

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 12/1/22 to and including 11/30/23 (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, 2022 to November 30, 2023

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

VACANCY LIST

Job Title		Recruitment Sources Used to Fill Vacancy*		Recruitment Source of Hire
No hires during 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 12/1/22 to 11/30/23
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 24 Delay St- Danbury, CT 06810 (203) 792-9450, Ari Rosenberg Executive Director	No	0
2	Community Action Committee 78 Triangle St- Danbury, CT 06810 (203) 744-4700 Michelle James Executive Director	No	0
3	Hispanic Federation 87 West Street- Danbury, CT 06810 (203) 798-2855 Frankie Miranda President/CEO	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 Isabel Almedia President/CEO	No	0
6	The Center for Empowerment and Education 2 West St - Danbury, CT 06810 (203) 731-5200 Ashley Dunn President/CEO	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/thehawkct.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 Attn: Career Services (203) 392-6536	No	0
10	Marist College Career Services Library 332 3399 North Road Poughkeepsie, NY 12601 Attn: Career Services	No	0
11	Quinnipiac University Career Services 275 Mount Carmel Avenue Hamden, CT 06518-1908 Attn: Career Services	No	0

12	University of Bridgeport Career Services Center Division of Student Affairs Wahlstrom Library 6 th 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 Attn: Career Services	No	0
15	University of New Haven 330 Boston Post Road West Haven, CT 06510 Attn: Career Services	No	0
16	Western Connecticut State University Career Success Center 43 Lake Avenue Extension, Suite 300 Danbury, CT 06810 Attn: Career Services (203) 837-8266	No	0
17	Mercy College 555 Broadway Dobbs Ferry, NY 10522 Attn: Career Services (914) 674-7203	No	0
18	Unsolicited resumes/Referrals	No	0
19	Job Fair	No	0

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from 12/1/22 to 11/30/23
Station(s) Comprising Station Employment Unit:
WLAD-AM/WDAQ-FM/WAXB-AM

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

1. All Company stations broadcast four announcements per week soliciting community organizations that have or may have prospective employees to refer to the Company.
2. 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. The Company participated in a virtual Job Fair in conjunction with Connecticut Broadcasters Association between September 11th and September 15th. Company CEO/President Irv Goldstein manned the virtual booth during the event.
4. Company CEO/President Irv Goldstein spoke at the “Fundamentals of Radio Broadcasting” course at Western Connecticut State University on September 26th. Approximately 30 college age students were in attendance and among the topics covered was career opportunities in broadcasting.
5. Company CEO/President Irv Goldstein spoke at “Leadership Danbury” sponsored by the Greater Danbury Chamber of Commerce on April 26th. Approximately 60 area business leaders were in attendance and among the topics discussed was the Company’s outreach to employ a diverse workforce.
6. Company CEO/President Irv Goldstein conducts on-going training and reviews with department heads regarding EEO practices and adherence.

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