second Street Jamestown, NY 14701 Tel: 716-487-1111 Fax: 716-664-3119 Email: ads@postjournal.com	No	0
18	<b>Chautauqua Opportunities, Inc.</b> 17 West Courtney Street Dunkirk, NY 14048	No	0

	Tel: 716-366-3333 gcrowe@chautopp.org		
19	<b>WDOE 1410 AM 101.5 FM &amp; WBKX 96Kix FM Websites</b> www.chautauquatoday.com	Yes	0
20	<b>WDOE/WBKX On-Air Announcements</b> 4561 Willow Road P.O. Box 209 Dunkirk, NY 14048 Tel: 716-366-1410 Fax: 716-366-1416	No	0
21	<b>TV and Radio Jobs</b> www.tvandradiojobs.com	No	0
23	<b>Employee Referral</b>	No	0
24	<b>Word of Mouth</b>	No	0
25	<b>Walk-In</b>	No	0
26	<b>Other (i.e., media contacts, clients or business associates)</b>	No	0
27	<b>Job Fair - see details in recruitment initiative documents</b>	Yes	0
28	<b>Employee Promotion</b>	No	0
29	<b>All Access</b>	Yes	3
30	<b>Mindie McCarthy</b> <b>Express Pros</b> 17 East Fourth Street Jamestown, NY 14701 Tel: 716-483-3844	No	0
31	<b>Indeed.com</b>	No	0

32	<b>Buffalo Employment &amp; Training Center</b> 77 Goodell Street Buffalo, NY 14203 Tel: 716-856-5627 Fax: 716-856-8670 Email: BETC@wdcinc.org	No	0
33	<b>University at Buffalo (UB)</b> 120 Croft Hall, University at Buffalo Buffalo, NY 14260-7022 Tel: 716-645-7777 Fax: 716-645-2724 Email: ub-hr@buffalo.edu	No	0
34	<b>Buff State Career Development Center</b> <b>Buffalo State College</b> 1300 Elmwood Ave Buffalo, NY 14222 Tel: 716-878-5811 Email: askcdc@buffalostate.edu	No	0
35	<b>New York State Department of Labor</b> Email: JobBank.Buffalo@labor.ny.gov Website: <a href="http://www.businessexpress.ny.gov">http://www.businessexpress.ny.gov</a>	Yes	0
36	<b>Chautauqua Works New York State Job Bank</b>	yes	0
	Website: <a href="https://newyork.us.jobs/index.asp">https://newyork.us.jobs/index.asp</a>		

## V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	An EEO announcement runs twice a day, seven days a week throughout the year on WDOE and WBKX for a combined total of 1460 times. The announcement encourages community groups to call the stations to be added to the lists when we have job openings.
3	News Director Dave Rowley spoke to Mike Igoe's broadcasting class at SUNY Fredonia on Thursday, March 23, 2023. He spoke about his experiences in broadcasting and encouraged students to participate in internships at the radio stations and apply for any available openings. Dave Rowley also answered questions during the class which was from 2 PM – 3 PM
4	On March 1, 2023, at 1p-4p, Program Director Mark Cone participated in The Fredonia Job & Internship Expo at SUNY Fredonia in the Williams Center Multipurpose Room
5	WDOE 1410 AM/101.5 FM and WBKX 96.5/100.3 FM participated in the New York State Broadcasters Association paid internship program in 2023. Brian Valencia from SUNY Fredonia completed 197 hours. Anna Smith from SUNY Fredonia completed 56 hours and Matt Volz from SUNY Fredonia completed 49 hours. Internship responsibilities included traffic programming, news writing, production, sports prep and broadcast, and sales shadowing. They also received specialized training in production and sports broadcasting for summer events, instruction on running the board, writing news stories and commercials as well as interacting with listeners at remote broadcasts.
6	WDOE 1410 AM/101.5 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. <a href="http://newyork.us.jobs/">http://newyork.us.jobs/</a>
7	On Wednesday, November 29, 2023 from 11 AM – 12 PM Operations Manager Tony Lynn, attended a Career Development Job Session at SUNY Fredonia. The purpose was to recruit part time, full time and intern employment as board operators and as promotions assistants. The visit was put together by Associate Professor Mike Igoe