

# **WLAD-AM/WDAQ-FM/WAXB-AM**

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WLAD-AM, WDAQ-FM Danbury, CT WAXB-AM Ridgefield, CT (the “Stations”) 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 12/1/20 to and including 11/30/21 (the “Applicable Period”).

The FCC’s 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources 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 began work. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

**WLAD-AM/WDAQ-FM/WAXB-AM**  
98 Mill Plain Road  
Danbury, CT 06811

Appendix 1 to  
**EEO Public File Report Form**  
December 1, 2020 to November 30, 2021

**WLAD-AM/WDAQ-FM/WAXB-AM is an Equal Opportunity Employer**

**VACANCY LIST**

<b>Job Title</b>		<b>Recruitment Sources Used to Fill Vacancy*</b>		<b>Recruitment Source of Hire</b>
		No vacancies or hires during the period		

\*Master Recruitment Source list shown on Appendix 2

Total Number of Persons Interviewed During Applicable Period:

Appendix 2 to  
Annual EEO Public File Report Form

Covering the Period from 12/1/20 to 11/30/21  
Stations Comprising Station Employment Unit:  
**WLAD-AM/WDAQ-FM/WAXB-AM**  
**Master Recruitment Source List**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Source Entitled to Vacancy Notification?	Number of Interviewees from this Source
1	Association of Religious Committees 325 Main St- Danbury, CT 06810 (203) 792-9450 Rev. P.J. Leopold	No	0
2	Community Action Committee 66 North Street- Danbury, CT 06810 (203) 744-4700	No	0
3	Hispanic Center of Greater Danbury 87 West Street- Danbury, CT 06810 (203) 798-2855 Eva L. Colon: MS, CED, Executive Director	No	0
4	NAACP 42 Lake Avenue Extension, CT 06810 (203) 744-6268 Glenda Armstrong, President	No	0
5	United Way 301 Main Street Suite 2 - Danbury, CT 06810 (203) 790-5182 Michael Johnson	No	0
6	Women's Center of Greater Danbury 2 West St - Danbury, CT 06810 (203) 731-5200 Pat Zachman	No	0
7	On-air Announcements 98 Mill Plain Road, Danbury, CT 06811 (203) 744-4800 Irv Goldstein	No	0
8	98Q.com/WLAD.com/B/94.5fm.com/1037rock.com/thebullct.com 98 Mill Plain Road, Danbury, CT 06811 (203) 744-4800 Irv Goldstein	No	0
9	Southern Connecticut State University 501 Crescent Street New Haven, CT 06515 Career Services c/o Gerry Prince (203) 392-6536	No	0
10	Marist College Career Services Library 332 3399 North Road Poughkeepsie, NY 12601 Kevin McCall	No	0
11	Quinnipiac University Career Services 275 Mount Carmel Avenue Hamden, CT 06518-1908	No	0

12	University of Bridgeport Career Services Center Division of Student Affairs Wahlstrom Library 6 <sup>th</sup> Floor 126 Park Avenue Bridgeport, CT 06604	No	0
13	Fairfield University Attn: Career Planning 1073 North Benson Road Fairfield, CT 06824	No	0
14	Sacred Heart University Career Development Office 5151 Park Avenue Fairfield, CT 06825-1000 Corey Stokes	No	0
15	University of New Haven Career Services 330 Boston Post Road West Haven, CT 06510	No	0
16	Western Connecticut State University Career Success Center 43 Lake Avenue Extension, Suite 300 Danbury, CT 06810 Director: Kathleen Lindenmayer (203) 837-8266	No	0
17	Mercy College 555 Broadway Dobbs Ferry, NY 10522 Director of Career Planning: Marguerite Buseti (914) 674-7203	No	0
18	Unsolicited resumes/Referrals	No	0

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 12/1/20 to 11/30/21

Station(s) Comprising Station Employment Unit:

***WLAD-AM/WDAQ-FM/WAXB-AM***

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities:

1. Solicitation Announcements

All Company stations broadcast four announcements per week soliciting community organizations that have or may have prospective employees to refer to the Company.

2. Scholarship Program

Company participates in the Connecticut Broadcasters Association Scholarship Program. In addition to the dues payment that helps fund the program, all Company stations broadcast announcements during December, January, February and March soliciting scholarship applicants.

3. Seminar

Company President attended a virtual webinar presented by David Oxenford, Esq. of Wilkinson, Barker and Knauer, "Staying on Top of Your Broadcast FCC EEO Obligations" on March 24, 2021. Subjects covered included the need to engage in wide dissemination of information about job openings, specified outreach activities designed to educate their communities about broadcast opportunities and the need to train employees for advancement.

4. Training

Company President conducted an EEO training session with the company's General Sales Manager following the seminar session in 3) above on March 30, 2021. In addition to reviewing the EEO requirements, a major focus of the session was on what questions are legally permissible during the interview process. The General Sales Manager is a potential successor to the Company General Manager (the current President).

5. Job Fair

The Company co-sponsored a virtual job fair on June 22, 2021 with the Greater Danbury Chamber of Commerce. The Company ran frequent public service announcements promoting the event across its entire platform and the Company President manned a virtual booth during the four hour event to answer questions about opportunities and careers in the broadcasting industry.

6. Seminar

Company President attended the virtual webinar, “Building a Company with a Focus on Diversity and Inclusion,” sponsored by the Connecticut Broadcasters Association on June 30, 2021. The webinar leader, Laurie Kahn of Media Staffing Network, reviewed the current EEO regulations, the legal “dos and don’ts” of hiring and how to create a diverse and inclusive culture at a broadcasting company.

7. Job Fair

The Company participated in the DanburyWORKS Job Fair, an in-person event at the Danbury Police Department Community Room on October 27, 2021. (DanburyWORKS is a community collaborative focused on improving the economic health of low-income families in the Greater Danbury area.) The Company President manned a virtual booth during the three hour event to answer questions about opportunities and careers in the broadcasting industry.