

## **Station Information, Notification for Job Listings, and EEO Reports**

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## **Radio Disney Atlanta – WDWD (AM) 590**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Atlanta AM 590 Office - (770) 541-7472

900 CIRCLE 75 PARKWAY, STE 1320  
ATLANTA, GA 30339

### **Job Information**

Radio Disney Atlanta is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Atlanta at (770)-541-7472 or mail a letter to 900 Circle, 75 Parkway, Suite 1320, Atlanta, GA 30339 or email Radio Disney Atlanta Station Manager, Kelly McCluskey, at [kelly.mccluskey@disney.com](mailto:kelly.mccluskey@disney.com).

### **EEO Report**

#### **WDWD (AM) Annual EEO Report**

**December 1, 2012 – November 30, 2013**

**Radio Disney Atlanta, LLC, Atlanta, GA**

This annual EEO Report is filed on behalf of WDWD (AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WDWD is a Radio Disney Atlanta, LLC owned radio station and is located in Atlanta, GA. This report includes information from December 1, 2012 to November 30, 2013, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 5 full time employees as of November 26, 2013.

#### **I. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30 second announcements aired December 1, 2012 –November 30, 2013 and a total of 524 announcements aired.

## II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

## III. Recruiting for Full-Time Open Positions

During the reporting time frame, 5 positions were posted, and 3 were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com. The names of all candidates hired are listed in the charts below. The names of candidates not hired are redacted for privacy.

A position of Promotions Coordinator was opened November 8, 2012, and filled on December 31, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com, in the Atlanta Journal Constitution and distributed to the station's local recruitment contact list (Attachment A). Eight candidates were interviewed for the position.

Position Title: Promotions Coordinator

Date Posted: 11/8/2012

Date Filled: 12/3/2012

Dept: Radio Disney

### Candidates

Applicant Name	Date	Source	Status
Dawn Suchke	11/14/12	Internal Candidate	H
***	11/14/12	Internal Candidate	NH
***	11/15/12	Disneycareers.com	NH
***	11/15/12	Referral from Radio Disney Atlanta Station Manager, Kelly McCluskey	NH
***	11/15/12	Referral from the Orlando Radio Disney	NH

		Road crew	
***	11/16/12	Internal Candidate	NH
***	11/16/12	Internal Candidate	NH
***	11/19/13	Internal Candidate	NH

**Status: NH:** Not Hired

**H:** Hired

A position of Account Executive was opened November 8, 2012 and filled on July 8, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com, in the Atlanta Journal Constitution and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for the position.

Position Title: Account Executive

Date Posted: 11/8/12

Date Filled: 7/8/13

Dept: Radio Disney

### Candidates

Applicant Name	Date	Source	Status
***	12/19/12	Disneycareers.com	NH
***	1/15/13	Referral from Kelly McCluskey, Station Manager Radio Disney Atlanta	NH
***	3/27/13	Disneycareers.com	NH
***	4/17/13	Kennesaw State	NH

		University Career Fair	
Jennifer Hoffman	5/30/13	Referral from Kelly McCluskey, station Manager Radio Disney Atlanta	H

**Status: NH:** Not Hired

**H:** Hired

A position of Account Executive was opened May 31, 2013 and filled on July 15, 2013. Notice of this job vacancy was posted on DisneyCareers.com, in the Atlanta Journal Constitution and distributed to the station's local recruitment contact list (Attachment A). Three candidates were interviewed for the position.

Position Title: Account Executive

Date Posted: 5/31/13

Date Filled: 7/15/13

Dept: Radio Disney

### Candidates

Applicant Name	Date	Source	Status
***	6/28/13	Disneycareers.com	NH
***	6/16/13	Disneycareers.com	NH
Laurie Stone	6/30/13	Disneycareers.com	H

**Status: NH:** Not Hired

**H:** Hired

A position of Account Executive was opened September 10, 2013 and candidate accepted and will start December 2, 2013. Notice of this job vacancy was posted on

DisneyCareers.com, Monster.com (posted 9/27/13) and distributed to the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the position.

Position Title: Account Executive

Date Posted: 9/10/13

Date Filled: 12/2/13

Dept: Radio Disney

#### Candidates

Applicant Name	Date	Source	Status
***	9/23/13	Disneycareers.com	NH
***	10/29/13	Disneycareers.com	NH
Westly Baer	11/5/13	Kennesaw State University Career fair	H
***	11/12/13	Disneycareers.com	NH

**Status:** **NH:** Not Hired

**H:** Hired

A position of Promotions Coordinator was opened October 31, 2013 and was filled on November 25, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for the position.

Position Title: Promotions Coordinator

Date Posted: 10/31/13

Date Filled: 11/25/13

Dept: Radio Disney 5434117 (Cost Center)

**Candidates**

<b>Applicant Name</b>	<b>Date</b>	<b>Source</b>	<b>Status</b>
***	11/7/13	Internal Candidate	NH
Cody Bradley	11/8/13	Internal Candidate	H
***	11/11/13	Disneycareers.com	NH
***	11/11/13	Disneycareers.com	NH
***	11/11/13	Referral from Radio Disney Orlando Road crew	NH

**Status: NH:** Not Hired

**H:** Hired

IV. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

A. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Berry College Career and Internship Fair –February 21, 2013

Attended by the Promotions Manager, resumes collected



Chattahoochee Technical College Spring 2013 Career Fair – March 13, 2013

Attended by the Promotions Manager and Station Manager, resumes collected

Kennesaw State University Spring Career Fair – March 28, 2013

Attended by the Promotions Manager, resumes collected

13<sup>th</sup> Annual Diversity Employment Day Career Fair – May 22, 2013

Attended by the Promotions Manager, resumes collected

DeKalb Workforce Development Job Fair – June 12, 2013

Attended by the Promotions Manager, resumes collected

Kennesaw State University Fall Career Fair – October 10, 2013

Attended by the Promotions Manager and Station Manager, resumes collected

#### B. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

Atlanta Assn. of Black Journalists c/o WCLK

National Association of Hispanic Journalists  
Atlanta Women in Radio and Television

Alliance for Women in Media

The National Hispanic Media Coalition

National Association of Media Women

C. Other Menu Options

Sponsorship of community events informing the public about broadcast career opportunities:

Columbia Elementary School Career Day – March 15, 2013

Attended by the Promotions Manager and Promotions Coordinator

Robert Shaw Traditional Theme School Career Day – March 22, 2013

Attended by the Station Manager

Teasley Elementary Career Day – April 4, 2013

Attended by the Station Manager

Teasley Elementary Performing Arts Day – April 30, 2013

Attended by the Promotions Manager and Station Manager

Avondale Elementary Career Day – May 3, 2013

Attended by the Promotions Manager

Lassiter High School Business/Marketing Day – May 9, 2013

Attended by an Account Executive

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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**Atlanta Assn. of Black Journalists c/o WCLK**

111 James P Brawley Drive, SW  
Atlanta, GA 30314  
ATTN: Employment Services

**Morris Brown College**

643 Martin Luther King Jr. Drive, NW  
Atlanta, GA 30314  
ATTN: Job Placement Office

**Spelman College**

350 Spelman Lane  
Atlanta, GA 30314  
ATTN: Job Placement Office

**Clark Atlanta University**

223 James P. Brawley Drive, SW  
Atlanta, GA 30314  
ATTN: Job Placement Office

**Cobb- Cherokee Career Center**

465 Big Shanty Road  
Marietta, GA 30066  
ATTN: Dough Chandler

**Latin American Association**

2665 Buford Highway, NE  
Atlanta, GA 30324-3262  
ATTN: Director of Employment Services

**NAACP**

970 Martin Luther King Jr. Drive, SW  
Atlanta, GA 30314  
ATTN: Employment Services

**Atlanta Urban League**

100 Edgewood Avenue, NE- Suite 600  
Atlanta, GA 30303  
ATTN: John W. Bray

**Goodwill Industries**

1502 Pleasant Hill Road, Suite 109 A  
Duluth, GA 30303  
ATTN: Kristina Armstrong

**LDS Employment Resource Services**

4823 North Royal Atlanta Drive  
Tucker, GA 30084-3894  
ATTN: Karen Findlay

**Cobb Works**

463 Commerce Park Drive, Suite 100  
Marietta, GA 30060  
ATTN: Alisa Jackson

**National Association of Hispanic Journalists**

1000 Nat. Press Building; 529 14<sup>th</sup> Street  
Washington, DC 20045  
ATTN: Employment Services

**Kennesaw State University**

1000 Chastain Road  
Kennesaw, GA 30144

Attn: Katherine Kinnick

**GA State University**

PO Box 3965  
Atlanta, GA 30302  
Attn: Job Placement Office- Dr. Douglas Barthlow

**Reinhardt University**

7300 Reinhardt College  
Waleska, GA 30183-2981  
Attn: Brian Loughlin

**University of Georgia**

215 South Jackson St.  
Athens, GA 30602-4135

Attn: Cecil Bentley

**Atlanta Broadcast Institute**

6961 Peachtree Industrial Suite 102  
Norcross, GA 30092

Attn: Cyndi Todd

**Agnes Scott College**

141 East College Ave  
Decatur, GA 30030  
Attn: Job Placement Office

**Mercer University**

3001 Mercer University Drive  
Atlanta, GA 30341  
ATTN: University Job Placement Office

**Mercer University**

1400 Coleman Avenue  
Macon, GA 31207  
ATTN: University Macon Job Placement Office

**American Business Women's Association**

4249 Meadow Way  
Marietta, Georgia 30066  
United States of America  
Tel: (404) 926-4970

**Professional Women's Network**

4766 Jamerson Forest Cir  
Marietta, Georgia 30066  
United States of America  
Tel: (404) 872-2374

**Wesleyan College**

4760 Forsyth Rd  
Macon, Georgia 31297

**Berry College**

2277 Martha Berry Hwy NW  
Mt. Berry, GA 30149  
ATTN: Career Placement Office

**Shorter College**

315 Shorter Avenue  
Rome, GA 30165

ATTN: Career Placement Office

**Augusta State University**

2500 Walton Way

Augusta, GA 30904-2200

ATTN: Career Placement Office

**Oglethorpe University**

4484 Peachtree Road NE

Atlanta, GA 30319

ATTN: Employment Services

**Minority Professional Network, Inc. (MPN)**

P.O. Box 55399

Atlanta, GA 30308-5399

USA

**Atlanta Women in Radio and Television**

5909 Peachtree Dunwoody Road

Atlanta, GA 30328

**Rotary Club Of Atlanta**

100 Edgewood Avenue

Suite 508

Atlanta, GA 30303

404-522-2767

fax: 404-522-2017

**Rotary Club of Roswell**

Roswell Park & Recreation Center,

Building A, 10495 Woodstock Rd.

Roswell, GA 30075

**Phone: 770.641.3760**

*Elwyn Gaissert, President*

**Georgia Rotary Student Program**  
**PO Box 61327**  
**Savannah, GA 31420**  
**912-961-1331**  
**fax-912-961-1860**

**Atlanta Business Chronicle**  
3423 Piedmont Rd.  
Atlanta, GA 30305  
Phone: 404-249-1000  
Fax: 404-249-1048

**American Business Women's Association**

780 Muroggo Drive NW  
Atlanta, GA 30321

**The Georgia Federation of Business and Professional Women**  
230 Pine Knoll Lane  
Eatonton, GA 31024  
Phone: (770) 468-8380

**Professional Women's Network**  
4766 Jamerson Forest Cir  
Marietta, Georgia 30066  
United States of America  
Tel: (404) 872-2374

**PRSA GEORGIA CHAPTER**

4971 Staverly Lane

Norcross, GA 30092  
770.449.6369 (v)

770.449.6589 (f)

**Connecticut School of Broadcasting**

1755 North Brown Road, Suite 175  
Lawrenceville, GA 30043  
Phone: (678) 205-2210  
Attn: Career Services

**Albany State University**

504 College Drive  
Albany, Georgia 31705  
229.430.4600

**Fort Valley State University**

1005 State University Drive  
Fort Valley, GA 31030  
478-825-6211

**Morehouse College**

830 Westview Dr SW  
Atlanta, GA 30314  
(404) 681-2800

**University of Georgia**

Department of Marketing  
Terry College of Business  
University of Georgia  
Athens, GA 30602-6258  
706-542-2123 Laura Richardson, Advisor  
706-542-3738 (fax)

**Career Resource Center – Clayton Branch**

3000 Corporate Center Drive  
Suite 350  
Morrow, GA 30260  
770-960-2172

**ARC – Workforce Development Division of GA Department of Labor**

40 Courtland ST, NE  
Atlanta, GA 30303  
404-463-3327  
404-463-3105 fax



**Atlanta Workforce Development Agency**

818 Pollard Blvd, SW

Atlanta, GA 30315

404-468-9675

404-468-7388 fax

**Georgia Department of Labor Career Center**

2636-14 Martin Luther King, Jr. Drive

Atlanta, GA 30311

(404) 699-6900

**Westwood College- Atlanta Midtown**

1100 Spring Street, NW Ste 102

Atlanta, GA 30309

J. Montrell Dobbins- Campus Director of Career Development Services

404-898-9318

fax- 404-892-7253

**Clayton College and State University**

2000 Clayton State Boulevard

Morrow GA 30260

Ryan Whitfield, Asst Director Office of Career Services

678-466-5402

**ITT Technical Institute**

2065 Baker Road NW

Kennesaw, GA 30144

Kelly M Davis

Career Services Specialist

770-426-2300

**The Art Institute of Atlanta**

6600 Peachtree Dunwoody Road, 100 Embassy Row

Atlanta, GA 30328

Sharon Boiling – Career Services

**Brenau University**

500 Washington Street, SE

Gainesville, GA 20501

770-534-6299

George Bagel – Director of Career Services

770-534-6265

**Chattahoochee Technical College**

980 South Cobb Drive

Marietta, GA 30060

Lucylyle Shelton, Rachel Day – Career Service Coordinators

**Columbus State University**

4225 University Avenue

Columbus, GA 31907

Center of Career Development

Schuster Student Services Center, RM 102

706-507-8760

**DeVry University**

One West Court Square Suite 100

Decatur, GA 30030

Career Services, 6<sup>th</sup> Floor

Van Travis 770-619-3592

**Georgia Gwinnett College**

1000 University Center Lane

Lawrenceville, GA 30043

Career Development and Advisement

678-407-5554

**Georgia Perimeter College – Clarkston Campus**

555 North Indian Creek Drive

Clarkson, GA 30021

678-891-3300 (o)

404-298-5247 (f)

**Georgia Perimeter College – Decatur Campus**

3251 Panthersville Road

Decatur, GA 30334

678-891-2350 (o)

404-224-2490 (f)

**Georgia Perimeter College – Dunwoody Campus**

2101 Womack Road

Dunwoody, GA 30338

770-274-5110 (o)

770-551-7447 (f)

**Georgia Perimeter College – Newton Campus**

239 Cedar Lane

Covington, GA 30014

770-278-1240 (o)

770-278-1442 (f)

**Alpharetta Site at GSU**

3705 Brookside Parkway

Alpharetta, GA 30022

**North Georgia College and State University**

82 College Circle

Dahlonega, GA 30597

Career Services

**NGCSU**

114 Barnes Hall

Dahlonega, GA 30597

706-864-1951

**Complete Game Broadcasting**

The Atlanta Broadcast Institute

1945 Cliff Valley Way

Ste 110

Atlanta, GA 30329

Thea Marcacci - Director of Admissions and Placement

Fax:404-929-0524

**North Metro Atlanta CC**

Georgia Department of Labor  
2943 North Druid Hills Road  
Atlanta, GA 30329-3909  
(404) 679-5200  
(404) 679-1713 FAX

**South Metro Atlanta CC**

Georgia Department of Labor  
2943 North Druid Hills Road  
Atlanta, GA 30329-3909  
(404) 679-5200  
(404) 679-1713 FAX

**Clayton County CC**

Georgia Department of Labor  
2450 Mount Zion Pkwy - Building 100, Suite 100  
Jonesboro, GA 30236-2500  
(678) 479-5886  
(678) 479-5256 FAX

**Cobb-Cherokee CC**

Georgia Department of Labor  
465 Big Shanty Road  
Marietta, GA 30066-3303  
(770) 528-6100  
(770) 528-6139 FAX

**Covington CC**

Georgia Department of Labor  
7249 Industrial Boulevard, N.E.  
Covington, GA 30014-1499  
(770) 784-2455  
(770) 784-2459 FAX\

**Dekalb County CC**

3879 Covington Highway  
Decatur, GA 30032-2640  
(404) 298-3970  
(404) 298-3995 FAX

**Gwinnett County CC**

Georgia Department of Labor  
2211 Beaver Ruin Road  
Suite 160  
Norcross, GA 30071-3328  
(770) 840-2200  
(770) 613-4843 FAX

**Athens CC**

Georgia Department of Labor  
150 Evelyn C. Neely Drive  
Athens, GA 30601  
(706) 583-2550  
(706) 369-5895 FAX

**Augusta CC**

Georgia Department of Labor  
601 Greene Street  
Augusta, GA 30901-1427  
(706) 721-3131  
(706) 721-7680 FAX

**Brunswick CC**

Georgia Department of Labor  
2517 Tara Lane  
Brunswick, GA 31520-2758  
(912) 264-7244  
(912) 262-3334 FAX

**Bainbridge CC**

Georgia Department of Labor

310 South Scott Street

Bainbridge, GA 39819-4136

(229) 248-2618

(229) 248-2681 FAX

**Blue Ridge CC**

Georgia Department of Labor

1048 Appalachian Highway

Blue Ridge, GA 30513

(706)632-2033

(706)632-7316 FAX

**Alliance for Women in Media**

5905 Peachtree Dunwoody Road

#600

Atlanta, GA 30328

**American Intercontinental University**

500 Embassy Row NE

Atlanta, GA 30328

Attn: Career Services

**Georgia Southern University**

P.O. Box 8069

Statesboro, GA 30460-8069

**The following groups were added in 2013**

**The National Hispanic Media Coalition**

1705 DeSales Street NW 5<sup>th</sup> Floor

Washington, DC 20036

202-596-2063

**GA Association of Broadcasters**

8010 Roswell Road, Suite 260

Dunwoody, GA 30350

**Connecticut School of Broadcasting**

Job Placement Office

1355 Terrell Mill road

Marietta, GA 30067

Attn: Michael Hessings

**National Association of Media Women**

1185 Nisky Lake Road

Atlanta, GA 30311

Attn: Barbara Kirkpatrick



**Black Women's Coalition**

1450 Gordon St. SW Room 207

Atlanta, GA 30310

Attn: Shirley Williams

**Latin American Association**

Director of Employment Services

2665 Buford Highway, NE

Atlanta, GA 30324

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## **Radio Disney Boston – WMKI (AM) 1260**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Boston AM 1260 Office - 781-472-7920

309 WAVERLEY OAKS RD SUITE 103  
WALTHAM, MA 02452

### **Job Information**

Radio Disney Boston is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Boston at 781-472-7920 or mail a letter to 309 Waverley Oaks Road, Suite 103, Waltham, MA 02452 or email Radio Disney Boston Station Manager, Kathleen Maitino, [kathleen.maitino@disney.com](mailto:kathleen.maitino@disney.com).

### **EEO Report**

WMKI EEO Report

December 1, 2013

Radio Disney, Boston

This annual EEO Report is filed on behalf of WMKI (AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WMKI (AM) is a Radio Disney Group, LLC owned radio station and is located in Waltham, MA. This report includes information from December 1, 2012 through November 30, 2013 and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had twelve full time employees as of November 30, 2013.

#### **I. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital

status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A) and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. This year, we extended our outreach list to include local colleges and universities. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired Monday through Sunday, 6am-8pm and a total of 782 announcements aired.

## II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each job requisition to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

## III. Recruiting for Full-Time Open Positions

During the reporting time frame, four positions were posted, and four were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Station Manager was opened February 11, 2013, and filled on May 13, 2013. Notice of this job vacancy was posted on DisneyCareers.com and SimplyHired.com and an advertisement was included in BizJournals.com. The position was distributed to the station's local recruitment contact list (Attachment A). Nineteen candidates were interviewed for the position.

Two positions of Account Executive were opened May 14, 2013, and filled on August 5, 2013 and August 19, 2013. Notice of these job vacancies were posted on DisneyCareers.com, InDeed.com, SimplyHired.com and an advertisement was included in the *Metro Boston Newspapers*. The position was distributed to the station's local recruitment contact list (Attachments A and B). Eight candidates were interviewed for the positions.

A position of Promotions Manager was opened October 10, 2013 and replaced with the position of Promotions Coordinator and filled on November 18, 2013. Notice of this job vacancy was posted on DisneyCareers.com and Massachusetts JobQuest and an advertisement was also placed in the *Boston Parents Paper*. The position was distributed to the station's local recruitment contact list (Attachments A & B). Five candidates were interviewed for the position.

#### Full Time Open Position Interview Chart

During the reporting period, recruitment and interviews for four full-time open positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
2/11/13	Station Manager	Management	2/13/2013	*	NH		Industry Referral

2/11/13	Station Manager	Management	2/13/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	2/14/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	2/21/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	2/25/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	2/28/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/7/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/7/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/11/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/13/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/13/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/15/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/21/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/22/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/27/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	3/28/2013	*	NH		Industry Referral

2/11/13	Station Manager	Management	3/29/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	4/1/2013	*	NH		Industry Referral
2/11/13	Station Manager	Management	4/12/2013	Kathleen Maitino	H	5/13/2013	Industry Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
5/14/13	Account Executive	Sales	5/21/2013	*	NH		Industry Referral
5/14/13	Account Executive	Sales	06/03/2013	Carla Ferrera	H	08/19/2013	Industry Referral
5/14/13	Account Executive	Sales	06/06/2013	*	NH		Industry Referral
5/14/13	Account Executive	Sales	06/11/2013	Jack Foley	H	08/5/2013	Industry Referral
5/14/13	Account Executive	Sales	06/11/2013	*	NH		Industry Referral
5/14/13	Account Executive	Sales	06/12/2013	*	NH		Linked In
5/14/13	Account Executive	Sales	06/18/2013	*	NH		Industry Referral
5/14/13	Account Executive	Sales	07/11/2013	*	NH		Industry Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
10/10/2013	Promotions Coordinator	Promotions	10/15/2013	*	NH		Internal Candidate
10/10/2013	Promotions Coordinator	Promotions	10/16/2013	Kelly Stevens	H	11/18/2013	Internal Candidate
10/10/2013	Promotions Coordinator	Promotions	10/18/2013	*	NH		Internal Candidate
10/10/2013	Promotions Coordinator	Promotions	10/22/2013	*	NH		Internal Candidate
10/10/2013	Promotions Coordinator	Promotions	10/23/2013	*	NH		Internal Candidate

#### IV. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

##### D. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

\* On February 13, 2013, Casey McClean, Promotions Manager collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Bentley University Career Fair at Bentley University in Waltham, MA.

\* On February 16, 2013, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Spring Career Fair at Boston University in Boston, MA.

\* On April 4, 2013, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the UMASS Lowell Career Fair at the University of Massachusetts in Lowell, MA.

\* On September 25, 2013, Christina Campanaro, Promotions Manager collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Bentley University Career Fair at Bentley University in Waltham, MA.

\* On September 30, 2013, Kathleen Maitino, Station Manager and Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Job Fair of Boston at Embassy Suites Boston/Waltham in Waltham, MA.

\* On October 3, 2013, Christina Campanaro, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at Northeastern Career Fair at Northeastern University in Boston, MA.

\* On October 17, 2013, Christina Campanaro, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Boston University Career Fair at Boston University in Boston, MA.

\* On October 23, 2013, Christina Campanaro, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the UMASS Lowell Career Fair at the University of Massachusetts in Lowell, MA.

#### E. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

**Organization:** American Women in Radio and Television – MA Chapter

**Where:** 80 Mount Vernon St # 3, Boston, MA

**Description:** American Women in Radio and Television is a national non-profit organization dedicated to the advancement of women in electronic media.

**Contact:** 617) 723-5642



**Found on:** <http://www.awrtboston.org/index.html>

**Organization:** Women in Cable Telecommunications – New England Chapter

**Where:** 676 Island Pond Road Manchester NH 03109

**Description:** Developing women leaders is our mission. As the oldest and largest organization serving women professionals in cable and telecommunication

#### F. Other Menu Options

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

On September 26, 2013, Station Manager, Kathleen Maitino and Promotions Manager, Casey McClean conducted an information forum at Emerson College's Career Services Center. Twenty-one students attended and participated in a question and answer session, following a video presentation on working with Radio Disney. Information was also disseminated on careers in broadcasting overall and current job postings were distributed.

In addition, we added several organizations and colleges for inclusion in our job posting outreach (see Attachments A and B).

#### ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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##### **Local Community Organizations:**

**Organization:** State Office of Minority and Women Business Assistance

**Where:** 10 Park Plaza, Boston, MA

**Description:** Need to be a business that owned by minority and or women and become certified

**Contact:** (617) 973-8692

**Found on:** <http://www.somwba.state.ma.us/>

**Organization:** Greater Boston Minority and Women owned Business Directory

**Where:** 344 Broadway, Cambridge, MA 02139

**Description:** "The primary goal of this site is to facilitate business-to-business connections, making it easier for minority and woman owned businesses to connect with larger corporations, universities, and other organizations."

**Contact:** Phone: N/A

**Found on:** <http://www.mwobusiness.com/Home.aspx>

**Organization:** NAAAP: National Association of Asian Americans Professionals

**Where:** PO box 51922, Boston, MA 02205

**Description:** Can become a sponsor through NAAAP  
<http://www.naaapboston.org/sponsor-Register.do>

**Contact:** Phone: (hotline) (617) 227-1113 E-mail: [naaap@naaapboston.org](mailto:naaap@naaapboston.org)

**Found on:** <http://www.naaapboston.org>

**Organization:** Medfield Lions Club

**Where:** PO Box 79, Medfield, MA 02052

**Description:** Oldest continuously active service organization in Medfield, also an international club

**Contact:** King Lion Joe Shea

The Medfield Lions, PO Box 79, Medfield, MA 02052

Phone: 508 359-7376 E-mail: [jshea1982@comcast.net](mailto:jshea1982@comcast.net)

**Found on:** [http://www.lionsclubs.org/EN/content/about\\_index.shtml](http://www.lionsclubs.org/EN/content/about_index.shtml)

**Organization:** Greater Boston Minority & Women Owned Business Director

**Where:** 430 Lexington Street,, Boston, MA 02466

**Description:** "The primary goal of this site is to facilitate business-to-business connections, making it easier for minority and woman owned businesses to connect with larger corporations, universities, and other organizations."

**Contact:** Phone: N/A

**Found on:** <http://www.mwobusiness.com/Home.aspx>

**Organization:** The Rotary Club of Boston

**Where:** 20 Park Plaza, Suite 518, Boston, MA 02116

**Description:** Involved in Boston's civic life, city, and to expand international scope since 1909

**Contact:** Phone: 617.426.7133 Fax: 617.507.4666

**Found on:** <http://www.clubrunner.ca/CPrg/Home/homeE.asp?cid=3239>

**Organization:** YMCA of Greater Boston

**Where:** 316 Huntington Ave, Boston, MA 02115

**Description:** Heart of strong communities

**Contact:** Phone: 617-536-6950 E-mail: N/A

**Found on:** <http://www.ymcaboston.org>

**Organization:** United Way of Massachusetts Bay and Merrimack Valley

**Where:** 51 Sleeper Street Boston, MA 02210 OR

P.O. Box 51381, Boston, MA 02205-1381

**Description:** We improve the quality of life for our region's children and families by uniting effective partners, wise investments, and committed volunteers to strategically tackle the most critical issues and create measurable differences in our neighborhoods.

**Contact:** Phone: 617.624.8000 Fax: 617.624.9114

**Found on:** <http://www.supportunitedway.org/index.html>

**Organization:** Boston Community Capital

**Where:** 56 Warren Street, Boston, MA 02119-3236

**Description:** Involved in projects to serve and help the community from affordable housing, health clinics, youth programs, schools and others.

**Contact:** Phone: 617-427-8600 Fax: 617-427-9300

**Found on:** <http://www.bostoncommunitycapital.org/index.html>

#### **Accredited Educational Institutions:**

**Organization:** Bentley University

**Where:** 17 Forest St, Waltham, MA 02452

**Description:** Accredited educational institution.

**Contact:** Phone: 781.891.3423 Email: [recruiting\\_info@bentley.edu](mailto:recruiting_info@bentley.edu)

**Found on:** <http://www.bentley.edu/career-services>

**Organization:** Boston University

**Where:** 19 Deerfield Street, 3rd Floor, Boston, MA 02215

**Description:** Accredited educational institution.

**Contact:** Phone: (617) 353-3490 Fax: (617) 353-7111 Email: [comjobs@bu.edu](mailto:comjobs@bu.edu)

**Found on:** <http://www.bu.edu/com-careers>

**Organization:** Brandeis University

**Where:** 415 South Street, Usdan Student Center, Waltham, MA 02453

**Description:** Accredited educational institution.

**Contact:** Phone: (781) 736-3618

**Found on:** <http://www.brandeis.edu/hiatt/>

**Organization:** Curry College

**Where:** 1071 Blue Hill Avenue, Milton, MA 02186

**Description:** Accredited educational institution.

**Contact:** Phone: 617-333-2195 Fax: 617-333-2310 Email:

[careerdevelopment@curry.edu](mailto:careerdevelopment@curry.edu)

**Found on:** <http://www.curry.edu/resources-and-services/academic-resources/center-for-career-development.html>

**Organization:** Johnson & Wales University

**Where:** 8 Abbott Park Place, Providence, RI 02903

**Description:** Accredited educational institution.

**Contact:** Phone: 401-598-1000

**Found on:** <http://www.jwu.edu/content.aspx?id=51768>

**Organization:** Lasell College

**Where:** 1844 Commonwealth Avenue, Newton, MA 02466

**Description:** Accredited educational institution.

**Contact:** Phone: 617-243-2125 Email: [dturner@lasell.edu](mailto:dturner@lasell.edu)

**Found on:** <http://www.lasell.edu/campus-life/career-services.html>

**Organization:** Newbury College

**Where:** 129 Fisher Ave Box 416, Brookline, MA 02445

**Description:** Accredited educational institution.

**Contact:** Phone: 617-730-7072 Email: [sara.sheckells@newbury.edu](mailto:sara.sheckells@newbury.edu)

**Found on:** <http://www.newbury.edu/careerservices>

**Organization:** Salem State University

**Where:** 352 Lafayette Street, Salem, MA 01970

**Description:** Accredited educational institution.

**Contact:** Phone: 978.542.6406 Fax: 978.542.6145 Email: [career@salemstate.edu](mailto:career@salemstate.edu)

**Found on:** <http://www.salemstate.edu/24933.php>

**Organization:** Simmons College

**Where:** 300 The Fenway, Boston, MA 02115

**Description:** Accredited educational institution.

**Contact:** Phone: 617-521-2488 Fax: 617-521-3753 Email: [careers@simmons.edu](mailto:careers@simmons.edu)

**Found on:** <http://www.simmons.edu/cec/about/index.php>

**Organization:** Tufts University

**Where:** 419 Boston Avenue - Dowling Hall Suite 740, Medford, MA 02155

**Description:** Accredited educational institution.

**Contact:** Phone: (617) 627-3299 Email: [career.services@ase.tufts.edu](mailto:career.services@ase.tufts.edu)

**Found on:** <http://careers.tufts.edu/students/>

**Organization:** University of Rhode Island

**Where:** 90 Lower College Road, Room 228 Roosevelt Hall, Kingston, RI 02881

**Description:** Accredited educational institution.

**Contact:** Phone: 401.874.2311 Fax: 401.874.5525 Email: [career@etal.uri.edu](mailto:career@etal.uri.edu)

**Found on:** <http://career.uri.edu/>

#### ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

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**Organization:** Boston Women in Media & Entertainment

**Where:** 505 Paradise Rd, Suite 307, Swampscott, MA

**Description:** The mission of **Boston Women in Media & Entertainment (BWME)** is to create a vibrant, interactive community of support for women within the broadcast and performing arts in the Boston area

**Contact:** Phone: N/A

**Found on:** [bwme.org](http://bwme.org)

**Organization:** New Hampshire Association of Broadcasters

**Where:** 707 Chestnut St, Manchester, NH

**Description:** The Association's key responsibilities include assisting its members with general and broadcast-specific business challenges through educational seminars, legal hotlines, grassroots lobbying (in-state and on Capitol Hill), and additional opportunities to receive industry specific assistance, locate helpful resources, and network with fellow broadcasters.

**Contact:** Phone: 603.627.9600 fax: 603.627.9603

**Found on:** <http://nhab.org/index.cfm>

**Organization:** Quincy Career Center

**Where:** 152 Parkingway, Quincy, MA

**Description:** One-Stop Career Centers help job seekers connect with employers. The South Shore Career Centers host a variety of employment-related workshops and events each month. Experienced Job Specialists are available to assist you with reviewing your resume and provide job search assistance.

**Contact:** Plymouth: 508.732.5300 Quincy: 617.745.4000

**Found on:** <http://www.quincycareercenter.org/>

**Organization:** Action for Boston Community Development, Inc

**Where:** 178 Tremont St, Boston, MA

**Description:** For 50 years ABCD has provided basic services and innovative programs that help empower individuals, families, and communities in Boston to overcome poverty, live with dignity, and achieve their full potential.

**Contact:** Phone: 617-348-6000

**Found on:** <https://www.bostonabcd.org/>

**Organization:** Urban League of RI

**Where:** 246 Prairie Ave, Providence RI

**Description:** Empowering communities, changing lives

**Contact:** Phone: 401-351-5000

**Found on:** <http://www.ulri.org/index.cfm>

**Organization:** Hispanic American Chamber of Commerce

**Where:** 406 Huntington Ave, Boston, MA

**Description:** an organization that represents businesses, individuals and institutions and is committed to the economic development and success of the Hispanic business community.

**Contact:** Phone: NA

**Found on:** <http://www.hacc.com/>

**Organization:** Boston Women's Commission

**Where:** City Hall Plaza, Suite 716, Boston, MA

**Description:** The mission of the Women's Commission is to provide technical assistance to individuals and organizations on issues concerning women and to advocate for increased attention to public policy initiatives that affect women's equal participation, economic security, family commitments, health, and safety

**Contact Phone:** 617-635-4500

**Found on:** <http://www.cityofboston.gov/women/>

**Organization:** Regional Employment Board of Hampden County

**Where:** 1441 Main St, 1<sup>st</sup> Floor, Springfield MA

**Description:** the REB is a business-led, non-profit corporation that engages its members from business, education, labor and community-based agencies to set public policies that will build a better workforce.

**Contact:** Phone: (413) 787-1547 Fax: (413) 755-1364

**Found on:** <http://www.rebhc.org/>

**Organization:** Enable, Inc.

**Where:** 603 Neponset St, Canton, MA

**Description:** Nonprofit agency which provides a variety of educational, social, rehabilitative and therapeutic services to children, adolescents and adults. Enable creates for all these individuals and their families a continuum of unique and innovative services that facilitate individual growth and family integration.

**Contact:** Phone Tel. (781) 828-4770 Fax (781) 575-0078

**Found on:** <http://www.enableinc.org/>

**Organization:** Mass Commonwealth of Unemployment

**Where:** 446 North Main St, Fall River MA



**Description:** The Department of Career Services (DCS) oversees Massachusetts's network of One-Stop Career Centers that assist businesses in finding qualified workers and provide job seekers with career guidance as well as referrals to jobs and training.

**Contact:** Phone 617-626-5075

**Found on:** <http://www.mass.gov/lwd/employment-services/>

**Organization:** Concilio Hispano

**Where:** 105 Windsor St, Cambridge MA

**Description:** non-profit, community-based human service organization founded in 1969 by Latinos who wanted to improve conditions in their community.

**Contact:** Phone NA

**Found on:** <http://www.conciliohispano.org/index.php>

**Organization:** Monster

**Where:** 5 Clock Tower Place, Suite 500, Maynard MA

**Description:** Find Jobs. Build a Better Career. Find Your Calling

**Contact:** Phone NA

**Found on:** <http://www.monster.com>

**Organization:** Federal Veteran's Center

**Where:** 468 North St, New Bedford MA

**Description:** resources for Veterans, their family members, and civilians to obtain career advice and find jobs.

**Contact:** Phone NA

**Found on:** <http://www.va.gov/jobs>

**Organization:** The Career Place

**Where:** 100 Sylvan Rd Suite G-100, Woburn MA

**Description:** The Career Place helps individuals to find current job openings, assess their skill levels and interests, and enter education and training programs. In addition to a friendly and professional environment in which to work, we offer a wealth of resources free of charge, including computer skills workshops, employment workshops, and access to state-of-the-art research tools, including the Internet.

**Contact:** Phone: 781.932.5500 FAX: 781.932.5566

**Found on:** [TheCareerPlace.org](http://TheCareerPlace.org)

**Organization:** Massachusetts Broadcasters Association

**Where:** PO Box 401, 43 Riverside Avenue, Medford, MA 02155

**Description:** Founded in 1954, the Massachusetts Broadcasters Association (MBA) is a voluntary trade association representing over 200 over-the-air radio and television broadcasters in the Commonwealth of Massachusetts. The MBA's chief responsibility is to protect and promote the interests of broadcasters. The MBA also assists members with broadcast and general business related challenges

**Contact:** 800-471-1876

**Found on:** [www.massbroadcasters.org](http://www.massbroadcasters.org)

**Organization:** Progreso Latino, Inc

**Where:** 626 Broad St, Central Falls, RI

**Description:** "Our mission is to empower the Latino community by providing the knowledge, skills, training, continuum of services and opportunities for self sufficiency, human development, prosperity, and a flourishing community"

**Contact:** Phone: (401) 728-5920 Email: [info@fprogresolatino.org](mailto:info@fprogresolatino.org)

**Found on:** <http://www.progresolatino.org/>

**Organization:** NAACP

**Where:** 95 Cedar St, New Bedford, MA

**Description:** NAACP offers an exciting and challenging mission to embrace diversity change while impacting social justice.

**Contact:** Phone: (508) 991-4416

**Found on:** <http://www.naACP.org/pages/employment>

**Organization:** NAACP- Massachusetts Chapter

**Where:** PO Box 90163 Mason Sq Station, Springfield MA

**Description:** NAACP offers an exciting and challenging mission to embrace diversity change while impacting social justice.

**Contact:** Phone: (508) 991-4416

**Found on:** <http://www.naACP.org/pages/employment>

**Organization:** Mass Rehab Commission

**Where:** 1 Parker St, Lawrence MA

**Description:** tools and resources for learning and working in Massachusetts.

**Contact:** Phone: (978) 685-1731

**Found on:** <http://www.mass.gov>

**Organization:** Triangle, Inc

**Where:** 420 Pearl St, Malden MA

**Description:** Through support, challenge and opportunity, Triangle empowers people with disabilities and their families to enjoy rich, fulfilling lives. We are committed to helping the world recognize that we are all people with ability.

**Contact:** P. 781-322-0400 • F. 781-322-0410

**Found on:** <http://www.triangle-inc.org/>

**Organization:** Employment and Training Resources/ One Stop Career Center

**Where:** Norwood, MA and Framingham, MA

**Description:** a private, non-profit agency that promotes the social, economic, and cultural well-being of all tribal communities in Rhode Island.

**Contact:** Norwood: (781) 769-4120. **Framingham:** Phone: 508- 766-5700

**Found on:** <http://www.etrcc.com>

**Organization:** The Work Place

**Where:** 29 Winter St, Boston MA

**Description:** The Work Place provides comprehensive employment and career services that are easy to access, customer-driven, and linked to the latest technology. We help individuals to find current job openings, assess their skill levels and interests, and enter education and training programs.

**Contact:** (617) 737-0093

**Found on:** <http://www.workplace.org>

**Organization:** Boston Career Link

**Where:** 1010 Harrison Ave, Boston MA

**Description:** Boston Career Link is a one-stop career center offering universal access to a broad range of career counseling services, career resources, workshops, career fairs, and special programs to connect job seekers looking to advance or change careers with employers.

**Contact:** Phone: (617) 541-1400 Fax: (617) 427-8657

**Found on:** <http://www.bostoncareerlink.org/>

**Organization:** Career Development and Marketing Association

**Where:** 195 East Squantum St, Quincy, MA

**Description:** Local Career Website

**Contact:** Phone: (617) 328-0387

**Organization:** Jobnet

**Where:** 210 South St, Boston, MA

**Description:** One-stop career center specializing in teaching job seekers the tools necessary to find a job and in presenting employers opportunities to meet qualified candidates.

**Contact:** Phone: (617) 338-0809

**Found on:** <http://www.jobnetboston.org/>

#### **Accredited Educational Institutions:**

**Organization:** Amherst College

**Where:** P.O. Box 2210, Amherst, MA 01002

**Description:** Accredited educational institution.

**Contact:** Phone: (413) 542-2000

**Found on:** <https://www.amherst.edu/>

**Organization:** Berklee College of Music

**Where:** 1140 Boylston Street, Boston, MA 02215

**Description:** Accredited educational institution.

**Contact:** Phone: 617 266-1400

**Found on:** <http://www.berklee.edu/>

**Organization:** Boston College

**Where:** 38 Commonwealth Avenue, Southwell Hall, Chestnut Hill, MA 02467

**Description:** Accredited educational institution.

**Contact:** Phone: (617) 552-3430 Email: carctr@bc.edu

**Found on:** <http://www.bc.edu/offices/careers/>

**Organization:** Bridgewater State University  
**Where:** Rondileau Campus Center - Room 008, 19 Park Avenue, Bridgewater, MA 02325  
**Description:** Accredited educational institution.  
**Contact:** Phone: 508.531.1328 Fax: 508.531.6119 Email: [careersrv@bridgew.edu](mailto:careersrv@bridgew.edu)  
**Found on:** <http://microsites.bridgew.edu/careerservices>

**Organization:** Brown University  
**Where:** P.O. Box 1907, Providence, RI 02912  
**Description:** Accredited educational institution.  
**Contact:** Phone 401-863-3326 Email: [careerlab@brown.edu](mailto:careerlab@brown.edu)  
**Found on:** <http://brown.edu/campus-life/support/careerlab/>

**Organization:** Bunker Hill Community College  
**Where:** 250 New Rutherford Avenue, Boston, MA 02120  
**Description:** Accredited educational institution.  
**Contact:** Phone: 617-228-2245 E-mail: [CareerCenter@bhcc.mass.edu](mailto:CareerCenter@bhcc.mass.edu)  
**Found on:** <http://www.bhcc.mass.edu/careercenter/>

**Organization:** Cambridge College  
**Where:** 1000 Massachusetts Avenue, Cambridge, MA 02138  
**Description:** Accredited educational institution.  
**Contact:** Phone: 617-873-0614 Email: [leslie.conder@cambridgecollege.edu](mailto:leslie.conder@cambridgecollege.edu)  
**Found on:** <http://www.cambridgecollege.edu/career-resource-center>

**Organization:** Clark University  
**Where:** 950 Main Street, Worcester, MA 01610  
**Description:** Accredited educational institution.  
**Contact:** Phone: (508) 793-7711  
**Found on:** [www.clarku.edu](http://www.clarku.edu)

**Organization:** Colby Sawyer College  
**Where:** 541 Main Street, New London, NH 03281  
**Description:** Accredited educational institution.

**Contact:** Phone: (603) 526-3765 Email: amy.hebert@colby-sawyer.edu

**Found on:** <http://www.colby-sawyer.edu/campus-life/career/>

**Organization:** College of the Holy Cross  
**Where:** One College Street, Worcester, MA 01610  
**Description:** Accredited educational institution.

**Contact: Phone:** 508-793-3880

**Found on:** <http://offices.holycross.edu/careerplanning/us>

**Organization:** Dartmouth College  
**Where:** 63 South Main Street, 2nd Floor, Hanover, NH 03755  
**Description:** Accredited educational institution.

**Contact:** Phone: (603) 646-2215 Fax: (603) 646-1360 Email: career.services@dartmouth.edu

**Found on:** <http://www.dartmouth.edu/~csrc/>

**Organization:** Emerson College  
**Where:** 120 Boylston Street Boston, Boston, MA 02116  
**Description:** Accredited educational institution.

**Contact:** Phone: 617-824-8586 Email: careers@emerson.edu

**Found on:** <http://www.emerson.edu/student-life/careers-internships>

**Organization:** Emmanuel College  
**Where:** 400 The Fenway, Boston, MA 02115  
**Description:** Accredited educational institution.

**Contact:** Phone: (617) 735-9930

**Found on:** <http://www.emmanuel.edu/academics/internships-career-opportunities.html>

**Organization:** Endicott College  
**Where:** 376 Hale Street, Beverly, MA 01915  
**Description:** Accredited educational institution.

**Contact:** Email: [careers@endicott.edu](mailto:careers@endicott.edu) Fax: 978-232-3146

**Found on:** <http://www.endicott.edu/Academics/CareerCenter.aspx>

**Organization:** Franklin Pierce University  
**Where:** 40 University Drive, Rindge, NH 03461  
**Description:** Accredited educational institution.

**Contact:** Phone: 603.899.4045 Fax: 603.899.4368 Email: [nicholrm@franklinpierce.edu](mailto:nicholrm@franklinpierce.edu)

**Found on:** <http://www.franklinpierce.edu/academics/career/>

**Organization:** Harvard University  
**Where:** 54 Dunster Street, Cambridge, MA 02138  
**Description:** Accredited educational institution.

**Contact:** Phone: 617-495-2595 Fax: 617-495-3584

**Found on:** <http://www.ocs.fas.harvard.edu/>

**Organization:** Holyoke Community College  
**Where:** 303 Homestead Ave, Holyoke, MA 01040  
**Description:** Accredited educational institution.

**Contact:** Phone: (413) 552.2361 E-mail: [rpowers@hcc.edu](mailto:rpowers@hcc.edu)

**Found on:** <http://www.hcc.edu/student-services/career-center>

**Organization:** Keene State College  
**Where:** 229 Main Street, Keene, NH 03435  
**Description:** Accredited educational institution.

**Contact:** Email: [aca@keene.edu](mailto:aca@keene.edu)

**Found on:** <http://www.keene.edu/aca/>

**Organization:** Lesley University

**Where:** 29 Everett Street, Cambridge, MA 02138

**Description:** Accredited educational institution.

**Contact:** Phone: 617-349-8550 Email: [crcjobs@lesley.edu](mailto:crcjobs@lesley.edu)

**Found on:** <http://www.lesley.edu/career-resource-center/>

**Organization:** Massachusetts Institute of Technology

**Where:** 77 Mass Avenue Building 12-170, Cambridge, MA 02139

**Description:** Accredited educational institution.

**Contact:** Phone: (617) 253-4733 Email: [gecd@mit.edu](mailto:gecd@mit.edu)

**Found on:** <http://gecd.mit.edu/>

**Organization:** Massachusetts College of Liberal Arts

**Where:** 375 Church St. North Adams, MA 01247

**Description:** Accredited educational institution.

**Contact:** Phone: 413.662.5332 or 413.662.5333 Fax: 413.662.5444 Email: [career@mcla.edu](mailto:career@mcla.edu)

**Found on:** <http://www.mcla.edu/Academics/academicresources/career/>

**Organization:** Mass Bay Community College

**Where:** 50 Oakland Street, Wellesley Hills, MA 02481

**Description:** Accredited educational institution.

**Contact:** Phone: (781) 239-3142 Email: [careerservices@massbay.edu](mailto:careerservices@massbay.edu)

**Found on:** <http://www.massbay.edu/Current-Students/Career-Services.aspx>

**Organization:** Massasoit Community College

**Where:** One Massasoit Boulevard, Brockton, MA 02302

**Description:** Accredited educational institution.

**Contact:** Phone: 508-588-9100 x1407

**Found on:** [http://www.massasoit.mass.edu/stud\\_serv/career\\_place/career.cfm](http://www.massasoit.mass.edu/stud_serv/career_place/career.cfm)

**Organization:** Mount Ida College

**Where:** 777 Dedham Street, Newton, MA 02459

**Description:** Accredited educational institution.



**Contact:** Phone: (617) 928-4602 Email: rbrooks@mountida.edu

**Found on:** <http://www.mountida.edu/internships-careers/>

**Organization:** Northeastern University

**Where:** 420 Huntington Ave, Boston, MA 02115

**Description:** Accredited educational institution.

**Contact:** Phone: 617-373-2430 Email: careerservices@neu.edu

**Found on:** <http://www.northeastern.edu/careers/about/contact/>

**Organization:** Roxbury Community College

**Where:** 1234 Columbus Avenue, Roxbury, MA 02120

**Description:** Accredited educational institution.

**Contact:** Phone: 617-427-0060

**Found on:** <http://www.rcc.mass.edu/careers/>

**Organization:** Smith College

**Where:** 84 Elm Street, Northampton, MA 01063

**Description:** Accredited educational institution.

**Contact:** Phone: (413) 585-2582 Fax: (413) 585-2596

**Found on:** <http://www.smith.edu/lazaruscenter/>

**Organization:** Stonehill College

**Where:** 320 Washington Street, Easton, MA 02357

**Description:** Accredited educational institution.

**Contact:** Phone: 508.565.1325 Email: careerservices@stonehill.edu

**Found on:** <http://www.stonehill.edu/offices-services/career-services/>

**Organization:** Suffolk University

**Where:** 8 Ashburton Place, Boston, MA 02108

**Description:** Accredited educational institution.

**Contact:** Phone: 617.573.8480 Fax: 617.573.8752

**Found on:** <http://www.suffolk.edu/academics/3281.php>

**Organization:** American International College

**Where:** 1000 State Street, Springfield, MA 01109

**Description:** Accredited educational institution.

**Contact:** Phone: 413.205.3237 Email: careerservices@aic.edu

**Found on:** <http://www.aic.edu/careerservices>

**Organization:** University of Massachusetts Dartmouth  
**Where:** 285 Old Westport Road Suite 001, North Dartmouth, MA 02747  
**Description:** Accredited educational institution.  
**Contact:** Phone: 508.999.8658 Fax: 508.999.8927 Email: [cdcinfo@umassd.edu](mailto:cdcinfo@umassd.edu)

**Found on:** <http://www.umassd.edu/career/>

**Organization:** University of Massachusetts Boston  
**Where:** 100 Morrissey Boulevard, Boston, MA 02125  
**Description:** Accredited educational institution.  
**Contact:** Phone: 617-287-5519 Fax: 617-287-5525

**Found on:** [http://www.umb.edu/academics/vpass/career\\_services](http://www.umb.edu/academics/vpass/career_services)

**Organization:** University of Hartford  
**Where:** 200 Bloomfield Avenue, West Hartford, CT 06117  
**Description:** Accredited educational institution.  
**Contact:** Phone: 860.768.4287

**Found on:** [http://www.hartford.edu/career\\_services/](http://www.hartford.edu/career_services/)

**Organization:** University of Maine  
**Where:** 5748 Memorial Union, Room 300, Orono, ME 04469  
**Description:** Accredited educational institution.  
**Contact:** Phone: 207.581.1359 Fax: 207.581.3003 E-mail: [umainecareercenter@umit.maine.edu](mailto:umainecareercenter@umit.maine.edu)

**Found on:** <http://umaine.edu/career/>

**Organization:** University of New Hampshire  
**Where:** 89 Main Street, Durham, NH 03824  
**Description:** Accredited educational institution.  
**Contact:** Phone: 603-862-2064 Fax: 603-862-3104 Email: [career.advice@unh.edu](mailto:career.advice@unh.edu)  
**Found on:** <http://www.unh.edu/uacc/>

**Organization:** University of NH at Manchester  
**Where:** 400 Commercial St, Manchester, NH 03101  
**Description:** Accredited educational institution.  
**Contact:** Phone: 603-641-4394 Email: [unhm.career@unh.edu](mailto:unhm.career@unh.edu)

**Found on:** <http://manchester.unh.edu/student/career-services>

**Organization:** Wentworth Institute of Technology  
**Where:** 550 Huntington Avenue, Boston, MA 02115  
**Description:** Accredited educational institution.

**Contact:** Telephone: 617-989-4101 Fax: 617-989-4110

**Found on:** <http://www.wit.edu/career-services/>

**Organization:** Westfield State College

**Where:** 577 Western Avenue, Westfield, MA 01086

**Description:** Accredited educational institution.

**Contact:** Phone: (413) 572-5206 Fax: (413) 572-5475 Email: [careers@westfield.ma.edu](mailto:careers@westfield.ma.edu)

**Found on:** <http://www.westfield.ma.edu/offices-services/career-center>

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## **Radio Disney Charlotte – WGFY (AM) 1480**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Charlotte AM 1480 Office - (704) 377-2223

1100 S TRYON ST STE 210  
CHARLOTTE, NC 28203

### **Job Information**

Radio Disney Charlotte is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Charlotte at 704-377-2223 or mail a letter to 1100 S. Tryon Street, Suite 210, Charlotte, NC 28203 or email Radio Disney Charlotte Station Manager, Denise Atkins, [denise.atkins@disney.com](mailto:denise.atkins@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WGFY(AM), Charlotte, North Carolina, August 1, 2014**

Radio Disney Group, LLC, licensee of WGFY(AM), Charlotte, North Carolina (the "Station"), which is an equal opportunity employer, hereby certifies that as of August 1, 2014, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this August 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney Group, LLC adheres to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Chicago – WRDZ (AM) 1300**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Chicago Office - (312) 222-6708

401 N MICHIGAN AVE SUITE 2010  
CHICAGO, IL 60611

### **Job Information**

Radio Disney Chicago is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Chicago at 312-222-6708 or mail a letter to 401 N. Michigan Avenue, Suite 2010, Chicago, IL 60611 or email Radio Disney Chicago Station Manager, Matt Friscia, [matthew.friscia@disney.com](mailto:matthew.friscia@disney.com).

### **EEO Report**

WRDZ(AM) EEO Report

8/01/13-7/31/14

Radio Disney, Chicago

This annual EEO Report is filed on behalf of WRDZ(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WRDZ(AM) is a Radio Disney Chicago, LLC owned radio station and is located in LaGrange, IL. This report includes information from August 1, 2013 through July 31, 2014 and it will be placed in the Station's Public File and on the Station's information page online at <http://music.disney.com/radio-disney>. The Station had eight full time employees as of 7/31/2014.

#### **V. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachments A, B & C), and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page at <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired a total of 720 times between 8/01/13 and 7/31/2014.

VI. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

VII. Recruiting for Full-Time Open Positions

During the reporting time frame, one open position was carried over from the previous reporting period and was filled during the current reporting period; two new open positions were posted - one was filled, and the other remains open. The chart at the end of this section has details about the position(s); interviewees for the position(s); referral sources for the interviewees; and name(s) of hire.

All positions during this reporting period were distributed to the contact lists specified below (see Attachments A,B &C).

### **FULL-TIME OPEN POSITION INTERVIEW CHART**

During the reporting period, recruitment and interviews for four full-time open positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential to respect the candidates' privacy.

#### **Promotions Coordinator**

This position was posted on 6/10/13 during the previous reporting period and filled on 8/19/13 during the current reporting period. To fill the vacancy, WRDZ utilized standard recruitment methods described above and also:

- 1) Posted the opening on the disneycareers.com website as of 6/10/13.

Seven people were interviewed for this position. The hired candidate was an internal candidate. Referral sources of the other candidates interviewed were as follows:

Date of Opening	Job Title	Department	Date of Interview	Candidate *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source
6/10/2013	Promotion Coordinator	Promotions	6/9/13	*	NH		internal
			6/9/13	Margaret Keane	H	8/19/13	internal
			6/9/13	*	NH		internal
			6/9/13	*	NH		internal
			6/10/13	*	NH		internal
			6/11/13	*	NH		internal
			6/28/13	*	NH		internal

#### **Account Executive**

This position was posted on 3/11/14 and filled on 5/27/14. To fill the vacancy, WRDZ utilized the standard recruitment methods described above and also:

- 1) Placed a listing on disneycareers.com on 3/11/14;
- 2) Placed a print publication ad in the Chicago Reader on 3/27/14;
- 3) Placed a web posting on 3/21/14 on the Chicago Reader website.

Seven people were interviewed for this position. The hired candidate was an industry referral candidate. Referral sources of the other candidates interviewed were as follows:

Date of Opening	Job Title	Department	Date of Interview	Candidate *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source
3/11/14	Account Executive	Sales	3/14/14	*	NH		Industry Referral
			3/27/14	*	NH		Industry Referral
			3/27/14	*	NH		Industry Referral
			4/1/14	*	NH		Internal
			4/2/14	*	NH		Disneycareers.com
			4/11/14	Natalie Scheid	H	5/27/14	Disneycareers.com
			4/23/14	*	NH		Internal

**Station Manager for WRDZ (AM).** This position was posted on 5/12/14. We are still in the hiring process of this position. Due to administrative planning, the hiring process is currently on hold. We plan to resume the hiring process as soon as there is approval to do so. To fill the vacancy, WRDZ utilized the standard recruitment methods described above and also the following:

- 1) Posted the opening on the disneycareers.com website as of 5/12/14;
- 2) Placed a print publication ad in the Chicago Reader on 5/29/14;
- 3) Placed a web posting on 5/20/14 on the Chicago Reader website.

Seven people have been interviewed so far for this position. Referral sources for this position are as follows:

Date of Opening	Job Title	Department	Date of Interview	Candidate *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source
5/12/14	Station Manager	Sales	5/14/14	*	NH		Industry referral
			5/15/14	*	NH		Industry referral
			5/16/14	*	NH		Industry referral
			6/2/14	*	NH		Industry referral
			6/13/14	*	NH		Internal
			6/20/14	*	NH		DisneyCareers.com
			7/2/14	*	NH		DisneyCareers.com



VIII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

G. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

<b>Name of Job Fair</b>	<b>Date of Job Fair</b>	<b>Station Personnel Who Attended *</b>	<b>Title</b>
Chicago Career Fair (in Chicago at Congress Hotel)	4/24/14	Angela Pargas	WRDZ-AM Promotions Manager
Chicago's Diversity Employment Day (Hyatt Regency McCormick Place)	4/29/14	Angela Pargas	WRDZ-AM Promotions Manager
Chicago Northwest Career Fair (Holiday Inn Rolling Meadows)	5/08/14	Angela Pargas	WRDZ-AM Promotions Manager
Chicago West Career Fair in Oakbrook at the Marriott Hotel	6/23/14	Angela Pargas	WRDZ-AM Promotions Manager
* All personnel who attended these job fairs have hiring responsibilities for full-time and/or part-time employees and/or interns. Promo Manager, Angela Pargas, who was on site at these job fairs provided information about job opportunities in broadcasting and at Radio Disney Chicago, collected resumes and answered questions.			

H. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

National Lesbian and Gay Journalist Association

South Asian Journalist Association (SAJA)

National Association of Hispanic Journalists

Native American Public Telecommunications

I. Other Menu Options

Internship Program –WRDZ continues to offer college and university undergraduates the opportunity to learn the day-to-day process and workings of a radio station for school credit. The internship typically lasts 10 weeks, depending on the school requirements and student’s availability. Participants work an average of 15-20 hours per week. Each intern is assigned a base department, but has multiple opportunities throughout the other departments. In addition to the summer 2013 interns listed on our 2013 annual EEO report, who were still completing their internships during the period covered by this report, we also have a current intern hired for the summer of 2014. Listed below is one individual currently who interning at WRDZ-AM during the terms listed above. This is a paid internship for college credit.

Internship Supervisor for WRDZ-AM: Phoebe Wainwright, Operations Manager					
Period: 8/1/13 - 7/31/14					
Name of Intern	College and Location	Dates of Internship	Hours/ Week	Station	Base Field
Meghan Bucaro	Indiana University	5/29/13 – 8/16/13	15-20	WRDZ-AM	Promotions / Sales/
Ashley Johnson	Ohio State University	6/30/14 – 9/19/14	15-20	WRDZ-AM	Promotions / Sales/

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR  
PROMOTIONS COORDINATOR OPEN POSITION

Company	E-mail	Fax	Address	City	State	ZIP
Arab-American Action Network	hatem85@yahoo.com	773-436-6460	3148 W. 63rd Street	Chicago	IL	60629
Asian American Institute	aai@aaichicago.org	773-271-1982	4753 N. Broadway Suite 200	Chicago	IL	60640
Bradley University	<a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	309-677-2611	1501 W Bradley Avenue	Peoria	IL	61625
Capital Area Career Center	wqnaradio@aol.com	217-529-7861	2201 Toronto Road	Springfield	IL	62712
Columbia College Chicago	<a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	312-369-8007	33 E Congress	Chicago	IL	60605
Columbia University Graduate School of Journalism	mgh2@columbia.edu & jh548@columbia.edu		2950 Broadway	New York	NY	10027
DePaul University	<a href="mailto:recruitstudents@depaul.edu">recruitstudents@depaul.edu</a>	312-362-8565	1 E Jackson Boulevard, Suite 9500	Chicago	IL	60604
Dominican University	<a href="mailto:careers@dom.edu">careers@dom.edu</a>	708-488-5075	7900 W Division St,	River Forest	IL	60305

			Parmer 010	est		
Eastern Illinois University	<a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a>	217-581-2222	600 Lincoln Ave 1301 Human Servs. Cntr	Charleston	IL	61920
Freedom Temple Church	<a href="mailto:msbrownplease@yahoo.com">msbrownplease@yahoo.com</a>		1459 W. 74th St.	Chicago	IL	60636
Illinois Wesleyan University	<a href="mailto:snoonan@iwu.edu/ccenter">snoonan@iwu.edu/ccenter</a>	309-556-3065	PO Box 2900 109 E University, Lower Level Gulick Hall	Bloomington	IL	61701
Japanese American Citizens Leg.	<a href="mailto:midwest@jacl.org">midwest@jacl.org</a>	773-728-7231	5415 N. Clark Street	Chicago	IL	60640
Jewish Vocational Service	<a href="mailto:sallyyarberry@jvshicago.org">sallyyarberry@jvshicago.org</a>	312-553-5544	216 W Jackson Blvd, Suite 700	Chicago	IL	60606
Kane County Dept. of Employment & Education	<a href="mailto:kathleenwall@kcdee.org">kathleenwall@kcdee.org</a>	630-897-7953	1 Smoke Tree Plaza	North Aurora	IL	60542
Moody Bible Institute	<a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a>	312-329-8976	820 N. LaSalle Blvd. Career Development Center	Chicago	IL	60610
National Lesbian and Gay Journalist Association	<a href="mailto:info@nlgja.org">info@nlgja.org</a>		1420 K Street, NW Suite 910	Washington	DC	20005
Northwestern University	<a href="mailto:d-siekmann@northwestern.edu">d-siekmann@northwestern.edu</a>	847-491-2573	620 Lincoln Street	Evanston	IL	60208
Phalanx Family	<a href="mailto:lbailey@phalanxgrpservices.org">lbailey@phalanxgrpservices.org</a>	773-261-5100	4628 W. Washington	Chicago	IL	60624

Services			BLVD.			
Saint Hubert Job Ministry	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193
South Asian Journalists Association (SAJA)	<a href="mailto:saja@columbia.edu">saja@columbia.edu</a>	212-854-5979	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027
Southern Illinois University Carbondale Career Services	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	<a href="mailto:elmore.bianca@dol.gov">elmore.bianca@dol.gov</a>	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640
Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605

State Representative 34th District IL	<a href="mailto:staterrep-constance-a-howard@comcast.net">staterrep-constance-a-howard@comcast.net</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619
Archdiocesan Latin American Company		312-948-6993	126 N des Plaines St	Chicago	IL	60661
Diversity/Careers in Engineering & Information Technology		973-912-8599	197 Mountain Ave	Springfield	NJ	07081
Illinois Employment Training Center	cunder@ides.state.il.us	773-538-8857	715 E 47th St	Chicago	IL	60653
Joel Hall Dancers & Center		773-293-1130	1511 W Berwyn Ave	Chicago	IL	60640
Korean American Community		773-583-7009	4300 N. California	Chicago	IL	60618
League of Women Voters		312-939-6887	332 S Michigan Ave, #1050	Chicago	IL	60604
MacCormac Business College		312-922-3196	29 E Madison	Chicago	IL	60602
Madison Media Institute		608-442-0141	2702 Agriculture Dr	Madison	WI	53718
Mayor's Office for Ppl w Disabilities	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612
Mayor's Office of		312-746-	1615 W Chicago Ave,	Chicago	IL	60622

Workforce development		7773	5th Floor	ago		
National Council of La Raza		312-269-9260	203 N Wabash	Chic ago	IL	60601
National Latino Education Institute	<a href="mailto:clopez@nlei.org">clopez@nlei.org</a>	773-247-4975	2011 W Pershing Rd	Chic ago	IL	60609
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chic ago	IL	60626
Professional Convention Management Association	<a href="mailto:slewis@pcma.org">slewis@pcma.org</a>	312-423-7222	1113 S Whipple	Chic ago	IL	60655
Puerto Rican Coalition	<a href="mailto:aandrade@wpost.depaul.edu">aandrade@wpost.depaul.edu</a>	773-325-7304	2320 N Kenmore	Chic ago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chic ago	IL	60605
South Central Community Service		773-602-8175	8316 W Ellis	Chic ago	IL	60619
Spanish Coalition for Jobs	<a href="mailto:fsanchez@sci-usa.org">fsanchez@sci-usa.org</a>	773-247-4975	2011 W Pershing Rd	Chic ago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chic ago	IL	60603
Us Job Corps		312-596-5471	343 S Dearborn	Chic ago	IL	60604
Westwood College of Technology	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calu met City	IL	60409
Wheaton College Career	<a href="mailto:career.services@wheaton.edu">career.services@wheaton.edu</a>	630-752-5448	801 E College Ave	Wh eat	IL	60187

Services				on		
Women Employed	<a href="mailto:mgonzalez@womennemployed.org">mgonzalez@womennemployed.org</a>	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	<a href="mailto:rgray@anizlet.org">rgray@anizlet.org</a>		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640
Chicago State University	<a href="mailto:amahdi@csu.edu">amahdi@csu.edu</a>	773-995-2329	9501 S King Dr	Chicago	IL	60628
Emma L Bowen Foundation of Minority Interests in Media	<a href="mailto:jromero@cbs.com">jromero@cbs.com</a>		524 W 57th St	New York	NY	10019
Fox College	<a href="mailto:kta@foxcollege.edu">kta@foxcollege.edu</a>		6640 S Cicero Ave	Bedford Park	IL	60638
Italian Cultural Center			1621 N 39th Ave	Stone Park	IL	60165
Latinas en Action			1823 W 17th St	Chicago	IL	60608
Malcolm X College		312-850-7484	1900 W. VanBuren Room 2307	Chicago	IL	60612
National Association of Broadcasters	<a href="mailto:khunter@nab.org">khunter@nab.org</a>		1771 N St NW	Washington	DC	20036
Northwestern Business College	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chicago	IL	60630



Olive-Harvey College	dbatiste@ccc.edu		10001 S. Woodlawn Avenue	Chicago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chicago	IL	60615
The Knowledge Group, Inc.	rbeauvre@tkginc.com		177 Firth Rd	Palatine	IL	60067

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR  
ACCOUNT EXECUTIVE OPEN POSITION

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Company	E-mail	Fax	Address	City	State	ZIP
Arab-American Action Network	hatem85@yahoo.com	773-436-6460	3148 W. 63rd Street	Chicago	IL	60629
Asian American Institute	aai@aaichicago.org	773-271-1982	4753 N. Broadway Suite 200	Chicago	IL	60640
Bradley University	<a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	309-677-2611	1501 W Bradley Avenue	Peoria	IL	61625
Capital Area Career Center	wqnaradio@aol.com	217-529-7861	2201 Toronto Road	Springfield	IL	62712
Columbia College Chicago	<a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	312-369-8007	33 E Congress	Chicago	IL	60605
Columbia University Graduate School of Journalism	mgh2@columbia.edu & jh548@columbia.edu		2950 Broadway	New York	NY	10027

DePaul University	<a href="mailto:recruitstudents@depaul.edu">recruitstudents@depaul.edu</a>	312-362-8565	1 E Jackson Boulevard, Suite 9500	Chicago	IL	60604
Dominican University	<a href="mailto:careers@dom.edu">careers@dom.edu</a>	708-488-5075	7900 W Division St, Parmer 010	River Forest	IL	60305
Eastern Illinois University	<a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a>	217-581-2222	600 Lincoln Ave 1301 Human Servs. Cntr	Charleston	IL	61920
Freedom Temple Church	<a href="mailto:msbrownplease@yahoo.com">msbrownplease@yahoo.com</a>		1459 W. 74th St.	Chicago	IL	60636
Illinois Wesleyan University	<a href="mailto:snoonan@iwu.edu/ccenter">snoonan@iwu.edu/ccenter</a>	309-556-3065	PO Box 2900 109 E University, Lower Level Gulick Hall	Bloomington	IL	61701
Japanese American Citizens Leg.	<a href="mailto:midwest@jacl.org">midwest@jacl.org</a>	773-728-7231	5415 N. Clark Street	Chicago	IL	60640
Jewish Vocational Service	<a href="mailto:sallyyarberry@jvshicago.org">sallyyarberry@jvshicago.org</a>	312-553-5544	216 W Jackson Blvd, Suite 700	Chicago	IL	60606
Kane County Dept. of Employment & Education	<a href="mailto:kathleenwall@kcdee.org">kathleenwall@kcdee.org</a>	630-897-7953	1 Smoke Tree Plaza	North Aurora	IL	60542
Moody Bible Institute	<a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a>	312-329-8976	820 N. LaSalle Blvd. Career Development Center	Chicago	IL	60610
National Lesbian and Gay Journalist Association	<a href="mailto:info@nlgja.org">info@nlgja.org</a>		1420 K Street, NW Suite 910	Washington	DC	20005

Northwestern University	d-siekmann@northwestern.edu	847-491-2573	620 Lincoln Street	Evanston	IL	60208
Phalanx Family Services	lbailey@phalanxgrpservices.org	773-261-5100	4628 W. Washington BLVD.	Chicago	IL	60624
Saint Hubert Job Ministry	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193
South Asian Journalists Association (SAJA)	saja@columbia.edu	212-854-5979	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027
Southern Illinois University Carbondale Career Svcs	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	elmore.bianca@dol.gov	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640

Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605
State Representative 34th District IL	<a href="mailto:staterp-constance-a-howard@comcast.net">staterp-constance-a-howard@comcast.net</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619
Oakton Community College	careerservices@oakton.edu	847-635-2636	1600 E. Golf Road, Room 1125	Des Plaines	IL	60016
Archdiocesan Latin American Company		312-948-6993	126 N des Plaines St	Chicago	IL	60661
Diversity/Careers in Engineering & Information Technology		973-912-8599	197 Mountain Ave	Springfield	NJ	07081
Illinois Employment Training Center	cunder@ides.state.il.us	773-538-8857	715 E 47th St	Chicago	IL	60653
Illinois Employment Training Center - West Suburban Location		708-338-6942	35 S 19th Ave	Maywood	IL	60153
Joel Hall Dancers & Ctr		773-293-1130	1511 W Berwyn Ave	Chicago	IL	60640
Korean American Cty		773-583-7009	4300 N. California	Chicago	IL	60618
League of Women Voters		312-939-6887	332 S Michigan Ave, #1050	Chicago	IL	60604

MacCormac Business College		312-922-3196	29 E Madison	Chicago	IL	60602
Madison Media Institute		608-442-0141	2702 Agriculture Dr	Madison	WI	53718
Mayor's Office for Ppl w Disabilities	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612
Mayor's Office of Workforce development		312-746-7773	1615 W Chicago Ave, 5th Floor	Chicago	IL	60622
National Council of La Raza		312-269-9260	203 N Wabash	Chicago	IL	60601
National Latino Education Institute	<a href="mailto:clopez@nlei.org">clopez@nlei.org</a>	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chicago	IL	60626
Native American Public Telecommunications		402-472-8675	PO Box 83111	Lincoln	NE	68501
Professional Convention Management Association	<a href="mailto:slewis@pcma.org">slewis@pcma.org</a>	312-423-7222	1113 S Whipple	Chicago	IL	60655
Puerto Rican Coalition	<a href="mailto:aandrade@wpost.depaul.edu">aandrade@wpost.depaul.edu</a>	773-325-7304	2320 N Kenmore	Chicago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chicago	IL	60605

Robert Morris College, Lake County	jbedbnarz@robertmorris.edu	847-578-7127	1507 S Waukegan Rd	Waukegan	IL	60085
Harold Washington College		312-553-3130		Chicago	IL	60601
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition	fsanchez@sci-usa.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chicago	IL	60603
Us Job Corps		312-596-5471	343 S Dearborn	Chicago	IL	60604
Veterans Outreach Program of Illinois	v-o-p5038@yahoo.com	708-371-1150	5038 W 127th St	Alsip	IL	60803
Westwood College of Technology	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409
Wheaton College Career Services	career.services@wheaton.edu	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	mgonzalez@womenemployed.org	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	rgray@anizlet.org		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640

Chicago State University	amahdi@csu.edu	773-995-2329	9501 S King Dr	Chicago	IL	60628
Emma L Bowen Foundation of Minority Interests in Media	jromero@cbs.com		524 W 57th St	New York	NY	10019
Fox College	kta@foxcollege.edu		6640 S Cicero Ave	Bedford Park	IL	60638
Italian Cultural Center			1621 N 39th Ave	Stone Park	IL	60165
Latinas en Action			1823 W 17th St	Chicago	IL	60608
Malcolm X College		312-850-7484	1900 W. VanBuren Room 2307	Chicago	IL	60612
National Association of Broadcast	khunter@nab.org		1771 N St NW	Washington	DC	20036
Northwestern Business College	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chicago	IL	60630
Olive-Harvey College	dbatiste@ccc.edu		10001 S. Woodlawn Avenue	Chicago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chicago	IL	60615
The Knowledge Group, Inc.	rbeaupre@tkginc.com		177 Firth Rd	Palatine	IL	60067

ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR

## STATION MANAGER OPEN POSITION

Company	E-mail	Fax	Address	City	State	ZIP
Arab-American Action Network	hatem85@yahoo.com	773-436-6460	3148 W. 63rd Street	Chicago	IL	60629
Asian American Institute	aai@aaichicago.org	773-271-1982	4753 N. Broadway Suite 200	Chicago	IL	60640
Bradley University	<a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	309-677-2611	1501 W Bradley Avenue	Peoria	IL	61625
Capital Area Career Center	wqnaradio@aol.com	217-529-7861	2201 Toronto Road	Springfield	IL	62712
Columbia College Chicago	<a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	312-369-8007	33 E Congress	Chicago	IL	60605
Columbia University Graduate School of Journalism	mgh2@columbia.edu & jh548@columbia.edu		2950 Broadway	New York	NY	10027
DePaul University	<a href="mailto:recruitstudents@depaul.edu">recruitstudents@depaul.edu</a>	312-362-8565	1 E Jackson Boulevard, Suite 9500	Chicago	IL	60604
Dominican University	<a href="mailto:careers@dom.edu">careers@dom.edu</a>	708-488-5075	7900 W Division St, Parmer 010	River Forest	IL	60305
Eastern Illinois University	<a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a>	217-581-2222	600 Lincoln Ave 1301 Human Servs. Cntr	Charleston	IL	61920



Freedom Temple Church	<a href="mailto:msbrownplease@yahoo.com">msbrownplease@yahoo.com</a>		1459 W. 74th St.	Chicago	IL	60636
Illinois Wesleyan University	<a href="mailto:snoonan@iwu.edu">snoonan@iwu.edu</a> <a href="http://www.iwu.edu/ccenter">u/ccenter</a>	309-556-3065	PO Box 2900 109 E University, Lower Level	Bloomington	IL	61701
Japanese American Citizens Leg.	<a href="mailto:midwest@jacl.org">midwest@jacl.org</a>	773-728-7231	5415 N. Clark Street	Chicago	IL	60640
Jewish Vocational Service	<a href="mailto:sallyyarberry@jvsc-hicago.org">sallyyarberry@jvsc-hicago.org</a>	312-553-5544	216 W Jackson Blvd, Suite 700	Chicago	IL	60606
Kane County Dept. of Employment & Education	<a href="mailto:kathleenwall@kcde.org">kathleenwall@kcde.org</a>	630-897-7953	1 Smoke Tree Plaza	North Aurora	IL	60542
Moody Bible Institute	<a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a>	312-329-8976	820 N. LaSalle Blvd. Career Development Center	Chicago	IL	60610
National Lesbian and Gay Journalist Association	<a href="mailto:info@nlgja.org">info@nlgja.org</a>		1420 K Street, NW Suite 910	Washington	DC	20005
Northwestern University	<a href="mailto:d-siekmann@northwestern.edu">d-siekmann@northwestern.edu</a>	847-491-2573	620 Lincoln Street	Evanston	IL	60208
Phalanx Family Services	<a href="mailto:lbailey@phalanxgrpservices.org">lbailey@phalanxgrpservices.org</a>	773-261-5100	4628 W. Washington BLVD.	Chicago	IL	60624
Saint Hubert Job Ministry	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193

South Asian Journalists Association (SAJA)	saja@columbia.edu	212-854-5979	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027
Southern Illinois University Carbondale Career Services	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	elmore.bianca@dol.gov	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640
Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605
State Representative 34th District IL	<a href="mailto:staterep-constance-a-howard@comcast.net">staterep-constance-a-howard@comcast.net</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619
Oakton Community	careerservices@oakton.edu	847-635-2636	1600 E. Golf Road, Room	Des Plaines	IL	60016

College			1125	nes		
Archdiocesan Latin American Company		312-948-6993	126 N des Plaines St	Chicago	IL	60661
Diversity/Careers in Engineering & Information Technology		973-912-8599	197 Mountain Ave	Springfield	NJ	07081
Illinois Employment Training Center	cunder@ides.state.il.us	773-538-8857	715 E 47th St	Chicago	IL	60653
Illinois Employment Training Center - West Suburban Location		708-338-6942	35 S 19th Ave	Maywood	IL	60153
Joel Hall Dancers & Ctr		773-293-1130	1511 W Berwyn Ave	Chicago	IL	60640
Korean American Community		773-583-7009	4300 N. California	Chicago	IL	60618
League of Women Voters		312-939-6887	332 S Michigan Ave, #1050	Chicago	IL	60604
MacCormac Business College		312-922-3196	29 E Madison	Chicago	IL	60602
Madison Media Institute		608-442-0141	2702 Agriculture Dr	Madison	WI	53718
Mayor's Office for Ppl	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612

w Disabilities						
Mayor's Office of Workforce development		312-746-7773	1615 W Chicago Ave, 5th Floor	Chicago	IL	60622
National Council of La Raza		312-269-9260	203 N Wabash	Chicago	IL	60601
National Latino Education Institute	clopez@nlei.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chicago	IL	60626
Native American Public Telecommunications		402-472-8675	PO Box 83111	Lincoln	NE	68501
Puerto Rican Coalition	aandrade@wpost.depaul.edu	773-325-7304	2320 N Kenmore	Chicago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chicago	IL	60605
Robert Morris College, Lake County	jbedbnarz@robertmorris.edu	847-578-7127	1507 S Waukegan Rd	Waukegan	IL	60085
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition for Jobs	fsanchez@sci-usa.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chicago	IL	60603

Us Job Corps		312-596-5471	343 S Dearborn	Chicago	IL	60604
Veterans Outreach Program of Illinois	v-o-p5038@yahoo.com	708-371-1150	5038 W 127th St	Alsip	IL	60803
Westwood College of Technology	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409
Wheaton College Career Services	career.services@wheaton.edu	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	mgonzalez@womennemployed.org	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	rgray@anizlet.org		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640
Chicago State University	amahdi@csu.edu	773-995-2329	9501 S King Dr	Chicago	IL	60628
Emma L Bowen Foundation of Minority Interests in Media	jromero@cbs.com		524 W 57th St	New York	NY	10019
Fox College	kta@foxcollege.edu		6640 S Cicero Ave	Bedford Park	IL	60638
Italian Cultural Center			1621 N 39th Ave	Stone Park	IL	60165
Latinas en			1823 W 17th	Chicago	IL	60608

Action			St	ago		
Malcolm X College		312-850-7484	1900 W. VanBuren Room 2307	Chic ago	IL	60612
National Association of Broadcast	khunter@nab.org		1771 N St NW	Was hing ton	DC	20036
Northwestern Business College	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chic ago	IL	60630
Olive-Harvey College	dbatiste@ccc.edu		10001 S. Woodlawn Avenue	Chic ago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chic ago	IL	60615
The Knowledge Group, Inc.	rbeaupre@tkginc.com		177 Firth Rd	Pala tine	IL	60067

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## **Radio Disney Cleveland – WRDZ (AM) 1260**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Cleveland AM 1260 Office - (440) 746-1010

Radio Disney Cleveland AM 1260 Local Prize Line - (440) 838-1260

175 KEN MAR INDUSTRIAL PKWY  
BROADVIEW HEIGHTS, OH 44147

### **Job Information**

Radio Disney Cleveland is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Cleveland at 440-746-1010 or mail a letter to 175 Ken Mar Industrial Parkway, Broadview Heights, Ohio 44147 or email Radio Disney Cleveland Station Manager, Lindsay Hummer, [lindsay.m.hummer@disney.com](mailto:lindsay.m.hummer@disney.com).

### **EEO Report**

WWMK(AM) EEO Report  
June 1, 2013– May 31, 2014  
Radio Disney, Cleveland

This annual EEO Report is filed on behalf of WWMK(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WWMK(AM) is a Radio Disney Group LLC owned radio station and is located in Cleveland, OH. This report includes information from June 1, 2013 through May 31, 2014, and it will be placed in the Station's Public File and on the Station's page on <http://music.disney.com/radio-disney>. The Station had six (6) full time employees as of May 27, 2014.

#### **IX. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), Disneycareers.com and Zip Recruiter(see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These thirty-second announcements aired Monday through Sunday, 6:00am – 8:00pm and a total of 235 announcements aired.

X. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

XI. Recruiting for Full-Time Open Positions

During the reporting time frame, two (2) positions were posted. One (1) was filled and one (1) remains open. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire. The Station ran on-air announcements for the Account Executive and Promotion Coordinator positions. These thirty-second announcements aired Monday through Sunday, 6:00am – 8:00pm and a total of 130 announcements aired.



## FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for two (2) full-time open positions were conducted. One (1) position was filled. The other position remains open and interviews will continue. The identity of candidates not hired, but interviewed, has been kept confidential

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
11/4/13	Account Executive	Sales	11/1/13	*	NH		Internal referral by(K Lee) – Account Executive-Disney Media Sales and Marketing
	Account Executive	Sales	12/20/13	*	NH		Monster.com
	Account Executive	Sales	12/27/13	*	NH		Linked In
	Account Executive	Sales	1/24/14	*	NH		Indeed.com
	Account Executive	Sales	1/30/14	*	NH		Zip Recruiter
	Account Executive	Sales	4/14/14	*	NH		Indeed.com
	Account Executive	Sales	4/18/14	*	NH		Zip Recruiter
	Account Executive	Sales	4/18/14	*	NH		Zip Recruiter
	Account Executive	Sales	5/6/14	*	NH		Internal referral (W Scott) – Account Executive-Cleveland
	Account Executive	Sales	5/6/14	*	NH		Job Fair
	Account Executive	Sales	5/8/14	*	NH		Part Time Employee
11/4/13	Promotions Coordinator	Promotions	10/29/13	Carli Markiewicz	H	12/1/14	Independent Contractor for Radio Disney
	Promotions Coordinator	Promotions	10/31/13	*	NH		Independent Contractor for Radio Disney
	Promotions	Promotions	11/4/13	*	NH		Part Time Employee

	<b>Coordinator</b>						
	<b>Promotions Coordinator</b>	Promotions	11/11/13	*	NH		Disney Website
	<b>Promotions Coordinator</b>	Promotions	11/11/13	*	NH		Internal Candidate- Disney Cruise Line

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com .

## XII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A); the Station participates in the following long-term recruitment measures.

### J. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Cleveland Career Fairs on July 29, 2013; April 14, 2014 at the Doubletree Hotel Cleveland South in Cleveland, Ohio; Lorain County Community College on April 9, 2014 at the Lorain County Community College campus in Elyria, Ohio; Notre Dame College Job Fair on April 16, 2014 at Notre Dame College campus in South Euclid, Ohio. Promotion Manager Samuel Pietrangelo represented the Station at the job fairs providing information on the Station, the Company and the open full-time and part-time positions, as well as answering attendees' questions and collecting resumes.

### K. Media Trade Group Listings

Notice of each full-time opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including: National Hispanic Media Coalition, Association for Women in Communications, Alliance for Women in Media, National Association for Multi-Ethnicity in Communications, National Association of Black Journalists, National Association of Hispanic Journalists, and Native American Journalists Association.

### L. Other Menu Options - Training Programs Designed to Enable Station Personnel to Qualify for Higher-Level Positions

Promotion Manager Samuel Pietrangelo attended a Promotion Manager retreat, a 3-Day promotional skills course for Promotion Managers, in Los Angeles, California, from February 25-27, 2014.

M. Career Day Experiences- Ohio Center for Broadcasting hosted an education Career Day on April 18, 2014, focusing on careers in Broadcasting and invited Promotion Manager Samuel Pietrangelo to speak on behalf of Radio Disney.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate

#### ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Source Name	Address	City, State, Zip	Contact	Phone #	Notify by	E-mail
City News	1419 E. 40th Street	Cleveland, OH 44103	James Crosby	216-881-0799	email	<a href="mailto:Catchall2@CityNews-Usa.com">Catchall2@CityNews-Usa.com</a>
Ohio Association of Broadcasters	88 East Broad St. Suite 1180	Columbus, OH 43215	Christine Merrit	614-228-8133	email	<a href="mailto:cmerritt@oab.org">cmerritt@oab.org</a>
Elyria NAACP	PO BOX 145	Elyria, OH 44036	Betty White	440-322-1108	email	<a href="mailto:information@clevelandnaacp.org">information@clevelandnaacp.org</a>
Cleveland NAACP	2131 Stokes Blvd.	Cleveland, OH 44106	Stanley Miller	216-231-6260	email	<a href="mailto:SMiller@CLEVELANDNAACP.ORG">SMiller@CLEVELANDNAACP.ORG</a>
Lorain NAACP	1034 West 21st Street	Lorain, OH 44052	Jean Rice	440-245-6545	email	<a href="mailto:information@clevelandnaacp.org">information@clevelandnaacp.org</a>
Sun Newspaper	6510 Cloverleaf	Cleveland, OH 44125	Beth Quest	216-986-2400	email	<a href="mailto:bquest@sunnews.com">bquest@sunnews.com</a>
Lorain Morning Journal	1657 Broadway	Lorain, OH 44052	Classified Ad Department	800-765-6901	email	<a href="mailto:rbeal@morningjournal.com">rbeal@morningjournal.com</a>
The Employment Network	42485 North Ridge Road	Elyria, OH 44035	Lisa Flanders	440-324-6457	email	<a href="mailto:lbeflanders@loraincounty.com">lbeflanders@loraincounty.com</a>
The Employment Guide	6749 Engle Rd	Middleburg Hts., OH 44130	Terri Wynne	440-239-7100	email	<a href="mailto:maureen.weber@employmentguide.com">maureen.weber@employmentguide.com</a>
The Cleveland Plain	1801 Superior	Cleveland, OH	Nick Inzano	216-999-	email/	<a href="mailto:ninzano@plains.com">ninzano@plains.com</a>

Dealer	Ave E	44114		4736	phone	
Akron Beacon Journal	44 East Exchange St.	Akron, OH 44308	Crystal Tucker	330-996-3340	email/ phone	<a href="mailto:Ctucker@thebeacon.com">Ctucker@thebeacon.com</a>
Cleveland Women's City Club Foundation	P.O. Box 22690	Cleveland, OH 44122	Karen Melton	216-861-8457	mail	
Women's Center of Greater Cleveland	6209 Storer Ave.	Cleveland, OH 44102	Mary Jane Chichester	216-651-1450	email/ phone	<a href="mailto:mjchichester@womenctr.org">mjchichester@womenctr.org</a>
The Women's Journal West	13374 Ridge Rd.	Cleveland, OH 44133	Linda Lutz	330-760-6095	email	<a href="mailto:info@womens-journal.com">info@womens-journal.com</a>
Cleveland Diversity.Com		Cleveland, OH		800-984-3775	email/ phone	<a href="mailto:info@clevelanddiversity.com">info@clevelanddiversity.com</a>
Diversityworking.Com		Cleveland, OH	Steven Garcia	949-338-8220	email/ phone	<a href="mailto:steven.garcia@diversityworking.com">steven.garcia@diversityworking.com</a>
Call and Post Newspaper	11800 Shaker Blvd	Cleveland, OH 44120		216-588-6700	phone	<a href="mailto:info@call-post.com">info@call-post.com</a>
The Diversity Center of NE Ohio	3645 Warrensville Center Rd Suite 320	Cleveland, OH 44122	Peggy Zone Fisher	216-752-3000 ex227	email/ phone	<a href="mailto:pzfisher@diversitycenterneohio.org">pzfisher@diversitycenterneohio.org</a>
Cleveland Scene	1468 W 9th Street Suite #805	Cleveland, OH 44113	Jeff Grajewski	216-241-7550	email/ phone	<a href="mailto:jgrajewski@clevescene.com">jgrajewski@clevescene.com</a>
Cuyahoga Valley Career Center	8001 Brecksville Road	Brecksville, OH 44141	Nanci Coleman	440-838-8851	email/ phone	<a href="mailto:ncoleman@cvccworks.com">ncoleman@cvccworks.com</a>
American Career Fairs	300 Pilgrim Place	Bedford, TX 76021	KAY	817-283-0878	email	<a href="mailto:kay@ineedajob.com">kay@ineedajob.com</a>
All Access Music Group	28955 Pacific Coast Highway Ste 210	Malibu, CA 90265	Joel Denver	310-457-6616	post	
TVandRadioJobs.com					Post	
The Women's Journal East	1663 St. Charles Ave	Cleveland, OH 44107	Barbara Daniel	216-228-1379	email	<a href="mailto:barbdaniel@sbcglobal.net">barbdaniel@sbcglobal.net</a>
The Women's Journal Medina County	1287-B Ridge Rd	Hinckley, OH 44233	Kelli Cole-Wagner	330-722-5788	email	<a href="mailto:medina@womens-journal.com">medina@womens-journal.com</a>

Cool Conduct		Akron, OH 44308	Nicki Donley	330-807-5663	email	<a href="mailto:nicki@hellomoc.com">nicki@hellomoc.com</a>
Baldwin Wallace College	275 Eastland Dr	Berea, OH 44107	Gerrie Paino	440-826-2111	E-mail	<a href="mailto:gerrie@bw.ed">gerrie@bw.ed</a>
Chancellor (Myers) University	112 Prospect Ave.	Cleveland, OH 44115	Kelly Higginbotham	216-432-8948	E-mail	<a href="mailto:CareerServices@ChancellorU.edu">CareerServices@ChancellorU.edu</a>
Ursuline College	2500 Lander Rd	Cleveland, OH 44124	Maureen Klien	440-646-8321	E-mail	<a href="mailto:mklein@ursuline.edu">mklein@ursuline.edu</a>
Cleveland State University	2121 Euclid Ave	Cleveland, OH 44115	Irene Rozakis		E-mail	<a href="mailto:i.rozakis@csuohio.edu">i.rozakis@csuohio.edu</a>
John Carroll University	20700 North Park Blvd	University Heights, Ohio 44118	Barb Koeth	216-397-4431	E-mail	<a href="mailto:Bkoeth@jcu.edu">Bkoeth@jcu.edu</a>
Cuyahoga Community College-West	11000 Pleasant Valley Road Student Services, Room G-201	Parma, OH 44130	Jeanette Bell	(216) 987-5575	E-mail	<a href="mailto:keycareerplace@tri-c.edu">keycareerplace@tri-c.edu</a>
East	4250 Richmond Rd. Liberal Arts, Room 100	Highland Hills Village, OH 44122	Jeanette Bell	(216) 987-2567	E-mail	<a href="mailto:keycareerplace@tri-c.edu">keycareerplace@tri-c.edu</a>
Metro	2900 Community College Ave. Student Services, Room 207	Cleveland, OH 44115	Jeanette Bell	(216) 987-4913	E-mail	<a href="mailto:keycareerplace@tri-c.edu">keycareerplace@tri-c.edu</a>
Bowling Green State University	1001 E Wooster Street 322 Saddlemire Student Services	Liberal Arts, Room 100	Peg Bucksy	419-372-2356	E-mail	<a href="mailto:pbucksk@bgnet.bgsu.edu">pbucksk@bgnet.bgsu.edu</a>
University of Akron	Schrank North	Highland Hills Village, OH 44122	Kim Ede	330-972-5467	E-mail	<a href="mailto:emaede2@uakron.edu">emaede2@uakron.edu</a>
OCB	9000 Sweet	Valley View, OH	Gary James	216-447-	E-mail	<a href="mailto:gary@beonair.com">gary@beonair.com</a>

	Valley Drive	44125		9117		
			Jim S	216-447-9117	E-mail	<a href="mailto:jim@beonair.com">jim@beonair.com</a>
Northeast Ohio Council on Higher Education	1422 Euclid Ave	Cleveland OH 44115	Brenda Davis Smith	216-420-3200	E-mail	<a href="mailto:bdavissmith@noche.org">bdavissmith@noche.org</a>
Ashland University	254 Hawkins Conard Student Center 401 College Ave	Ashland OH 44805	Diana Burns	419-289-5067	E-mail	<a href="mailto:dburns1@ashland.edu">dburns1@ashland.edu</a>
Oberlin University	101 North Professor Street	Ohio 44074	Sara Adams	440-775-8140	E-mail	<a href="mailto:sara.adams@oberlin.edu">sara.adams@oberlin.edu</a>
Notre Dame College	4545 College Road	S. Euclid OH 44121	Kim Lane	216-373-5890	E-mail	<a href="mailto:klane@ndc.edu">klane@ndc.edu</a>
Lakeland Community College			Mary Elyn Bove	440-525-7534	E-mail	<a href="mailto:mbove@lakelandcc.edu">mbove@lakelandcc.edu</a>
National Hispanic Media Coalition	55 S. Grand Avenue	Pasadena, CA 91105	Alex Nogales	626-792-6462	email	<a href="mailto:anogales@nhmc.org">anogales@nhmc.org</a>
Association for Women in Communications	3337 Duke St	Alexandria, VA 22314	Judy Arent-Morency	703-370-7436	email	<a href="mailto:judy@womcom.org">judy@womcom.org</a>
Alliance for Women in Media	1760 Old Meadow Rd, Suite 500	McLean, VA 22102	Erin M. Fuller	703-506-3290	email	<a href="mailto:efuller@allwomeninmedia.org">efuller@allwomeninmedia.org</a>
National Association for Multi-Ethnicity in Communications	320 W. 37th St	New York, NY 10018	Kathy Johnson	212-594-8391	email	<a href="mailto:Kathy.johnson@namic.com">Kathy.johnson@namic.com</a>
National Association of Black Journalists	1100 Knight Hall, Suite 3100	College Park, MD 20742	Maurice Foster	301-405-0248	email	<a href="mailto:mfoster@nabj.org">mfoster@nabj.org</a>
National Association of Hispanic Journalists	100 National Press Building	Washington, DC 20045	Kevin Olivas	202-662-7145	email	<a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a>
Native American Journalists Association	395 W. Lindsey St	Norman, OK 73019	Rhonda LeValdo	405-325-9008	email	<a href="mailto:rhondalevaldo@gmail.com">rhondalevaldo@gmail.com</a>

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## **Radio Disney Dallas – KMKI (AM) 620**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Dallas AM 620 Office - (972) 991-9200

13725 MONTFORT DR.  
DALLAS, TX 75240

### **Job Information**

Radio Disney Dallas is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Dallas at 972-991-9200 or mail a letter to 13725 Montfort Drive, Dallas, TX 75240 or email Radio Disney Dallas Station Manager, Steve Brodsky, [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

KMKI(AM) EEO Report 2014  
April 1, 2013 – March 31, 2014  
Radio Disney, Plano, TX

This annual EEO Report is filed on behalf of KMKI(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMKI(AM) is a Radio Disney Group, LLC owned radio station and is located in Dallas, TX (City of License is Plano, TX). This report includes information from April 1, 2013, through March 31, 2014, and it will be placed in the Station's Public File and on the Station Information page on <http://music.disney.com/radio-disney>. The Station had seven (7) full time employees as of March 19, 2014.

### **XIII. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), and Disneycareers.com. (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list (Attachment A) has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station Information page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 15 second announcements aired daily from April 1, 2013 until March 31, 2014 and a total of 416 announcements aired during this time period.

#### XIV. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

#### XV. Recruiting for Full-Time Open Positions

During the reporting time frame there were no open full-time positions at the Station. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.



Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
There were no full-time job openings available							

XVI. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures:

N. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

The Dallas & Texas 13<sup>th</sup> Annual Diversity Employment Day Career Fair- September 19, 2013, Sheraton Hotel, Dallas, TX. Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

Choice Career Fair 2013 Career Fair- October 24, 2013. Dallas Market Center Double Tree Hotel, Dallas, TX. Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

Choice Career Fair 2014 Career Fair- January 30, 2014. Plano Centre, Plano, TX. Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

City Fair Diversity Employment Day 2014- February 12, 2014. Holiday Inn, Plano, TX.  
Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

Choice Career Fair 2014 Career Fair- February 25, 2014. Hilton Hotel, Arlington, TX.  
Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

Choice Career Fair 2014 Career Fair- March 27, 2014. Dallas Market Center, Dallas, TX.  
Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted and information handed out.

#### O. Other Menu Options – Mentoring/Employee Training/ Career Days

Station Manager Steve Brodsky participated in a leadership mentoring class on how to lead teams. The class was in Burbank, CA through the Walt Disney Company and met twice a month from September 2012 through June 2013

Career Days were attended at 4 area high schools serving 25 elementary schools within Richardson Independent School District and an additional career day at a local elementary school.

Career Day at Plummer Elementary School- Cedar Hill ISD – May 10, 2013

Attended by Jay Jenson, Promotions Manager.

S.T.E.M Career Days @ Berkner High School- Richardson ISD – December 10, 2013. Attended by Jay Jenson, Promotions Manager.

S.T.E.M Career Days @ Lake Highlands High School - Richardson ISD – December 11, 2013. Attended by Jay Jenson, Promotions Manager.

S.T.E.M Career Days @ Richardson High School- Richardson ISD – December 13, 2013. Attended by Jay Jenson, Promotions Manager.

S.T.E.M. Career Days @ Pierce High School- Richardson ISD – December 16, 2013

Attended by Jay Jenson, Promotions Manager

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

## **Attachment A**

### **KMKI(AM) LOCAL RECRUITMENT SOURCES CONTACT LIST- as of 03/19/14**

DATG H.R. Postings: www.disneycareers.com www.monster.com	Texas Association of Broadcasters 501 E. 11th St., Ste. 200 Austin, TX 78701 www.tab.org	University of North Texas 1155 Union Circle #311277 Denton, TX 76203 <a href="https://myinterfase.com/university/eaglenetwork/employer/">https://myinterfase.com/university/eaglenetwork/employer/</a>	Texas Workforce Commission 101 E. 15th Street Austin, TX 78778 www.workintexas.com
Alliance For Women In Media – DFW Chapter 10111 N. Central Expwy. Dallas, TX 75231 www.allwomeninmedia-dfw.org	Dallas Morning News (Newspaper) 508 Young Street Dallas, TX 75202 214-977-8222	University of Texas at Arlington 701 S. Nedderman Drive Arlington, TX 76010 <a href="https://www.myinterfase.com/university/uta/employer/home.aspx">www.https://www.myinterfase.com/university/uta/employer/home.aspx</a>	
www.tvandradiojobs.com 699 Paula St. Morro Bay, CA 93442	Southern Methodist University 6425 Boaz Lane Dallas, TX 75205 <a href="http://www.myinterfase.com/smu/employer">www.myinterfase.com/smu/employer</a>	Greenlightjobs.com 912-525-4653 greenlightjobs PO Box 351415 Los Angeles, CA 90035 310-566-5869	
National Hispanic Media Coalition 55 S. Grand Ave.	Jobcentral. DirectEmployers Association, Inc. 9002 N. Purdue Road,	Diversity.com / Indeed.com/ Aftercollege.com Dallas Morning News	Simplyhired.com Simply Hired, Inc. 370 San Aleso Ave

Pasadena, CA 91105	Suite 100 Indianapolis, IN 46268 Phone:866-268-6206 Disaboom.com	508 Young Street Dallas, TX 75202 214-977-8222	Suite 200 Sunnyvale, CA 94085
<a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> 914 S. Barrington Ave. Los Angeles, CA 90049	Goodwill Industries of Dallas 3020 N. Westmoreland Rd Dallas, TX 75212 214-638-2800 <a href="http://www.goodwilldallas.org">www.goodwilldallas.org</a>	TCU 2800 S University Dr Fort Worth, TX 76129 <a href="http://www.myinterphase.com/tcu/employer">www.myinterphase.com/tcu/employer</a>	

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## **Radio Disney Denver – KDDZ (AM) 1690**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Denver AM 1690 Office - (303) 783-0880

12136 W BAYAUD AVE STE 125  
LAKEWOOD, CO 80228

### **Job Information**

Radio Disney Denver is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Denver at 303-783-0880 or mail a letter to 12136 W Bayaud Avenue, Suite 125, Lakewood, CO 80228 or email Radio Disney Denver Station Manager, Melanie Ferguson, [Melanie.l.ferguson@disney.com](mailto:Melanie.l.ferguson@disney.com).

### **EEO Report**

KDDZ EEO Report

December 1<sup>st</sup>, 2011 – November 30<sup>th</sup>, 2012

Radio Disney, Arvada, Colorado

This annual EEO Report is filed on behalf of KDDZ (the "Station") in compliance with the FCC's EEO reporting requirements. KDDZ is a Radio Disney Group, LLC owned radio station, is located in Lakewood and the city of license is in Arvada, Colorado. This report includes information from December 1, 2011, through November 30, 2012, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had five full time employees as of 10/22/2012.

#### **I. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally

including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), Disneycareers.com and Monster.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30 second announcements aired December 1, 2011 –November 30, 2012 for a total of 227 announcements aired.

## II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

## III. Recruiting for Full-Time Open Positions

During the reporting time frame, four positions were posted, and four were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire (the identity of candidates not hired, but interviewed, has been kept confidential).

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on a DisneyCareers.com and on Monster.com.

A position of Account Executive was opened January 4, 2012, and filled April 9, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment A) and Craigslist. Three candidates were interviewed for the position.

A position of Account Executive was opened July 17, 2012, and filled on October 1, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment A). Two candidates were interviewed for the position.

A position of Station Manager was opened August 6, 2012, and filled on October 22, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for the position.

A position of Account Executive was opened September 21, 2012, and filled on October 22, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for the position.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
1/4/2012	Account Executive	Sales	2/16/2012	Linda Silkes	H	4/9/2012	Craigslist referral
			3/7/2012	*	NH		Monster.com referral
			3/13/2012	*	NH		Radio Disney Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld	Hired (H) or Not	Date Hired	Source*
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				for privacy	(NH)		
7/17/2012	Account Executive	Sales	7/17/2012	Tracy Wells	H	10/1/2012	Internal Candidate
			7/27/2012	*	NH		Radio Disney Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
8/6/2012	Station Manager	Management	7/27/2012	Melanie Ferguson	H	10/22/2012	Internal Candidate
			8/6/2012	*	NH		Referral from Industry Colleague
			8/14/2012	*	NH		Internal Candidate
			8/16/2012	*	NH		Internal Candidate
			8/17/2012	*	NH		Internal Candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9/21/2012	Account Executive	Sales	7/27/2012 & 9/25/2012	Emily Garlick	H	10/22/2012	Radio Disney Referral



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I. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachments A), the Station participates in the following long-term recruitment measures.

A. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Full Time Promotions Manager, Jennifer Kempfs, was on site for the following Fairs:

- Metro State Career Fair on April 24, 2012 located at Tivoli Student Union at Auraria Campus – information about open Account Executive Position was offered, resumes were collected.
- The Diversity Job Fair of Denver on July 26, 2012 located at Embassy Suites Denver Tech Center, 10250 East Costilla Ave Centennial, CO 80112– information about open Account Executive Position was offered, resumes were collected.
- Ohio Center for Broadcasting Job Fair on September 5, 2012 located at 404 South Upham St. Lakewood, CO 80226 – information was offered regarding job search for Promotions Assistants.
- Denver Career Fair on November 6, 2012 located at Holiday Inn Select Denver Cherry Creek 455 South Colorado Blvd. Denver, CO 80246 – information on Station was offered for general purposes regarding on-going search for new personnel.
- Adams County Career Expo on November 13, 2012 located at The Denver Merchandise Mart 451 East 58th Ave. Denver, CO 80216 – information on Station was offered for general purposes regarding on-going search for new personnel.

B. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

- Colorado Association of Black Journalists

C. Other Menu Options

- Management Edge Training, attended by Promotion Manager – Jennifer Kems on November 15th-16th, 2012 from 9am-6pm each day with an hour lunch. 16 credit hours.
- Management Edge Training, attended by past Station Manager – Tracy Wells on April 18th – 19th, 2012 from 9am-6pm each day with an hour lunch. 16 credit hours.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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**Denver Hispanic Chamber of Commerce**

Attn: Monica Rodriguez

924 W. Colfax

Denver, CO 80204

303-534-7783

[www.hispanicchamberdenver.org](http://www.hispanicchamberdenver.org)

**Mi Casa Business Center for Women**

Attn: Theresa Garcia

360 Acoma Street

Denver, CO 80223

[ebac@micasadenver.org](mailto:ebac@micasadenver.org)

303-573-1302

**Denver Indian Center**

Attn: Eileen Masquat

4407 Morrison Road

Denver, CO 80219

[Eileen@denverindiancenter.org](mailto:Eileen@denverindiancenter.org)

303-936-2688

**Columbia College**

14241 E 4<sup>th</sup> Ave

Aurora, CO 80011

303-340-8050

**Services De La Raza**

Attn: Juanita

4055 Tejon Street

Denver, CO 80211

[juanitam@servicesdelraza.org](mailto:juanitam@servicesdelraza.org)

303-458-5851

**Concorde College**

111 N. Havana Street

Aurora, CO 80010

[khaley@concorde.edu](mailto:khaley@concorde.edu)

303-861-1151

**Asian Chamber of Commerce**

924 W. Colfax Ave. Suite H

Denver, CO 80204

[asiancc@rmi.net](mailto:asiancc@rmi.net)

303-595-9737

**DeVry University – North Campus**

1870 W. 122<sup>nd</sup> Avenue

Westminster, CO 80234

303-280-7400

**Emily Griffith Opportunity School**

1250 Welton Street

Denver, CO 80204

720-423-4745

**Adams County Employment Center**

**Everest College**

Attn: Darnell Hill

**Front Range College**

3645 West 112<sup>th</sup> Avenue

4201 E 72<sup>nd</sup> Ave. Unit A  
Commerce City, CO 80022  
303-227-2000

14280 E. Jewell Ave. Ste. 100  
Aurora, CO 80012  
303-745-6244

Westminster, CO 80031  
303-404-5000

**University of Denver Career  
Center**

Attn: Tina Stack-Oldweiler  
2050 E. Evans Ave. Ste 30  
Denver, CO 80208  
303-871-2150

**Asian-Pacific Development  
Center**

1825 York Street  
Denver, CO 80206  
303-393-0304

**Community College of Denver**

PO Box 173363 Campus Box 270  
Denver, CO 80217  
[Career@ccd.edu](mailto:Career@ccd.edu)  
303-352-3306

**The Women's Foundation of  
Colorado**

1901 E. Asbury Avenue

Denver, CO 80208

[wfco@wfco.org](mailto:wfco@wfco.org)

303-285-2960

**National Affirmative Action  
Center**

3500 S. Quintero Street

Denver, CO 80013

303-699-8599

**Colorado School of Mines**

1600 Maple St. Suite 37

Golden, CO 80401

303-273-3233

**Colorado Association of Black  
Journalists**

Attn: Gloria Neal

PO Box 40322

Denver, CO 80204

**National Diversity Career  
Center, Inc.**

[calvin@diversityjoblink.com](mailto:calvin@diversityjoblink.com)

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## **Radio Disney Detroit – WFDF (AM) 910**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Detroit AM 910 Office - (248) 304-4381

For local contests and information call the AM 910 Radio Disney DLine - (248)-35-DLINE

1000 TOWN CTR STE 2813  
SOUTHFIELD, MI 48075

### **Job Information**

Radio Disney Detroit is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Detroit at 248-304-4381 or mail a letter to 1000 Town Center, Suite 2813, Southfield, MI 48075 or email Radio Disney Detroit Station Manager, Leslie Heinemann, [leslie.heinemann@disney.com](mailto:leslie.heinemann@disney.com).

### **EEO Report**

WFDF(AM) EEO Report

June 1, 2013 – May 31, 2014

Radio Disney, Farmington Hills, MI

This annual EEO Report is filed on behalf of WFDF(AM) (the "Station" or "WFDF") in compliance with the FCC's EEO reporting requirements. WFDF is a Radio Disney Group, LLC owned radio station and is located in Farmington Hills, Michigan. This report includes information from June 1, 2013, through May 31, 2014, and it will be placed in the Station's Public File and on the Station's page on <http://music.disney.com/radio-disney>. The Station had six full time employees as of May 27, 2014.

#### **XVII. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual

orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachments A - D), Disneycareers.com and other online recruitment websites. (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired June 3, 2013 – May 25, 2014, and a total of 480 announcements aired.

XVIII. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

XIX. Recruiting for Full-Time Open Positions

During the reporting time frame, four positions were posted, and four were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were posted on DisneyCareers.com. Radio Disney ran 320 on-air announcements in total for Account Executive job postings. For Account Executive #1, 120 announcements ran between September 30, 2013 and October 27, 2013. For Account Executive #2, 120 announcements ran between October 28, 2013 and November 24, 2013. For Account Executive #3, 80 announcements ran between February 10, 2014 and March

2, 2014. Radio Disney ran 160 on-air announcements in total for the Station Manager job posting from March 3, 2014 and March 30, 2014.

A position of Account Executive was opened September 10, 2013, and filled on November 4, 2013. Notice of this job vacancy was posted on DisneyCareers.com, ZipRecruiter.com and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for the position.

A position of Account Executive was opened October 7, 2013, and filled on January 6, 2014. Notice of this job vacancy was posted on DisneyCareers.com, ZipRecruiter.com and distributed to the station's local recruitment contact list (Attachment B). Five candidates were interviewed for the position.

A position of Account Executive was opened January 28, 2014, and filled on May 12, 2014. Notice of this job vacancy was posted on DisneyCareers.com, ZipRecruiter.com and distributed to the station's local recruitment contact list (Attachment C). Three candidates were interviewed for the position.

A position of Station Manager was opened March 3, 2014, and filled on May 5, 2014. Notice of this job vacancy was posted on DisneyCareers.com, ZipRecruiter.com and distributed to the station's local recruitment contact list (Attachment D). Five candidates were interviewed for the position.

#### FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for four full-time open positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.



Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9/10/2013	Account Executive	Sales	10/2/2013	*	NH		Disney Careers
			10/2/2013	*	NH		Disney Careers
			10/2/2013	Kevin Hayes	H	11/4/2013	ZipRecruiter
			10/4/2013	*	NH		Disney Careers
			10/9/2013	*	NH		ZipRecruiter

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
10/7/2013	Account Executive	Sales	10/30/2013	*	NH		Disney Careers
			11/1/2013	*	NH		Disney Careers
			11/5/2013	*	NH		ZipRecruiter
			11/6/2013	Eva Osipyants	H	1/6/2014	Careerbuilder
			11/21/2013	*	NH		Disney Careers

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
1/28/2014	Account Executive	Sales	3/5/2014	Ben Baker	H	5/12/2014	Radio Disney Referral – Kevin Hayes, Account

							Executive
			4/9/2014	*	NH		Disney Careers
			4/10/2014	*	NH		Disney Careers

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
3/3/2014	Station Manager	Sales	3/26/2014	*	NH		Disney Careers
			3/26/2014	*	NH		Disney Careers
			3/26/2014	Mary Jane Dickson	H	5/5/2014	Disney Careers
			3/26/2014	*	NH		Radio Disney Referral – Kevin Hayes, Account Executive
			3/27/2014	*	NH		–Industry Referral

XX. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

P. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

- 1) The Henry Ford Community College Job Placement Office Career Expo was held on October 18, 2013. WFDF was represented by Promotion Manager Ashley Mitchell and Promotion Coordinator Brian Christy. Information was distributed and resumes were collected.
- 2) On November 15, 2013, the Fall Michigan Collegiate Job Fair was held. WFDF was represented by Promotion Manager Ashley Mitchell and Promotion Coordinator Brian Christy. Information was distributed and resumes were collected.
- 3) On March 21, 2014, the Spring Michigan Collegiate Job Fair was held. WFDF was represented by Promotion Manager Ashley Mitchell and

Promotion Coordinator Brian Christy. Information was distributed and resumes were collected.

- 4) On April 29, 2014, the Macomb Community College Career Services Job Fair was held in Warren, Michigan. WFDF was represented by Promotion Manager Ashley Mitchell and Promotion Coordinator Brian Christy. Information was distributed and resumes were collected.
- 5) The Rochester Community Schools Career Fair was held on May 12, 2014 in Rochester, Michigan. WFDF was represented by Promotion Manager Ashley Mitchell and Promotion Coordinator Brian Christy. Information was distributed and resumes were collected.

#### Q. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including the Association for Women in Communications.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

#### ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Source Name	email	website
All Access.com	<u>post to website</u>	<a href="http://www.allaccess.com">www.allaccess.com</a> -
TVandRadioJobs.com	<u>n/a - jobs are posted directly to web site</u>	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>
careerpage.org - NASBA -- MAB	<u>Post jobs online - get password from MAB</u>	www.careerpage.org -
Specs Howard School of Broadcasting	<a href="mailto:ahicks@specshoward.edu">ahicks@specshoward.edu</a>	<a href="http://www.specshoward.edu">www.specshoward.edu</a> -
Eastern Michigan University	<a href="mailto:mary.jones@emich.edu">mary.jones@emich.edu</a>	<a href="http://www.ecampusrecruiter.com/emich">www.ecampusrecruiter.com/emich</a>
Central Michigan University	<a href="mailto:orliklpb@cmich.edu">orliklpb@cmich.edu</a>	<a href="http://www.cmich.edu">www.cmich.edu</a>
Southfield Career Center	<a href="mailto:dvanhee@cityofsouthfield.com">dvanhee@cityofsouthfield.com</a>	<a href="http://www.cityofsouthfield.com">www.cityofsouthfield.com</a>
University of Michigan- Ann Arbor	<a href="mailto:cerdmann@umich.edu">cerdmann@umich.edu</a>	<a href="http://www.lsa.umich.edu/comm">www.lsa.umich.edu/comm</a>
U of M Dearborn	<a href="mailto:careersv@umd.umich.edu">careersv@umd.umich.edu</a>	<a href="http://www.umd.umich.edu/careerservices">www.umd.umich.edu/careerservices</a>
Davenport University - Livonia Campus	<u>Sent Via Website- In Binder</u>	<a href="http://DUCareerNET">DUCareerNET</a> -
Adrian College	<a href="mailto:choltz@adrian.edu">choltz@adrian.edu</a>	<a href="http://www.adrian.edu">www.adrian.edu</a>
Albion College	<a href="mailto:careers@albion.edu">careers@albion.edu</a>	<a href="http://www.albion.edu">www.albion.edu</a>
Baker College	<u>Sent Via Website- In Binder</u>	<a href="https://baker-">https://baker-</a>

		<a href="http://csm.symplicity.com/employers/">csm.symplicity.com/employers/</a>
Monroe County Community College	<a href="mailto:workforce@monroeccc.edu">workforce@monroeccc.edu</a>	<a href="http://www.monroeccc.edu">www.monroeccc.edu</a>
Schoolcraft College	<a href="mailto:kcox@schoolcraft.edu">kcox@schoolcraft.edu</a>	<a href="http://www.schoolcraft.edu">www.schoolcraft.edu</a>
Washtenaw Community College	<a href="#">post to website</a>	<a href="http://www.collegecentral.com/wcc">www.collegecentral.com/wcc</a> -
NAACP	<a href="mailto:klandrum@detroitnaacp.org">klandrum@detroitnaacp.org</a>	
Urban League	<a href="mailto:wroddie@deturbanleague.org">wroddie@deturbanleague.org</a>	
M.A.B.	<a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a>	
Society of St. Vincent DePaul	<a href="mailto:alove-berkley@svdpdet.org">alove-berkley@svdpdet.org</a>	
Women in Communications, Local Chapter	<a href="mailto:roseann@nicolaievents.com">roseann@nicolaievents.com</a>	
Michigan Indian Employment & Training	<a href="#">Fax Sheet in Binder</a>	
YWCA of Metro Detroit	<a href="mailto:emmaywcadet@aol.com">emmaywcadet@aol.com</a>	
Madonna University	<a href="mailto:ikroeger@madonna.edu">ikroeger@madonna.edu</a>	
AJB.DNI.US (Americas Job Bank) NOW MICHIGAN TALENT BANK	<a href="#">post to website</a>	<a href="http://www.michworks.org">www.michworks.org</a> -

**ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST**

<b>Source Name</b>	<b>email</b>	<b>website</b>
All Access.com	<u>post to website</u>	<a href="http://www.allaccess.com">www.allaccess.com</a> -
TVandRadioJobs.com	<u>n/a - jobs are posted directly to web site</u>	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>
careerpage.org - NASBA -- MAB	<u>Post jobs online - get passsword from MAB</u>	www.careerpage.org -
Specs Howard School of Broadcasting	<a href="mailto:ahicks@specshoward.edu">ahicks@specshoward.edu</a>	<a href="http://www.specshoward.edu">www.specshoward.edu</a> -
Eastern Michigan University	<a href="mailto:mary.jones@emich.edu">mary.jones@emich.edu</a>	<a href="http://www.ecampusrecruiter.com/emich">www.ecampusrecruiter.com/emich</a>
Central Michigan University	<a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a>	<a href="http://www.cmich.edu">www.cmich.edu</a>
Southfield Career Center	<a href="mailto:dvanhee@cityofsouthfield.com">dvanhee@cityofsouthfield.com</a>	<a href="http://www.cityofsouthfield.com">www.cityofsouthfield.com</a>
University of Michigan- Ann Arbor	<a href="mailto:cerdmann@umich.edu">cerdmann@umich.edu</a>	<a href="http://www.lsa.umich.edu/comm">www.lsa.umich.edu/comm</a>
U of M Dearborn	<a href="mailto:careersv@umd.umich.edu">careersv@umd.umich.edu</a>	<a href="http://www.umd.umich.edu/careerservices">www.umd.umich.edu/careerservices</a>
Davenport University - Livonia Campus	<u>Sent Via Website- In Binder</u>	<a href="#">DUCareerNET</a> -
Adrian College	<a href="mailto:choltz@adrian.edu">choltz@adrian.edu</a>	<a href="http://www.adrian.edu">www.adrian.edu</a>
Albion College	<a href="mailto:careers@albion.edu">careers@albion.edu</a>	<a href="http://www.albion.edu">www.albion.edu</a>
Baker College	<u>Sent Via Website- In Binder</u>	<a href="https://baker-csm.symplicity.com/employers/">https://baker-csm.symplicity.com/employers/</a>
Monroe County Community College	<a href="mailto:workforce@monroeccc.edu">workforce@monroeccc.edu</a>	<a href="http://www.monroeccc.edu">www.monroeccc.edu</a>
Schoolcraft College	<a href="mailto:kcox@schoolcraft.edu">kcox@schoolcraft.edu</a>	<a href="http://www.schoolcraft.edu">www.schoolcraft.edu</a>
Washtenaw Community College	<u>post to website</u>	<a href="http://www.collegecentral.com/wcc">www.collegecentral.com/wcc</a> -
NAACP	<a href="mailto:klandrum@detroitnaacp.org">klandrum@detroitnaacp.org</a>	
Urban League	<a href="mailto:wroddie@deturbanleague.org">wroddie@deturbanleague.org</a>	
M.A.B.	<a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a>	
Society of St. Vincent DePaul	<a href="mailto:alove-berkley@svidpdet.org">alove-berkley@svidpdet.org</a>	
Women in Communications, Local Chapter	<a href="mailto:roseann@nicolaievents.com">roseann@nicolaievents.com</a>	
Michigan Indian Employment & Training	<a href="mailto:Miets40@sbcglobal.net">Miets40@sbcglobal.net</a>	
YWCA of Metro Detroit	<a href="mailto:emmaywcadet@aol.com">emmaywcadet@aol.com</a>	
Madonna University	<a href="mailto:ikroeger@madonna.edu">ikroeger@madonna.edu</a>	
AJB.DNI.US (Americas Job Bank) NOW	<u>post to website</u>	<a href="http://www.michworks.org">www.michworks.org</a> -

MICHIGAN TALENT BANK		
Macomb Community College	post <a href="#">to website</a>	<a href="http://www.macombcareerlink.experience.com/emp/sblogin">www.macombcareerlink.experience.com/emp/sblogin</a>

#### ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST

Source Name	email	website
All Access.com	post to website	<a href="http://www.allaccess.com">www.allaccess.com</a> -
TVandRadioJobs.com	n/a - jobs are posted directly to web site	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>
careerpage.org - NASBA -- MAB	Post jobs online - get passsword from MAB	<a href="http://www.careerpage.org">www.careerpage.org</a> -
Specs Howard School of Broadcasting	<a href="mailto:ahicks@specshoward.edu">ahicks@specshoward.edu</a>	<a href="http://www.specshoward.edu">www.specshoward.edu</a> -
Eastern Michigan University	<a href="mailto:mary.jones@emich.edu">mary.jones@emich.edu</a>	<a href="http://www.ecampusrecruiter.com/emich">www.ecampusrecruiter.com/emich</a>
Central Michigan University	<a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a>	<a href="http://www.cmich.edu">www.cmich.edu</a>
Southfield Career Center	<a href="mailto:dvanhee@cityofsouthfield.com">dvanhee@cityofsouthfield.com</a>	<a href="http://www.cityofsouthfield.com">www.cityofsouthfield.com</a>
University of Michigan- Ann Arbor	<a href="mailto:cerdmann@umich.edu">cerdmann@umich.edu</a>	<a href="http://www.lsa.umich.edu/comm">www.lsa.umich.edu/comm</a>
U of M Dearborn	<a href="mailto:careersv@umd.umich.edu">careersv@umd.umich.edu</a>	<a href="http://www.umd.umich.edu/careerservices">www.umd.umich.edu/careerservices</a>
Davenport University - Livonia Campus	Sent Via Website- In Binder	<a href="#">DUCareerNET</a> -
Adrian College	<a href="mailto:choltz@adrian.edu">choltz@adrian.edu</a>	<a href="http://www.adrian.edu">www.adrian.edu</a>
Albion College	<a href="mailto:careers@albion.edu">careers@albion.edu</a>	<a href="http://www.albion.edu">www.albion.edu</a>
Baker College	Sent Via Website- In Binder	<a href="https://baker-csm.symplicity.com/employers/">https://baker-csm.symplicity.com/employers/</a>
Monroe County Community College	<a href="mailto:workforce@monroeccc.edu">workforce@monroeccc.edu</a>	<a href="http://www.monroeccc.edu">www.monroeccc.edu</a>
Schoolcraft College	<a href="mailto:kcox@schoolcraft.edu">kcox@schoolcraft.edu</a>	<a href="http://www.schoolcraft.edu">www.schoolcraft.edu</a>
Washtenaw Community College	post to website	<a href="http://www.collegecentral.com/wcc">www.collegecentral.com/wcc</a> -
NAACP	<a href="mailto:klandrum@detroitnaacp.org">klandrum@detroitnaacp.org</a>	
Urban League	<a href="mailto:wroddie@deturbanleague.org">wroddie@deturbanleague.org</a>	
M.A.B.	<a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a>	
Society of St. Vincent DePaul	<a href="mailto:alove-berkley@svdpdet.org">alove-berkley@svdpdet.org</a>	
Women in Communications, Local Chapter	<a href="mailto:roseann@nicolaievents.com">roseann@nicolaievents.com</a>	

Michigan Indian Employment & Training	<a href="mailto:Miets40@sbcglobal.net">Miets40@sbcglobal.net</a>	
YWCA of Metro Detroit	<a href="mailto:emmaywcadet@aol.com">emmaywcadet@aol.com</a>	
Madonna University	<a href="mailto:ikroeger@madonna.edu">ikroeger@madonna.edu</a>	
AJB.DNI.US (Americas Job Bank) NOW MICHIGAN TALENT BANK	post to website	<a href="http://www.michworks.org">www.michworks.org</a> -
Macomb Community College	Post to website	<a href="http://www.macombcareerlink.experience.com/emp/sblogin">www.macombcareerlink.experience.com/emp/sblogin</a>

#### ATTACHMENT D - LOCAL RECRUITMENT SOURCES CONTACT LIST

Source Name	email	website
All Access.com	post to website	<a href="http://www.allaccess.com">www.allaccess.com</a> -
TVandRadioJobs.com	n/a - jobs are posted directly to web site	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>
careerpage.org - NASBA -- MAB	Post jobs online - get password from MAB	www.careerpage.org -
Specs Howard School of Broadcasting	<a href="mailto:ahicks@specshoward.edu">ahicks@specshoward.edu</a>	<a href="http://www.specshoward.edu">www.specshoward.edu</a> -
Eastern Michigan University	<a href="mailto:mary.jones@emich.edu">mary.jones@emich.edu</a>	<a href="http://www.ecampusrecruiter.com/emich">www.ecampusrecruiter.com/emich</a>
Central Michigan University	<a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a>	<a href="http://www.cmich.edu">www.cmich.edu</a>
Southfield Career Center	<a href="mailto:dvanhee@cityofsouthfield.com">dvanhee@cityofsouthfield.com</a>	<a href="http://www.cityofsouthfield.com">www.cityofsouthfield.com</a>
University of Michigan- Ann Arbor	<a href="mailto:cerdmann@umich.edu">cerdmann@umich.edu</a>	<a href="http://www.lsa.umich.edu/comm">www.lsa.umich.edu/comm</a>
U of M Dearborn	<a href="mailto:careersv@umd.umich.edu">careersv@umd.umich.edu</a>	<a href="http://www.umd.umich.edu/careerservices">www.umd.umich.edu/careerservices</a>
Davenport University - Livonia Campus	Sent Via Website- In Binder	<a href="http://DUCareerNET">DUCareerNET</a> -
Adrian College	<a href="mailto:choltz@adrian.edu">choltz@adrian.edu</a>	<a href="http://www.adrian.edu">www.adrian.edu</a>
Albion College	<a href="mailto:careers@albion.edu">careers@albion.edu</a>	<a href="http://www.albion.edu">www.albion.edu</a>
Baker College	Sent Via Website- In Binder	<a href="https://baker-csm.symplicity.com/employers/">https://baker-csm.symplicity.com/employers/</a>

Monroe County Community College	<a href="mailto:workforce@monroeccc.edu">workforce@monroeccc.edu</a>	<a href="http://www.monroeccc.edu">www.monroeccc.edu</a>
Schoolcraft College	<a href="mailto:kcox@schoolcraft.edu">kcox@schoolcraft.edu</a>	<a href="http://www.schoolcraft.edu">www.schoolcraft.edu</a>
Washtenaw Community College	<a href="#">post to website</a>	<a href="http://www.collegecentral.com/wcc">www.collegecentral.com/wcc</a> -
NAACP	<a href="mailto:klandrum@detroitnaacp.org">klandrum@detroitnaacp.org</a>	
Urban League	<a href="mailto:wroddie@deturbanleague.org">wroddie@deturbanleague.org</a>	
M.A.B.	<a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a>	
Society of St. Vincent DePaul	<a href="mailto:alove-berkley@svidpdet.org">alove-berkley@svidpdet.org</a>	
Women in Communications, Local Chapter	<a href="mailto:roseann@nicolaievents.com">roseann@nicolaievents.com</a>	
Michigan Indian Employment & Training	<a href="mailto:Miets40@sbcglobal.net">Miets40@sbcglobal.net</a>	
YWCA of Metro Detroit	<a href="mailto:emmaywcadet@aol.com">emmaywcadet@aol.com</a>	
Madonna University	<a href="mailto:ikroeger@madonna.edu">ikroeger@madonna.edu</a>	
AJB.DNI.US (Americas Job Bank) NOW MICHIGAN TALENT BANK	<a href="#">post to website</a>	<a href="http://www.michworks.org">www.michworks.org</a> -
Macomb Community College	<a href="#">Post to website</a>	<a href="http://www.macombcareerlink.experience.com/emp/sblogin">www.macombcareerlink.experience.com/emp/sblogin</a>

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## **Radio Disney Houston – KMIC (AM) 1590**

### Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Houston AM 1590 Office - (713) 552-1590

3120 SW FREEWAY, SUITE 610  
HOUSTON, TX 77098

### **Job Information**

Radio Disney Houston is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Houston at 713-552-1590 or mail a letter to 3120 SW Freeway, Suite 610, Houston, TX 77098 or email Radio Disney Central Region Director, Karyn Esken, [Karyn.b.esken@disney.com](mailto:Karyn.b.esken@disney.com).

### KMIC(AM) EEO Report

April 1, 2013 – March 31, 2014

Radio Disney, Houston, TX

This annual EEO Report is filed on behalf of KMIC(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMIC(AM) is a Radio Disney Group, LLC owned radio station and is located in Houston, TX. This report includes information from April 1, 2013 – March 31, 2014, and it will be placed in the Station's Public File and on the Station Information page on <http://music.disney.com/radio-disney>. The Station had seven (7) full time employees as of March 31, 2014.

#### **I. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources; generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachments A – D), [Disneycareers.com](http://Disneycareers.com), and other job recruiting sites.

The Station's local recruitment sources contact list ("Contact List A, B, C, & D") evolved for specific roles and the needs of the organization. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment

information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station Information page on <http://music.disney.com/radio-disney>.

The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 15-second announcements aired April 1, 2013 – March 31, 2014 Monday through Sunday 6 AM to Midnight, and a total of 730 announcements aired.

#### I. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

#### I. Recruiting for Full-Time Open Positions

During the reporting time frame, four positions were posted, and three were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com. Notice of all fulltime non-temporary sales positions were also posted on Texas Association of Broadcasters (tab.com); All Access (AllAccess.com) and LinkedIn.com.

Date of Opening	Job Title	Interview Date	Candidate interviewed (*Full names withheld for privacy)	(H) Hired (NH) Not	Date Hired	Source
5/28/2013	Station Manager	6/5/2013	*	NH		Disney Employee Referral
		6/19/2013	*	NH		Internal candidate
		6/26/2013	Tim Johnson	H	9/30/2013	Station Manager Referral
		7/19/2013	*	NH		DisneyCareers
		7/8/2013	*	NH		DisneyCareers
		7/15/2013	*	NH		Linked In
		7/16/2013	*	NH		Linked In
		7/16/2013	*	NH		DisneyCareers
06/06/2013	Promotions Manager	6/26/2013 10/15/2013	*	NH		DisneyCareers
		6/26/2013 10/21/2013	*	NH		DisneyCareers
		6/6/2013	*	NH		Internal

						candidate
		7/18/2013	*			Internal candidate
		10/22/2013	Megan Davis	H	12/9/2013	DisneyCareers
		10/30/2013	*	NH		Internal candidate
12/26/2013	Account Executive	1/14/2014	*	NH		DisneyCareers
		1/21/2014	Dave Anzaldua	H	3/3/2014	Linked In
		1/22/2014	*	NH		CareerBuilder
		1/24/2014	*	NH		Linked In
1/28/2014	Account Executive	2/4/2014	*	NH		Linked In
		2/4/2014	*	NH		Linked In
		2/25/2014		TBD		Indeed.com
		3/19/2014		TBD		Job Fair
		3/25/2014		TBD		Career Fair
			**The interview process will continue with additional candidates			

7. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

R. Job Fairs.

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

**Houston Career Fair**

Tuesday, March 4, 2014, 11:00 AM to 2:00 PM

Crowne Plaza Houston - River Oaks, 2712 Southwest Fwy  
Houston, TX 77098

**Hire Live Career Fair**

Tuesday, March 11, 2014, 9 AM – 12:30 PM

Embassy Suites, Galleria  
Houston, TX 77056

Both Career Fairs were attended by Station Manager Tim Johnson. Job descriptions were distributed, resumes were collected, and primary interviews conducted.

S. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

- HAHMP – Houston Association of Hispanic Media Professionals
- Alliance for Women In Media (a.k.a. American Woman in Radio and TV, National Office)
- Media Alliance of Houston (formerly American Women in Radio and TV, Houston)

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

## ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR STATION MANAGER

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### **HAHMP – Houston Association of Hispanic Media Professionals**

P.O. Box 273394  
Houston, TX 77277  
Fidel Molina, Web Chair  
Website: [www.hahmponline.org](http://www.hahmponline.org)  
HAHMP email: [info@hahmoline.org](mailto:info@hahmoline.org)

### **AWRT National Headquarters**

1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
P: (703) 506-3290  
F: (703) 506-3266  
Website: [www.allwomeninmedia.org](http://www.allwomeninmedia.org)

### **Work Force Solutions – Southwest**

12710 Bissonnet Street  
Houston TX 77099  
281-564-2660  
281-495-0748 fax  
website: [www.wrksolutions.com](http://www.wrksolutions.com)  
Contact: Millicent Sims  
Email address:  
[Millicent.sims@wrksolutions.com](mailto:Millicent.sims@wrksolutions.com)

### **University of St. Thomas**

Career Services  
3800 Montrose  
Houston, TX 77006  
713-525-6939  
713-525-3880 fax  
Email: [career.services@stthom.edu](mailto:career.services@stthom.edu)

### **NAACP**

2002 Wheeler  
Houston, TX 77004  
Job Developer Position Send Request to:  
[branch@naacphouston.org](mailto:branch@naacphouston.org)  
713-521-1289  
713-630-2699 fax

### **Houston Business Journal – On Target Jobs**

9100 E. Panorama Dr, Suite 200  
Englewood, CO 80112  
Contact: Raj Kasuganti  
[Raj.kasuganti@ontargetjobs.com](mailto:Raj.kasuganti@ontargetjobs.com)

### **UNCF**

723 Main Street #1010  
Houston, TX 77002  
713-942-8623  
713-942-1090 fax  
Jewell Bass – Area Development Director  
Email: [Jewell.bass@uncf.org](mailto:Jewell.bass@uncf.org)  
website: [www.uncf.org](http://www.uncf.org)

### **Prairie View Texas A&M**

Career Services  
Office of Career and Outreach Services  
P.O. Box 519: MS 1028  
Prairie View, Texas 77446  
936/261-3570  
[careerservices@pvamu.edu](mailto:careerservices@pvamu.edu)

### **Lone Star College System**

Career Center: 936/273-7221  
5000 Research Forest Dr  
The Woodlands, TX 77381  
Website: <https://www.collegecentral.com/>

### **University of Houston Career Services**

4800 Calhoun, Houston, TX 77044  
713-743-5123  
[Usc@uh.edu](mailto:Usc@uh.edu)

### **North American College**

3205 N. Sam Houston Pkwy  
Houston, TX 77038  
Phone: 832/230-5555  
website: [www.northamerican.edu](http://www.northamerican.edu)  
Email: [hroffice@northamerican.edu](mailto:hroffice@northamerican.edu)

**ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST**  
**FOR PROMOTION MANAGER POSITION**

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**HAHMP – Houston Association of Hispanic Media Professionals**  
P.O. Box 273394  
Houston, TX 77277  
Fidel Molina, Web Chair  
Website: [www.hahmponline.org](http://www.hahmponline.org)  
HAHMP email: [info@hahmoline.org](mailto:info@hahmoline.org)

**AWRT National Headquarters**  
1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
P: (703) 506-3290  
F: (703) 506-3266  
Website: [www.allwomeninmedia.org](http://www.allwomeninmedia.org)

**Work Force Solutions – Southwest**  
12710 Bissonnet Street  
Houston TX 77099  
281-564-2660  
281-495-0748 fax  
website: [www.wrksolutions.com](http://www.wrksolutions.com)  
Contact: Millicent Sims  
Email address:  
[Millicent.soms@wrksolutions.com](mailto:Millicent.soms@wrksolutions.com)

**University of St. Thomas**  
Career Services  
3800 Montrose  
Houston, TX 77006  
713-525-6939  
713-525-3880 fax  
Email: [career.services@stthom.edu](mailto:career.services@stthom.edu)

**NAACP**  
2002 Wheeler  
Houston, TX 77004  
Job Developer Position Send Request to:  
[branch@naacphouston.org](mailto:branch@naacphouston.org)  
713-521-1289  
713-630-2699 fax

**TAB**  
Texas Association of Broadcasters  
502 East 11th Street, Suite 200  
Austin, TX 78701  
Phone: (512) 322-9944  
Fax: (512) 322-0522  
website: [www.tab.org](http://www.tab.org)  
Email: [Craig@TAB.org](mailto:Craig@TAB.org)

**North American College**  
3205 N. Sam Houston Pkwy  
Houston, TX 77038  
Phone: 832/230-5555  
website: [www.northamerican.edu](http://www.northamerican.edu)  
Email: [hroffice@northamerican.edu](mailto:hroffice@northamerican.edu)

**UNCF**  
723 Main Street #1010  
Houston, TX 77002  
713-942-8623  
713-942-1090 fax  
Jewell Bass – Area Development Director  
Email: [Jewell.bass@uncf.org](mailto:Jewell.bass@uncf.org)  
website: [www.uncf.org](http://www.uncf.org)

**Prairie View Texas A&M**  
Career Services  
Office of Career and Outreach Services  
P.O. Box 519: MS 1028  
Prairie View, Texas 77446  
936/261-3570  
[careerservices@pvamu.edu](mailto:careerservices@pvamu.edu)

**Lone Star College System**  
Career Center: 936/273-7221  
5000 Research Forest Dr  
The Woodlands, TX 77381  
Website:  
<https://www.collegecentral.com/>

**Houston Business Journal – On Target Jobs**  
9100 E. Panorama Dr, Suite 200  
Englewood, CO 80112  
Contact: Raj Kasuganti  
[Raj.kasuganti@ontargetjobs.com](mailto:Raj.kasuganti@ontargetjobs.com)

**ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST**  
**FOR ACCOUNT EXECUTIVE 12/26/2013 POSITION**

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**HAHMP – Houston Association of Hispanic Media Professionals**  
P.O. Box 273394  
Houston, TX 77277  
Fidel Molina, Web Chair  
Website: [www.hahmponline.org](http://www.hahmponline.org)  
HAHMP email: [info@hahmoline.org](mailto:info@hahmoline.org)

**Media Alliance of Houston**  
P.O. Box 98908  
Houston, TX 77098  
Fax: 713/663-4613  
Website:  
[www.mediaalliancehouston.org](http://www.mediaalliancehouston.org)  
Email: [infor@mediaalliancehouston.org](mailto:infor@mediaalliancehouston.org)

**AWRT National Headquarters**  
1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
**P:** (703) 506-3290  
**F:** (703) 506-3266  
Website: [www.allwomeninmedia.org](http://www.allwomeninmedia.org)

**Work Force Solutions – Southwest**  
12710 Bissonnet Street  
Houston TX 77099  
281-564-2660  
281-495-0748 fax  
website: [www.wrksolutions.com](http://www.wrksolutions.com)  
Contact: Millicent Soms  
Email address:  
[Millicent.sims@wrksolutions.com](mailto:Millicent.sims@wrksolutions.com)

**University of St. Thomas**  
Career Services  
3800 Montrose  
Houston, TX 77006  
713-525-6939  
713-525-3880 fax  
Email: [career.services@stthom.edu](mailto:career.services@stthom.edu)

**NAACP**  
2002 Wheeler  
Houston, TX 77004  
Job Developer Position Send Request to:  
[branch@naacphouston.org](mailto:branch@naacphouston.org)  
713-521-1289  
713-630-2699 fax

**TAB**  
Texas Association of Broadcasters  
502 East 11th Street, Suite 200  
Austin, TX 78701  
Phone: (512) 322-9944  
Fax: (512) 322-0522  
website: [www.tab.org](http://www.tab.org)  
Email: [Craig@TAB.org](mailto:Craig@TAB.org)

**UNCF**  
723 Main Street #1010  
Houston, TX 77002  
713-942-8623  
713-942-1090 fax  
Jewell Bass – Area Development Director  
Email: [Jewell.bass@uncf.org](mailto:Jewell.bass@uncf.org)  
website: [www.uncf.org](http://www.uncf.org)

**Prairie View Texas A&M**  
  
Career Services (Posted by instruction through **One Stop**)  
  
P.O. Box 519: MS 1028  
  
Prairie View, Texas 77446  
  
936/261-3570  
  
[careerservices@pvamu.edu](mailto:careerservices@pvamu.edu)

**Houston Business Journal – On Target Jobs**  
  
9100 E. Panorama Dr, Suite 200  
  
Englewood, CO 80112  
  
Contact: Raj Kasuganti  
  
[Raj.kasuganti@ontargetjobs.com](mailto:Raj.kasuganti@ontargetjobs.com)

**Other sites:**

- LinkedIn jobs
- AllAccess.com

**ATTACHMENT D - LOCAL RECRUITMENT SOURCES CONTACT LIST**  
**FOR ACCOUNT EXECUTIVE 1/28/2014 POSITION**

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**HAHMP – Houston Association of Hispanic Media Professionals**  
P.O. Box 273394  
Houston, TX 77277  
Fidel Molina, Web Chair  
Website: [www.hahmponline.org](http://www.hahmponline.org)  
HAHMP email: [info@hahmoline.org](mailto:info@hahmoline.org)

**Media Alliance of Houston**  
P.O. Box 98908  
Houston, TX 77098  
Fax: 713/663-4613  
Website:  
[www.mediaalliancehouston.org](http://www.mediaalliancehouston.org)  
Email: [infor@mediaalliancehouston.org](mailto:infor@mediaalliancehouston.org)

**AWRT National Headquarters**  
1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
**P:** (703) 506-3290  
**F:** (703) 506-3266  
Website: [www.allwomeninmedia.org](http://www.allwomeninmedia.org)  
**Please note:** January posting continued.

**Lone Star College System**  
Career Center: 936/273-7221  
5000 Research Forest Dr  
The Woodlands, TX 77381  
Website:  
<https://www.collegecentral.com/>

**Work Force Solutions – Southwest**  
12710 Bissonnet Street  
Houston TX 77099  
281-564-2660  
281-495-0748 fax  
website: [www.wrksolutions.com](http://www.wrksolutions.com)  
Contact: Millicent Soms  
Email address:  
[Millicent.soms@wrksolutions.com](mailto:Millicent.soms@wrksolutions.com)

**University of St. Thomas**  
Career Services  
3800 Montrose  
Houston, TX 77006  
713-525-6939  
713-525-3880 fax  
Email: [career.services@stthom.edu](mailto:career.services@stthom.edu)

**NAACP**  
2002 Wheeler  
Houston, TX 77004  
Job Developer Position email:  
[branch@naacphouston.org](mailto:branch@naacphouston.org)  
713-521-1289  
713-630-2699 fax

**TAB**  
Texas Association of Broadcasters  
502 East 11th Street, Suite 200  
Austin, TX 78701  
Phone: (512) 322-9944  
Fax: (512) 322-0522  
website: [www.tab.org](http://www.tab.org)  
Email: [Craig@TAB.org](mailto:Craig@TAB.org)

**UNCF**  
723 Main Street #1010  
Houston, TX 77002  
713-942-8623  
713-942-1090 fax  
Jewell Bass – Area Development Director  
Email: [Jewell.bass@uncf.org](mailto:Jewell.bass@uncf.org)  
website: [www.uncf.org](http://www.uncf.org)

**Texas Veterans Commission**  
8373 Westheimer Rd.  
Houston, TX 77063  
website: [www.tvc.texas.gov](http://www.tvc.texas.gov)  
Reginald Parker, Veterans Business Representative:  
[Reginald.parker@tvc.texas.gov](mailto:Reginald.parker@tvc.texas.gov)

**North American College**  
3205 N. Sam Houston Pkwy  
Houston, TX 77038  
Phone: 832/230-5555  
website: [www.northamerican.edu](http://www.northamerican.edu)  
Email: [hroffice@northamerican.edu](mailto:hroffice@northamerican.edu)

**Other sites:**

- ZipRecruiter
- Craigslist Galveston/Houston
- AllAccess.com

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## **Radio Disney Indianapolis – WRDZ 98.3 (FM)**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Indianapolis 98.3 FM Office - (317) 574-2000

630 W CARMEL DR STE 160

CARMEL, IN 46032

### **Job Information**

Radio Disney Indianapolis is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Indianapolis at 317-574-2000 or mail a letter to 630 W Carmel Drive, Suite 160, Carmel, IN 46032 or email Radio Disney Indianapolis Station Manager, Andrea Farrell, [andrea.farrell@disney.com](mailto:andrea.farrell@disney.com).

### **EEO Report**

#### **WRDZ-FM – Indianapolis, IN - RADIO DISNEY EEO REPORT**

WRDZ-FM 98.3 EEO Report

April 1, 2014

Radio Disney, Plainfield, IN

This annual EEO Report is filed on behalf of WRDZ-FM, 98.3 in compliance with the FCC's EEO reporting requirements. WRDZ-FM is a Radio Disney Group, LLC owned radio station and is located in Plainfield, IN. This report includes information from April 1, 2013, through March 31, 2014, and it will be placed in the Station's Public File and on the Station Information page on RadioDisney.com. The Station had six (6) full time employees as of March 28, 2014.

#### **XXV. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all



employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the "Station Information and EEO Reports" page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired between April 1, 2013 – December 30, 2013 and between February 3, 2014 – March 2, 2014 and a total of 440 announcements aired.

#### XXVI. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

#### XXVII. Recruiting for Full-Time Open Positions

During the reporting time frame, two (2) positions were posted, and three (3) were filled. One of the positions filled was posted in the prior reporting cycle. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Station Manager was opened February 13, 2014, and was filled on March 19, 2014. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Two candidates were interviewed for the position.

A position of Account Executive was opened May 10, 2013, and filled on August 12, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com, Indeed.com, SimplyHired.com and GlassDoor.com.

A position of Account Executive was opened on December 18, 2012 which dates back to the previous reporting cycle. The position remained open during the beginning of this reporting cycle, and was filled on August 12, 2013. Notice of the job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list used for this position (Attachment B).

## FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for three (3) full-time open positions were conducted.

The identity of candidates not hired, but interviewed, has been kept confidential for privacy reasons.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
2/13/2014	Station Manager	Management	2/10/14	Jennifer Carman	H	3/19/14	Referred by outgoing station manager
	Station Manager	Management	2/26/14	*	NH		Internal candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
12/18/12  outreach and initial interviews began during the last EEO reporting cycle	Account Executive	Sales	1/10/13	*	NH		Disney Careers.com
			1/24/13	*	NH		Disney Careers.com
			2/14/13	*	NH		Client Referral from IU Sports

			2/20/13	*	NH		Disney Careers.com
			2/26/13	*	NH		Referral from Minneapolis Station Manager – Caren Berry
			4/2/2013	Leah Grobey	H	8/12/2013	Disney Careers.com
			4/26/2013	*	NH		Reference Industry Colleague
5/10/2013	Account Executive	Sales	6/6/2013	*	NH		Disney Careers.com
			6/11/2013	*	NH		Career Fair
			6/20/2013	*	NH		Disney Careers.com
			8/8/2013	*	NH		Stopped in to apply
			10/11/2013	Ashley Jeliffe	H	12/2/2013	Previous Client

XXVIII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

## T. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Indianapolis Career Fair, May 21, 2013, Sheraton Indianapolis City Centre Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

Indianapolis Career Fair, July 17, 2013, Sheraton Indianapolis City Centre Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

Big Dawg Butler Job Fair, September 18, 2013, Butler University, Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

University of Indianapolis Job Fair, September 11, 2013, University of Indianapolis Professional Edge Center, Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

## U. Other Menu Options

WRDZ Indianapolis had Promotions Manager, Tiffany Reid attend Management Edge 4/10/2013 – 4/11/2013 in Chicago, IL. This was a management training program designed to instill key management skill sets including team development, conflict resolution, negotiation and leading through change. These are all skills that will allow this person to qualify for higher level positions.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR STATION  
MANAGER OPENING

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Organization	Contact	Address	City/State/Zip	Email
Alliance for Women in Media		AWRT National Headquarters 1760 Old Meadow Road, Suite 500	McLean, VA 22102	<a href="http://www.allwomeninmedia.org">www.allwomeninmedia.org</a>
Asian Help Services		609 E 29th St., 2nd Floor	Indianapolis, IN 46205	<a href="mailto:Baikahs@yahoo.com">Baikahs@yahoo.com</a>
John H. Boner Community Center	Ben Jones	2236 East 10th Street	Indianapolis, IN 46201	<a href="mailto:bjones@enn.org">bjones@enn.org</a>
N.A.A.C.P Labor Committee	Crystal Ratcliffe	300 E. Fall Creek Pkwy North	Indianapolis, IN 46205	<a href="mailto:celliot@indynaacp.org">celliot@indynaacp.org</a>
Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	<a href="mailto:dbland@cldinc.org">dbland@cldinc.org</a>
Hawthorne Center	Dawn Dunderdale	2440 West Ohio Street	Indianapolis, IN 46222	<a href="mailto:ddunderdale@Hawthornecenter.org">ddunderdale@Hawthornecenter.org</a>
Noble of Indiana	Deb Okotie	12220 Hancock St.	Carmel, IN 46032	<a href="mailto:deb.okotie@nobleofindiana.org">deb.okotie@nobleofindiana.org</a>
Concord Center	Dana Orr	1310 South Meridian Street	Indianapolis, IN 46225	<a href="mailto:dorr@concordindy.org">dorr@concordindy.org</a>
Flanner House	Gerald Ardis	2424 Dr. Martin Luther King, Jr. Drive	Indianapolis, IN 46208	<a href="mailto:Gardis@flannerhouse.com">Gardis@flannerhouse.com</a>
Butler Career Planning & Development	Gary Beaulieu	4600 Sunset Blvd. Atherton Union, Rm 315	Indianapolis, IN 46208	<a href="mailto:gbeaulie@butler.edu">gbeaulie@butler.edu</a>

United Way Hamilton County Office	Joan Isaac	301 E. Carmel Drive Suite E300	Carmel, IN 46032	<a href="mailto:joan.isaac@uwci.org">joan.isaac@uwci.org</a>
Vincennes Career Services		1002 N. 1st St.	Vincennes, IN 47591	<a href="mailto:jobs@vinu.edu">jobs@vinu.edu</a>
Indiana Broadcasters Association	Joe	3003 E. 98th Street, Ste 161	Indianapolis, IN 46280	<a href="mailto:joe@indianabroadcasters.org">joe@indianabroadcasters.org</a>
Noble of Indiana	Julie Brown	7701 E 21st St.	Indianapolis, IN 46219	<a href="mailto:julie.brown@nobleofindiana.org">julie.brown@nobleofindiana.org</a>
Mary Rigg Neighborhood	Jenna Wachtmann	1920 West Morris Street	Indianapolis, IN 46221	<a href="mailto:jwachtmann@maryrigg.org">jwachtmann@maryrigg.org</a>
Franklin College Career Services	Kirk Bixler	101 Branigan Blvd	Franklin, Indiana 46131-2623	<a href="mailto:kbixler@franklincollege.edu">kbixler@franklincollege.edu</a>
United Way of Central Indiana	Lori Stewart	3901 N. Meridian St.	Indianapolis, IN 46208	<a href="mailto:Lori.stewart@uwci.org">Lori.stewart@uwci.org</a>
U Of I Career Services		1400 E Hanna Ave	Indianapolis, IN 46227	<a href="mailto:ocs@uindy.edu">ocs@uindy.edu</a>
United Way Hancock County Office	Paula Jarrett	One Courthouse Plaza P.O. Box 714	Greenfield, IN 46140	<a href="mailto:paula.jarrett@uwci.org">paula.jarrett@uwci.org</a>
Ohio Center for Broadcasting	Terry Wilson	5330 East Main Suite 200	Columbus, OH 43213	<a href="mailto:placement.columbus@beonair.com">placement.columbus@beonair.com</a>
Urban League of Indianapolis	Pambana Uishi	Sam H. Jones Center 777 Indiana Avenue	Indianapolis, IN 46202	<a href="mailto:puishi@indplsul.org">puishi@indplsul.org</a>
Indianapolis National Organization of Women	Sara Hess	P.O. Box 20601	Indianapolis, IN 46220	<a href="mailto:shess@learnmore.org">shess@learnmore.org</a>
United Way Hendricks County Office	Susie Friend	56 Main Street P.O. Box 791	Danville, IN 46122	<a href="mailto:susie.friend@uwci.org">susie.friend@uwci.org</a>
Goodwill	Virginia	1635 W Michigan St.	Indianapolis, IN	<a href="mailto:vharris@goodwillindy.org">vharris@goodwillindy.org</a>

Industries	Harris		46222	
Indian Black Expo		3145 North Meridian Street	Indianapolis, IN 46208	<a href="mailto:vkendrick@indianablackexpo.com">vkendrick@indianablackexpo.com</a>
Martin University	Yvette Booker	2171 Avondale Place	Indianapolis, IN 46218	<a href="mailto:ybooker@martin.edu">ybooker@martin.edu</a>
IU Career Services	Jeremy Edward	625 North Jordan Avenue	Bloomington, IN 47405	
Allen Chapel AME Church	317-638-9963	629 E. 11th St.	Indianapolis, IN 46202	
Catholic Archdiocese	800-382-9836	1400 N Meridian St.	Indianapolis, IN 46202	
Community Alliance of the Far Eastside		3724 North Mitthoeffer Road	Indianapolis, IN 46236	
Crooked Creek Multi-Service Center	Helen Lands	2990 West 71st Street	Indianapolis, IN 46268	
Forest Manor Multi-Service Center		5603 East 38th Street	Indianapolis, IN 46218	
Futureworks	Sandra Jones	1635 W. Michigan St.	Indianapolis, IN 46222	
Indianapolis Business Journal		41 E. Washington St., Ste 200	Indianapolis, IN 46204	-
International Business College	Lori Fisher	7205 Shadeland Station	Indianapolis, IN 46256	
Jewish Community Center		6701 Hoover Rd.	Indianapolis, IN 46240	
MLK Community Center	Netetia Walker	40 W. 40th St., 1st Fl.	Indianapolis, IN 46208	



National Council of Negro Women		633 Pennsylvania Ave	Washington, DC 20004	
Southern Christian Leadership		P.O. Box 92544	Atlanta, GA 30314	
Vocational Rehabilitation Program	Theresa Koleszar	402 W Washington St Rm W4	Indianapolis, IN 46204	
Vocational Rehabilitation Program	Dave Christian	219 W. Wayne St	Ft. Wayne, IN 46802	-

**ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR ACCOUNT  
EXECUTIVE OPENING 12/18/12**

<b>Organization</b>	<b>Contact</b>	<b>Address</b>	<b>City/State/Zip</b>	<b>Email</b>
Allen Chapel AME Church	317-638-9963	629 E. 11th St.	Indianapolis, IN 46202	
Asian Help Services		609 E 29th St., 2nd Floor	Indianapolis, IN 46205	<a href="mailto:Baikahs@yahoo.com">Baikahs@yahoo.com</a>
Boston Career Link	Francisca Fernandes	1010 Harrison Ave.	Boston, Massachusetts 02119	<a href="mailto:FFernandes@detma.org">FFernandes@detma.org</a>
Butler Career Planning & Development	Gary Beaulieu	4600 Sunset Blvd. Atherton Union, Rm	Indianapolis, IN 46208	<a href="mailto:gbeaulie@butler.edu">gbeaulie@butler.edu</a>

		315		
Catholic Archdiocese	800-382-9836	1400 N Meridian St.	Indianapolis, IN 46202	
Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	<a href="mailto:dbland@cldinc.org">dbland@cldinc.org</a>
Christamore House	Shaffon Browder	502 North Tremont Street	Indianapolis, IN 46222	<a href="mailto:shaffon.browder@christamorehouse.org">shaffon.browder@christamorehouse.org</a>
Civic Rights Commission		State Office Building 100 N. Senate #103	Indianapolis, IN 46204	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
Community Alliance of the Far Eastside		3724 North Mitthoeffer Road	Indianapolis, IN 46236	
Concord Center	Dana Orr	1310 South Meridian Street	Indianapolis, IN 46225	<a href="mailto:dorr@concordindy.org">dorr@concordindy.org</a>
Crooked Creek Multi-Service Center	Helen Lands	2990 West 71st Street	Indianapolis, IN 46268	
Exodus Refugee	Jesamyn Rayman	4550 Central Ave.	Indianapolis, IN 46205	<a href="mailto:jrayman@exodusrefugee.org">jrayman@exodusrefugee.org</a>
Flanner House	Gerald Ardis	2424 Dr. Martin Luther King, Jr. Drive	Indianapolis, IN 46208	<a href="mailto:Gardis@flannerhouse.com">Gardis@flannerhouse.com</a>

Forest Manor Multi-Service Center		5603 East 38th Street	Indianapolis, IN 46218	
Franklin College Career Services	Kirk Bixler	101 Branigan Blvd	Franklin, Indiana 46131-2623	<a href="mailto:kbixler@franklincollege.edu">kbixler@franklincollege.edu</a>
Futureworks	Sandra Jones	1635 W. Michigan St.	Indianapolis, IN 46222	
Goodwill Industries	Virginia Harris	1635 W Michigan St.	Indianapolis, IN 46222	<a href="mailto:vharris@goodwillindy.org">vharris@goodwillindy.org</a>
Harrison Indiana Business College	Elizabeth Watkins	550 East Washington Street	Indianapolis, IN 46204	<a href="mailto:elizabethwatkins@harrison.edu">elizabethwatkins@harrison.edu</a>
Hawthorne Center	Dawn Dunderdale	2440 West Ohio Street	Indianapolis, IN 46222	<a href="mailto:ddunderdale@Hawthornecenter.org">ddunderdale@Hawthornecenter.org</a>
Indiana Black Expo HR	Veronica Kendrick	3145 N Meridian St.	Indianapolis, IN 46208	<a href="mailto:vkendrick@indianablackexpo.com">vkendrick@indianablackexpo.com</a>
Indiana Broadcasters Association	Joe	3003 E. 98th Street, Ste 161	Indianapolis, IN 46280	<a href="mailto:joe@indianabroadcasters.org">joe@indianabroadcasters.org</a>
Indiana State Of Workforce Development	Doug Martin	10 N. Senate Ave.	Indianapolis, IN 46204-2201	<a href="mailto:dwmartin@dwd.in.gov">dwmartin@dwd.in.gov</a>
Indianapolis National Organization of Women	Sara Hess	P.O. Box 20601	Indianapolis, IN 46220	<a href="mailto:shess@learnmore.org">shess@learnmore.org</a>
International Business College	Lori Fisher	7205 Shadeland Station	Indianapolis, IN 46256	
ITT Technical		9511 Angola	Indianapolis, IN 46268	<a href="mailto:sream@itt-tech.edu">sream@itt-tech.edu</a>

Institute		Court		
IU Career Services	Jeremy Edward	625 North Jordan Avenue	Bloomington, IN 47405	<a href="http://www.indiana.edu/~career/">http://www.indiana.edu/~career/</a>
IUPUI Career Services		801 W. Michigan	Indianapolis, IN 46202	<a href="http://www.myconsortium.com/iupui-hub/employer/">http://www.myconsortium.com/iupui-hub/employer/</a>
Ivy Tech College Career Services	Cindy Soliday	One W 26th Street	Indianapolis, IN 46206	<a href="http://www.ivytech.edu/indianapolis/careerservices/">http://www.ivytech.edu/indianapolis/careerservices/</a>
Jewish Community Center		6701 Hoover Rd.	Indianapolis, IN 46240	
John H. Boner Community Center	Ben Jones	2236 East 10th Street	Indianapolis, IN 46201	<a href="mailto:bjones@enn.org">bjones@enn.org</a>
Kaplan College	Tracy Morris	7302 Woodland Dr.	Indianapolis, IN 46278	<a href="mailto:trmorris@kaplan.edu">trmorris@kaplan.edu</a>
Martin University	Yvette Booker	2171 Avondale Place	Indianapolis, IN 46218	<a href="mailto:ybooker@martin.edu">ybooker@martin.edu</a>
Mary Rigg Neighborhood Center	Jenna Wachtman	1920 West Morris Street	Indianapolis, IN 46221	<a href="mailto:jwachtmann@maryrigg.org">jwachtmann@maryrigg.org</a>
MLK Community Center	Netetia Walker	40 W. 40th St., 1st Fl.	Indianapolis, IN 46208	
N.A.A.C.P Labor Committee	Crystal Ratcliffe	300 E. Fall Creek Pkwy North	Indianapolis, IN 46205	<a href="mailto:celliot@indynaacp.org">celliot@indynaacp.org</a>
Nashville Business Journal		1800 Church St. #300q	Nashville, TN 37203	<a href="http://bizjournals.ontargetjobs.com/jobposting.asp?market=nashville">http://bizjournals.ontargetjobs.com/jobposting.asp?market=nashville</a>

National Council of Negro Women		633 Pennsylvania Ave	Washington, DC 20004	
Noble of Indiana	Julie Brown	7701 E 21st St.	Indianapolis, IN 46219	<a href="mailto:julie.brown@nobleofindiana.org">julie.brown@nobleofindiana.org</a>
Noble of Indiana	Deb Okotie	12220 Hancock St.	Carmel, IN 46032	<a href="mailto:deb.okotie@nobleofindiana.org">deb.okotie@nobleofindiana.org</a>
Ohio Center for Broadcasting	Terry Wilson	5330 East Main Suite 200	Columbus, OH 43213	<a href="mailto:placement.columbus@beonair.com">placement.columbus@beonair.com</a>
Purdue CCO		1904 Stewart Center	West Lafayette, IN 47907	<a href="https://www.cco.purdue.edu/Common/CCOExpress.shtml">https://www.cco.purdue.edu/Common/CCOExpress.shtml</a>
Southeast Community Services	Rodney	901 South Shelby Street	Indianapolis, IN 46203	<a href="mailto:rodneyb@southeastcommunityservices.org">rodneyb@southeastcommunityservices.org</a>
Southern Christian Leadership		P.O. Box 92544	Atlanta, GA 30314	
The Damien Center Career	Michelangelo McClendon	26 N Arsenal Ave	Indianapolis, IN 46201-3808	<a href="mailto:mmcclendon@damien.org">mmcclendon@damien.org</a>
The Indianapolis Star	Charles Bates	307 N. Pennsylvania Ave	Indianapolis, IN 46202	<a href="http://indystar.gannettonline.com/careerbuilder/employers04/recruitment.html">http://indystar.gannettonline.com/careerbuilder/employers04/recruitment.html</a>
U Of I Career Services		1400 E Hanna Ave	Indianapolis, IN 46227	<a href="mailto:ocs@uindy.edu">ocs@uindy.edu</a>
United Way Hamilton County Office	Joan Isaac	301 E. Carmel Drive Suite E300	Carmel, IN 46032	<a href="mailto:joan.isaac@uwci.org">joan.isaac@uwci.org</a>
United Way Hancock County	Paula Jarrett	One Courthouse Plaza P.O.	Greenfield, IN 46140	<a href="mailto:paula.jarrett@uwci.org">paula.jarrett@uwci.org</a>

Office		Box 714		
United Way Hendricks County Office	Susie Friend	56 Main Street P.O. Box 791	Danville, IN 46122	<a href="mailto:susie.friend@uwci.org">susie.friend@uwci.org</a>
United Way of Central Indiana	Lori Stewart	3901 N. Meridian St.	Indianapolis, IN 46208	<a href="mailto:Lori.stewart@uwci.org">Lori.stewart@uwci.org</a>
Urban League of Indianapolis	Pambana Uishi	Sam H. Jones Center 777 Indiana Avenue	Indianapolis, IN 46202	<a href="mailto:puishi@indplsul.org">puishi@indplsul.org</a>
Wilson College Court Reporting		5425 S. East St.	Indianapolis, IN 46227	

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## **Radio Disney Los Angeles – KDIS (AM) 1110**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Los Angeles AM 1110 Office - (818) 569-5000

3800 W ALAMEDA AVE FL 17  
BURBANK, CA 91505

### **Job Information**

Radio Disney Los Angeles is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Los Angeles at 818-569-5000 or mail a letter to 3800 W Alameda Avenue, Floor 17, Burbank, CA 91505 or email Radio Disney Los Angeles Station Manager, Natalie Eig, [Natalie.r.eig@disney.com](mailto:Natalie.r.eig@disney.com).

### **EEO Report**

**ABC RADIO LOS ANGELES ASSETS, LLC, LICENSEE OF  
KSPN (AM), ESPNLA 710, and of  
KDIS (AM), Radio Disney AM 1110  
ANNUAL EEO PUBLIC FILE REPORT  
8/1/14**

#### **I. GENERAL POLICY**

This report covers the period from August 1, 2013 through July 31, 2014.

ABC Radio Los Angeles Assets, LLC, licensee of KSPN (AM) ("KSPN"), located in Los Angeles, CA, and ABC Radio Los Angeles Assets, LLC, licensee of KDIS (AM) ("KDIS"), located in Pasadena, CA (collectively, the "Stations") have a longstanding commitment to a policy of equal employment and advancement opportunities for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and

applicants in recruitment, selection procedure, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is KSPN's and KDIS's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

## **II. RESPONSIBILITY**

Scott McCarthy, Vice President and General Manager of KSPN, is the EEO officer at KSPN responsible for the administration and implementation of our Equal Employment Opportunity Program and the accuracy of the information documented in this report. Natalie Eig, Station Manager of KDIS, is the EEO officer at KDIS responsible for the administration and implementation of our Equal Employment Opportunity Program and the accuracy of the information documented in this report.

## **III. INTERNAL RECORD KEEPING, PUBLICITY AND POSITIONS FILLED**

In compliance with EEO rules, the Stations have widely publicized all full-time job vacancies throughout the reporting year. All such vacancies, whether at KDIS or at KSPN, were posted on the KSPN website, ESPNLA.com. In addition, all such vacancies were posted on The Walt Disney Company websites disneycareers.com and/or disneyjobs.com, as well as (for ESPN jobs) on the ESPN career websites espncareers.com and/or espnjobs.com, for internal (existing employee) and external (prospective employee) access. They were also posted on the Southern California Broadcasters Association Website SCBA.com and the California Broadcasters Association (CBA) website yourcba.com.

KSPN and KDIS also maintain a distribution/contact list of local community-based organizations and schools to which notices of all available full-time positions are sent. The Stations' current local distribution/contact lists are included as Attachment "A" and "B". These lists are updated periodically.

The Stations have asked interested organizations to notify the Stations if they wish to be placed on the Stations' local distribution/contact list. During the reporting year, organizations for the Stations' mailing list were solicited through a combination of a notice on the KSPN website throughout the year, periodic on-air announcements on each of the Stations (KSPN airs two announcements per month, or 24 per year, while KDIS airs three announcements per month, or 36 per year) and a classified advertisement in the Toluca Times on February 26, 2014 and the TolucaTimes.com on February 26, 2014.

The following are the six job openings (five of them filled, one still vacant) for the Stations during the period of 8/1/13 to 7/31/14:

### **KSPN**



**Account Executive**

*Date position was open: 6/10/14*

*Date position was filled: open*

To fill this vacancy, KSPN utilized all of the standard recruitment and outreach measures described above. In addition, KSPN posted this position on allaccess.com, ladowntownnews.com and placed an ad in the Downtown News classified the weeks of 6/16/14 and 6/23/14. The position was also announced at the Orange County 14th Annual Diversity Employment Day on 7/30/14.

**KDIS****Promotion Manager**

*Date position was open: 08/16/13*

*Date position was filled: 9/11/13*

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, and placed an ad in the Toluca Times on 8/28/13 and in the TolucaTimes.com classifieds the week of 8/28/13. Three candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disney employee referral – 1; Industry Referral – 1; SCBA - 1. The candidate hired was an Internal Candidate.

**Promotion Coordinator**

*Date position was open: 07/30/13*

*Date position was filled: 8/29/13*

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, and placed an ad in the Toluca Times on 8/15/13 and in the TolucaTimes.com classifieds the week of 8/15/13. Four candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Disney employee referral – 2; CBA.com - 1. The candidate hired was an Internal Candidate.

**Chief Engineer**

*Date position was open: 05/17/13*

*Date position was filled: 09/05/13*

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, and placed an ad in the Toluca Times on 5/29/13 and in the TolucaTimes.com classifieds the week of 5/29/13. Six candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Disney employee referral – 1; industry referral – 1; linkedin.com – 1; Broadcast Engineers Website.com – 1; CBA.com - 1. The candidate hired learned of the job from CBA.com.

**Account Executive**

*Date position was open: 04/11/13*

*Date position was filled: 08/01/13*

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, amfmjobs.com, indeed.com and placed an ad in the Toluca Times on 8/15/13 and in the TolucaTimes.com classifieds the week of 8/15/13. The position was also announced at the USC Career Fair on 4/3/13. Fourteen candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6; Indeed.com – 2; Disney employee referral – 1; industry referral – 4; SCBA.com - 1. The candidate hired learned of the job from DisneyCareers.com.

#### **Account Executive**

*Date position was open: 04/05/13*

*Date position was filled: 07/31/13*

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, amfmjobs.com, indeed.com, and placed an ad in the Toluca Times on 8/15/13, in the TolucaTimes.com classifieds the week of 8/15/13. The position was also announced at the USC Career Fair on 4/3/13. Twelve candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6; Indeed.com – 2; Disney employee referral – 1; industry referral – 3. The candidate hired learned of the job from DisneyCareers.com.

#### **IV. LONG TERM RECRUITMENT INITIATIVES**

KSPN and KDIS are committed to performing at least four of the long-term EEO recruitments set forth in the FCC's EEO rules within a two-year period. From August 1, 2013 through July 31, 2014, KSPN and KDIS participated in the following long-term recruitment initiatives:

- A. **Training Programs** designed to enable station personnel to acquire skills that could qualify them for higher level positions:
- KSPN Chief Engineer, Mike Tosch, took the class "Advanced IP Networking for Broadcast Engineers" put on SBE (Society of Broadcast Engineers) on June 27, 2014. This intensive instructor led day long course focused on deeper understanding and application of the fundamentals in real-world IP networking environment. Emphasis was placed upon designing an IPv4 Addressing plan, IP Subnetting, Ethernet Switching with VLAN implementation, IP Routing, Network Security, and transport of audio and video content in an IP network infrastructure. On June 28, 2014 he took the associated test for Certification. The class and test was held at the Burbank Holiday Inn. Test results pending.
  - KSPN Staff Engineer, Tim Ahern, took the class "Level 2 desktop technicians" from January 13 to January 15, 2014 during work hours at the company's expense. This three-day instructor-led course taught IT Professionals, experienced with Microsoft Windows XP and Windows Vista in a Tier 2 support environment, how to support

the operating system and solve technical troubleshooting problems in a Windows 7 and Windows Server 2008 R2 networking environment. The classes were held at the New Horizons Learning Center in Culver City.

- KSPN Sales Associate Caitlin Bauer took “SCBA Spring 2014 Radio Sales Training” from March 31 to June 2, 2014 after work hours at the station’s expense. This was a ten-week training program designed to teach radio sales. Classes were designed to be interactive, motivating, and most of all, instructive. Each week showcased a different sales topic with an experienced instructor.
- KSPN Chief Engineer, Mike Tosch, took the on-line computer class “6292 Installing and Configuring Windows 7 Client” from February 10-12, 2014 on work time at the station’s expense. Course attendees expanded their knowledge base and technical skills about Windows 7 Client. Students learned how to install, upgrade, and migrate to Windows 7 client. Students then configured Windows 7 client for network connectivity, security, maintenance, and mobile computing. The course helps students prepare for the Exam 70-680, TS: Windows 7, Configuring. The classes were held at the New Horizons Learning Center in Culver City.

**B. Participation in Job Fairs** – KSPN and KDIS participated in the following job fairs by staffing a booth with company personnel responsible for hiring decisions, distributing information about careers in radio, soliciting applications, informing attendees of job postings and encouraging them to go to school and participate in internships, collecting resumes for distribution to appropriate KDIS hiring managers, and answering questions:

- July 30, 2014 from 10am-2pm, Orange County’s 14th Annual Diversity Employment Day – Business Expo Center, Anaheim, CA. Matthew Mallon, General Sales Manager of KSPN and Natalie Eig, Station Manager of KDIS, who have hiring responsibilities, attended this job fair, which draws thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The attendees had the opportunity to meet for one-on-one interaction and career advice.
- April 2, 2014 from 5-8pm, 29th Annual Annenberg Career Connection – USC Campus. Ginger Lundgren, Promotion Manager of KDIS, who has hiring responsibilities, attended this job fair, which draws professionals from entertainment, advertising and marketing agencies, public relations, corporations and industries such as consulting, healthcare, not-for-profit and technology. The professionals attending were given a book containing resumes of Annenberg students. The students had the opportunity to meet the professionals for one-on-one interaction and career advice.
- March 12, 2014 from 10am-2pm, 14th Annual Diversity Employment Day Career Fair – Hacienda Hotel in El Segundo, CA. Dave Shore, Operations Manager of KSPN and Natalie Eig, Station Manager of KDIS, who have hiring responsibilities, attended this job fair, which draws thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The attendees had the opportunity to meet for one-on-one interaction and career advice.

- C. **Internship Program** – During this reporting period KDIS offered college students the opportunity to acquire skills needed for broadcast employment while obtaining course credit. KDIS attended the 31st Annual Annenberg Career Connection and worked with Disney Careers and Campus Recruitment to recruit interns for this program.

Curriculum for the KDIS internship programs included working with the Promotions Department both in the office and in the field as well as Sales Training by attending weekly sales meetings. Over the reporting year, KDIS had one intern whose career goals included promotions and communications. The intern worked approximately 20 hours a week.

Following is a list of KDIS interns by semester:

Summer, June through August, 2013

- Edgar Barillas, Communication, California State University, Northridge, CA

- D. **Participation in scholarship programs directed to students desiring a broadcast career** – Matthew Mallon, General Sales Manager, KSPN and Natalie Eig, Station Manager, KDIS, participated in the Southern California Broadcasters Association 2014 Scholarship Program. As SCBA program participants, Mr. Mallon and Ms. Eig reviewed nominations and applications and provided input to select one of the candidates provided by Cal State Fullerton for SCBA's "Stan Spero Radio Broadcasting Award." The scholarship committee selected Alesha Gilliam from Cal State University Fullerton as the 2014 recipient of the Stan Spero Radio Broadcasting Award.

- E. **Participation in programs sponsored by educational institutions and community groups** – KSPN and KDIS participated in the following mentoring program and events sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities:

- July 28, 2014 Youth Development Academy at Cal State Dominguez Hills: Tracy Murray, Senior Account Executive at KSPN and Humberto Duran, Reporter at KSPN spoke with students from LAUSD about their experiences and expertise so students could learn the skills necessary to develop and execute a quality interview. Tracy and Humberto met with students for workshops/interviews. The goal of this program is to create a space to foster youth leadership in the local community, develop the skills and desire to advocate for youth-led community change, and assist high school students to successfully navigate the college and career pipeline.
- May 5, 2014 Communications Club at College of the Canyons: Tracy Murray, Senior Account Executive at KSPN and Humberto Duran, Reporter at KSPN spoke with communications students about their job experiences, their educational background and how it helped their career. They also gave advice about what they could do to be successful in their job search after they graduate.
- April 23, 2014 El Camino Junior College: Humberto Duran, Reporter at KSPN, spoke with college students about broadcasting and various careers in radio and television.

- February 26, 2014 USC Careers in Radio Management Panel: LaFern Cusack, Producer/Host, KSPN, spoke with USC Students about how they engage audiences, the landscape of radio, job opportunities and real world career experiences.
- January 29, 2014 St. Lawrence of Brindisi: Humberto Duran, Reporter at KSPN spoke with middle school students about broadcasting and various careers in radio and television.
- December 19, 2013, Segerstrom High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
- December 2, 2013, Firebaugh High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
- December 3, 2013 USC Sports Business Association Panel Event: Dave Singer, Executive Producer, KSPN, Ben Lyons, Talent, KSPN and Allen Sliwa, Account Executive, KSPN spoke with students about careers in broadcasting, gave advice and answered questions about the broadcasting business.
- November 11, 2013 USC Caruso Catholic Center: Marcellus Wiley, Talent, KSPN, spoke with students about sports and religion.
- September 16, 2013 Lynwood High School: Humberto Duran, Reporter at KSPN, spoke to High School students about how to break into the competitive journalism industry. He encouraged students to work harder than anyone else, get as many internships as possible and aggressively pursue their aspirations no matter how far away they may seem.

- F. **Participation in training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination** - During this reporting year, all KSPN and KDIS managers participated in a two-hour on-line training titled "TWDC Compliance - Preventing Harassment – 2 Hour Supervisor Enterprise." The training covers critical learning points on sexual harassment, and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- G. **Staff anti-harassment training** - During this reporting year, all KSPN and KDIS employees participated in a two-hour on-line training titled "TWDC Compliance - Preventing Harassment - Enterprise." The training covers critical learning points on sexual harassment and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- H. **Listing Each Upper-Level Opening with Media Trade Group** – As mentioned in Section III above, all full-time positions at the Stations were posted with a wide variety of job banks and newsletters of media trade groups with a broad-based membership that includes women and minorities. These included the Southern California Broadcasters

Association (SCBA.com) and the California Broadcasters Association (yourCBA.com) websites. See Attachments A and B.

## Attachment "A": KDIS Local Community Outreach List:

### LOCAL COMMUNITY OUTREACH LIST

ORGANIZATION	ADDRESS	CONTACT INFORMATION
JVSLA.org	818-464-3325  22622 Vanowen St. West Hills, CA 91307  5757 Wilshire Blvd. Promenade Three Los Angeles, CA 90036	Tali Lerea <a href="mailto:tlerea@jvsla.org">tlerea@jvsla.org</a>  post jobs at: <a href="http://www.parnossahworksla.org/">http://www.parnossahworksla.org/</a>
MAXIMUS	3307 N. Glenoaks Blvd. Burbank, CA 91504	<a href="#">Nancy Martinez</a> (GAIN Services Worker) O: 818-729-8814 F: 818-563-4425
Goodwill Job Service Center <a href="http://www.goodwillsocal.org">www.goodwillsocal.org</a>	661-424-1062 x 14  20655 Soledad Canyon Rd., Unit 25 Santa Clarita, CA 91351	
EDD Employment Development Department	Community Career Development Wilshire Metro Work Source  3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010	Robert Godwin 213-365-9829 x125  <a href="mailto:robert.godwin@edd.ca.gov">robert.godwin@edd.ca.gov</a>
NHMC National Hispanic Media Coalition	55 S. Grand Ave. Pasadena CA, 91105 (they do not want jobs mailed)	Tel: (626) 792 - 6462 Fax: (626) 792 - 6051 <a href="http://www.nhmc.org">www.nhmc.org</a> email jobs to: <a href="mailto:info@nhmc.org">info@nhmc.org</a>
California State Assembly	DISTRICT OFFICE 9200 W. Sunset Blvd., Suite# 1212 West Hollywood, CA 90069	
Alliance For Women in Media Attn Job Postings	Post online PO Box 11043 Burbank, CA 90510	818-729-5404 <a href="http://www.allwomeninmedia.org/">http://www.allwomeninmedia.org/</a> local chapter of national organization email: <a href="mailto:president@awrtsocal.com">president@awrtsocal.com</a> <a href="http://careers.allwomeninmedia.org/employers/">http://careers.allwomeninmedia.org/employers/</a>
WIF Women in Film <a href="http://www.wif.org">www.wif.org</a> For women in the entertainment & media industries	6100 Wilshire Boulevard Los Angeles, CA 90048-5117	Meg Linker-Estes (323) 935-2211  <a href="mailto:mlinker-estes@wif.org">mlinker-estes@wif.org</a>
	888-440-FIND (3463)	

Best Jobs Magazine	O: 951-263-5254	
LACC Los Angeles City College	<a href="http://www.lacitycollege.edu">www.lacitycollege.edu</a> 855 N. Vermont Ave Los Angeles, CA 90029	323-953-4000 x2210 (career center) <a href="mailto:garciaec@lacitycollege.edu">garciaec@lacitycollege.edu</a>
LAMC Los Angeles Mission College Clive Gordon, Director Career Center	13356 Eldridge Ave Sylmar, CA 91342	818-364-7600 x 7653 (career ctr) <a href="http://www.lamission.edu">www.lamission.edu</a>
LAPC Los Angeles Pierce College Paul Whale, Dean of the Job Center	6201 Winnetka Ave Woodland Hills, CA 91371	818-710-2957 job center <a href="http://www.piercecollege.com/offices/jobcenter">www.piercecollege.com/offices/jobcenter</a>
LAVC Los Angeles Valley College Synthia Saltoun, Director Career Center	5800 Fulton Ave Valley Glen, CA 91401	818-947-2646 career ctr <a href="http://www.lavc.edu">www.lavc.edu</a> Contact Pat Guerrero at <a href="mailto:guer rept@lavc.edu">guer rept@lavc.edu</a>
UCLA University of California, Los Angeles	CAREER CENTER 405 HILGARD AVE. LOS ANGELES, CA 90095	<a href="http://ucla-csm.symlicity.com/employers">http://ucla-csm.symlicity.com/employers</a>
USC University of Southern California	3535 S. Figueroa Street, Suite #100 Los Angeles, CA 90089-1260	213-740-7252 career ctr Careers.usc/employers (job postings site)
Woodbury Woodbury University	7500 Glenoaks Blvd Burbank, CA 91510-7846	818-252-5210 career ctr <a href="http://www.ecampusrecruiter3.com/woodbury">www.ecampusrecruiter3.com/woodbury</a>
CCNMA • USC Annenberg School of Journalism	One California Plaza 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-3175 727 W. 27th St., Room 201 Los Angeles, CA 90007-3212	Ph: (213) 437-4408 Fax: (213) 437-4423  <a href="http://www.ccnma.org/">http://www.ccnma.org/</a> Latino Journalists of California <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> (Subject: Job Openings)
Santa Monica College	1900 Pico Blvd. Santa Monica CA 90405-1644	<a href="http://www.smc.edu/careercenter/">http://www.smc.edu/careercenter/</a>
Goodwill – Metro North Work Source	342 San Fernando Road Los Angeles, CA 90031	
Los Angeles County Office of Education	Chatsworth Job Club 21415 Plummer St., Suite B Chatswoth, CA 91313	Celina G. Sanchez <a href="mailto:Sanchez_Celina@laoe.edu">Sanchez_Celina@laoe.edu</a> P: 818-718-4284 F: 818-718-7701
MINORITIES IN BROADCASTING TRAINING PROGRAM	PO Box 39696 Los Angeles, CA 90039	Contact: Patrice Williams Phone: 818-240-3362



		Email: mibtp@pacbell.net
ASIAN AMERICAN JOURNALISTS ASSOC	5 Third Street #1108 San Francisco, CA 94103	<a href="http://www.aaaja.org/career-listings/">http://www.aaaja.org/career-listings/</a>
AM.FM JOBS		<a href="http://www.amfmjobs.com/postjobs/">http://www.amfmjobs.com/postjobs/</a>
ALL ACCESS		<a href="http://www.allaccess.com">http://www.allaccess.com</a>
Pepperdine	ATTN: NANCY SHATZER 24255 PACIFIC COAST HIGHWAY MALIBU, CA 90263	

### Attachment "B": KSPN Local Community Outreach List

MINORITIES IN  
BROADCASTING TRAINING PROGRAM  
PO Box 39696  
Los Angeles, CA 90039

LOS ANGELES COUNTY  
OFFICE OF EDUCATION  
21415 PLUMMER ST. #B  
CHATSWORTH, CA 91313

UNIVERSITY OF SOUTHERN CALIFORNIA  
CAREER PLANNING & PLACEMENT  
STUDENT UNION 110  
LOS ANGELES, CA 90089-4897

JVSLA  
5757 Wilshire Blvd.  
Promenade Three  
Los Angeles, CA 90036

LOS ANGELES VALLEY COLLEGE  
CAREER CENTER  
5800 FULTON AVENUE  
VALLEY GLEN, CA 91401

WOODBURY UNIVERSITY  
7500 GLENOAKS BLVD.  
BURBANK, CA 91510-7846

Alliance for Women in Media, SoCal  
PO Box 11043  
Burbank, CA 90510

ASIAN AMERICAN JOURNALISTS ASSOC  
5 Third Street #1108  
San Francisco, CA 94103

LOS ANGELES CITY COLLEGE  
CAREER CENTER  
855 N. VERMONT AVE.  
LOS ANGELES, CA 90029

THE NATIONAL ASSOCIATION  
OF HISPANIC JOURNALISTS  
1000 NATIONAL PRESS BUILDING  
529 14<sup>TH</sup> STREET, NW  
WASHINGTON, DC 20045-2001

LOS ANGELES MISSION COLLEGE  
CAREER CENTER  
13356 ELDRIDGE AVE.  
SYLMAR, CA 91342

THE HISPANIC ASSOCIATION  
OF COLLEGES AND UNIVERSITIES  
HACU WESTERN REGIONAL OFFICE  
915 L STREET, STE. 1425  
SACRAMENTO, CA 95814

Suzanne Alcantara  
USC Annenberg School for  
Communication & Journalism  
3502 Watt Way, ASC 140  
Los Angeles, CA 90089

AAJA-Los Angeles  
231 E. Third Street  
Los Angeles, CA 90013

LOS ANGELES PIERCE COLLEGE  
JOB CENTER  
6201 WINNETKA AVE.  
WOODLAND HILLS, CA 91371

PEPPERDINE UNIVERSITY  
ATTN: NANCY SHATZER  
24255 PACIFIC COAST HIGHWAY  
MALIBU, CA 90263

UNIVERSITY OF CALIFORNIA  
LOS ANGELES – CAREER CENTER  
405 HILGARD AVE.  
LOS ANGELES, CA 90095

SANTA MONICA COLLEGE  
1900 PICO BLVD.  
SANTA MONICA, CA 90405-1644

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## **Radio Disney Miami – WMYM (AM) 990**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Miami AM 990 Office - (305) 470-6258

8200 NW 41st Street  
Suite 140  
Doral, FL 33166

### **Job Information**

Radio Disney Miami is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Miami at 305-470-6258 or mail a letter to 8200 NW 41st Street, Suite 140, Doral, FL 33166 or email Radio Disney Miami Station Manager, Gilbert Salguero, gilbert.salguero@disney.com.

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WMYM(AM) - Miami, Florida, October 1, 2014**

Radio Disney Group, LLC, licensee of WMYM(AM) Miami, Florida (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Minneapolis – KDIZ (AM) 1440**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Minneapolis AM 1440 Office - 612-379-6820

1300 GODWARD ST, NE SUITE 1440  
MINNEAPOLIS, MN 55413

### **Job Information**

Radio Disney Minneapolis is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Minneapolis at 612-379-6820 or mail a letter to 1300 Godward Street, NE Suite 1440, Minneapolis, MN 55413 or email Radio Disney Millwaukee Station Manager, Caren Petrulo-Berry, [caren.petrulo-berry@disney.com](mailto:caren.petrulo-berry@disney.com).

### **EEO Report**

KDIZ EEO Report

December 1, 2011 – December 1, 2012

Radio Disney, Golden Valley, MN

This annual EEO Report is filed on behalf of KDIZ (the "Station") in compliance with the FCC's EEO reporting requirements. KDIZ's licensee is RD Minneapolis Assets, LLC, located in Golden Valley, MN. This report includes information from December 1, 2011, through December 1, 2012, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 5 full time employees as of July 23, 2012.

#### **I. General Job Vacancy Information**

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), Disneycareers.com and Monster.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired January 6 – November 30, 2012, and a total of 480 announcements aired.

## II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information:

## III. Recruiting for Full-Time Open Positions

During the reporting time frame, one position was posted, and one was filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on a DisneyCareers.com and on Monster.com.

A position of Station Manager was opened June 6, 2012, and filled on July 6, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment A). Six candidates were interviewed for the position.

### FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for six full-time open positions were conducted.

The identity of candidates not hired, but interviewed, has been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Internal Candidate
6/6/12	Station Manager	Management	6/21/12	*	NH		Internal Candidate
6/6/12	Station Manager	Management	6/22/12	Caren Petrulo-Berry	H	7/23/12	Industry Referral

#### IV. Long-Term Recruitment Measures



In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

A. Job Fairs

Promotions Manager Kate Fisher who has hiring responsibilities for the Station attended the following job fairs during the reporting period, which were all given free air time to promote their events:

- Martin Luther King Jr Holiday Diversity Job Fair on January 16, 2012 at the Minneapolis Convention Center in Minneapolis, MN. Resumes were collected for Account Executives and Road Crew.
- The City of Minneapolis' 12th Annual Diversity Employment Day on June 20, 2012 at the Holiday Inn Metrodome in Minneapolis, MN. Resumes were collected for Station Manager.
- NAACP MN State Conference Diversity Job Fair on September 19, 2012 at the Minneapolis Convention Center in Minneapolis, MN. Resumes were collected for Account Executives.
- Choice Career Fair on November 1, 2012 at the Crowne Plaza Hotel in Bloomington, MN. Resumes were collected for Account Executives.

B. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including: American Women in Media.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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<b>Radio Disney Minneapolis Outreach</b>	<b>Email Address</b>
American Women in Media	<a href="mailto:efuller@allwomeninmedia.org">efuller@allwomeninmedia.org</a>
MinnesotaWorks.net	<a href="mailto:DEED.employercomm@state.mn.us">DEED.employercomm@state.mn.us</a>
Minnesota Broadcasters Association	<a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a>
Hmong American Partnerships	<a href="mailto:eric@hmong.org">eric@hmong.org</a>
Minneapolis Urban League	<a href="mailto:sgray@mul.org">sgray@mul.org</a>
Circle of Indigenous Nations	<a href="mailto:garri012@umn.edu">garri012@umn.edu</a>
Career Solutions	<a href="mailto:info@careersolutionsinc.org">info@careersolutionsinc.org</a>
Minneapolis American Indian Center	<a href="mailto:mthompson@maicnet.org">mthompson@maicnet.org</a>
Courage Center	<a href="mailto:information@couragecenter.org">information@couragecenter.org</a>
Hispanic Chamber of Commerce	<a href="mailto:luke@hispanicmn.org">luke@hispanicmn.org</a>
University of Minnesota Goldpass	<a href="mailto:hirecla@umn.edu">hirecla@umn.edu</a>
Sons of Norway Minneapolis	<a href="mailto:bobsboxs@yahoo.com">bobsboxs@yahoo.com</a>
Asian Media Access	<a href="mailto:info@amamedia.org">info@amamedia.org</a>
NAACP Minneapolis	<a href="mailto:naacpminneapolis@gmail.com">naacpminneapolis@gmail.com</a>
Native American Community Development Institute	<a href="mailto:ahestness@nacdi.org">ahestness@nacdi.org</a>
African News Journal	<a href="mailto:anjnews@gmail.com">anjnews@gmail.com</a>
One Nation News	<a href="mailto:info@onenationnews.com">info@onenationnews.com</a>
Asian American Press	<a href="mailto:aaes@aapress.com">aaes@aapress.com</a>
China Insight	<a href="mailto:info@chinainsight.info">info@chinainsight.info</a>
Korean Quarterly	<a href="mailto:koreanquarterly@gmail.com">koreanquarterly@gmail.com</a>

Latino Communications Network	<a href="mailto:juancarlos@lcnmedia.com">juancarlos@lcnmedia.com</a>
Latio Midwest News	<a href="mailto:steve@latinoMidwestnews.com">steve@latinoMidwestnews.com</a>
Insight News	<a href="mailto:info@insightnews.com">info@insightnews.com</a>
The Circle	<a href="mailto:thecirclenews@gmail.com">thecirclenews@gmail.com</a>
Minnesota Women's Press	<a href="mailto:ads@womenspress.com">ads@womenspress.com</a>

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## **Radio Disney New York – WQEW (AM) 1560**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney New York AM 1560 Office - (212) 362-3419

147 COLUMBUS AVE, 2nd FLOOR  
New York, NY 10023

### **Job Information**

Radio Disney New York is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney New York at 212-362-3419 or mail a letter to 147 Columbus Avenue, 2<sup>nd</sup> Floor, New York, NY 10023 or email Radio Disney New York Station Manager, Adrienne McWilliams, [Adrienne.mcwilliams@disney.com](mailto:Adrienne.mcwilliams@disney.com).

### **EEO Report**

WQEW(AM) 1560 EEO Report

February 1, 2014

Radio Disney, New York

This annual EEO Report is filed on behalf of WQEW(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WQEW(AM) is a Radio Disney Group, LLC owned radio station and is located in New York, NY. This report includes information from February 1, 2013 through January 31, 2014 and it will be placed in the Station's Public File and on the "Station Information and & EEO Reports" page on [www.music.disney.com/radio-disney](http://www.music.disney.com/radio-disney). The Station has seven full time employees and one open position to be fulfilled in the upcoming year.

V. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources; generally including the Station's local recruitment sources contact list and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below (see Section IV – Long Term Recruitment Measures and Attachment A). The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page on [www.music.disney.com/radio-disney](http://www.music.disney.com/radio-disney). The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These thirty-second announcements aired February 1, 2013- January 31, 2014 and a total of 1,029 announcements aired.

VI. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

## VII. Recruiting for Full-Time Open Positions

During the reporting time frame, three positions were posted, and two positions were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Operations Manager was opened on September 23, 2013, and filled on October 21, 2013. Notice of this job vacancy was posted on: DisneyCareers.com on 10/7/13; manhattanjobs.com on 10/7/13; 4entertainmentjobs.com on 10/7/13; postfreejobs.com on 10/7/13 and distributed to the station's local recruitment contact list (Attachment A). Two candidates were interviewed for this position.

A position of Promotions Manager was opened October 31, 2013, and filled on December 18, 2013. Notice of this job vacancy was posted on: DisneyCareers.com on 10/31/13; NYMRAD.org on 11/7/13; postjobfree.org on 11/7/13; bestjobs.com on 11/7/13; 4entertainmentjobs.com on 11/7/13; Hofstra Career Center on 11/13/13 and distributed to the station's local recruitment contact list (Attachment A). Eleven candidates were interviewed for the position.

A position of Promotion Coordinator was opened on January 10, 2013. Notice of this job vacancy was posted on DisneyCareers.com on 1/10/14; NYMRAD.org on 11/13/14; postjobfree.org on 1/13/14; bestradiojobs.com on 1/13/14; 4entertainmentjobs.com on 1/13/14; newyorkjobs.com on 1/13/14; jobspider.com on 1/13/14, and distribution to the station's local recruitment contact list (Attachment A).

## FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for three full-time positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.

<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview *</u> <u>Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
9/23/2013	Operations Manager	Promotions	10/1/13	*	NH		Internal candidate
9/23/2013	Operations Manager	Promotions	10/7/2013	Jennifer Zappola	H	10/21/2013	internal candidate

<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview *</u> <u>Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
10/31/2013	Promotions Manager	Promotions	11/8/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	Danielle Berardi	H	12/18/2013	Disneycareers.com
10/31/2013	Promotions	Promotions	11/13/2013	*	NH		Disneycareers.com

	Manager						
10/31/2013	Promotions Manager	Promotions	11/15/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/15/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/18/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/19/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/21/2013	*	NH		Disneycareers.com
<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview * Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
1/10/14	Promotion Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/21/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/23/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/24/14	*			Disneycareers.com



1/10/14	Promotions Coordinator	Promotions	1/27/14	*			Disneycareers.com
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# VIII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

## V. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

1. March 1, 2013- NYMRAD Multicultural Career Workshop- Attended Jennifer Zappola, Promotions Manager
2. March 20, 2013- Diversity Employment Day- Attended Jennifer Zappola, Promotions Manager
3. November 14, 2013- New York Career Fair- Attended Jennifer Zappola, Operations Manager

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

## ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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Long Island University / Brooklyn Campus	Hofstra University
Larry L. Banks	The Career Center
1 University Plaza	140 M. Robert Lowe Hall
Brooklyn, NY 11201-5301	Hempstead, NY 11549
Phone: 718-488-1343	<a href="http://www.hofstra.edu/career">www.hofstra.edu/career</a>
E-mail: <a href="mailto:larry.banks@liu.edu">larry.banks@liu.edu</a>	(516)-463-6557
New York University	Columbia University
Shanna Williams	Office of Minority Affairs
719 Broadway	Sharon Gamble
New York, NY 10003-6860	Director of Minority Affairs & Special Programs
Phone: 212-998- 8803	102 Low Memorial Library
Fax: 212-995-4019	212-854-3791 fx 212-8542863
E-mail: <a href="mailto:shanna.williams@nyu.edu">shanna.williams@nyu.edu</a>	<a href="http://columbia.edu/cu/gsas/pages/estudents/min-affairs/wel/index.html">columbia.edu/cu/gsas/pages/estudents/min-affairs/wel/index.html</a>
Rider University	<a href="mailto:sg772@columbia.edu">sg772@columbia.edu</a>
Dr. Frederick H. Turner, Jr.	4 Entertainment Jobs Website
2083 Lawrenceville Road	<a href="http://www.4entertainmentjobs.com">www.4entertainmentjobs.com</a>
Lawrenceville, NJ 08648	
Phone: 609-896-5659	
Email: <a href="mailto:fturner@rider.edu">fturner@rider.edu</a>	

New York Market Radio

Deborah Beagan,  
Executive Director

261 Madison Avenue, 23 Floor

New York, NY 10016

Phone: 646-254-4493      Fax:  
646-254-4498

Website: [www.nymrad.org](http://www.nymrad.org)

Best Radio Jobs website

[www.bestradijobs.com](http://www.bestradijobs.com)

Post Jobs Free

[www.postjobsfree.com](http://www.postjobsfree.com)

TV and Radio Jobs.com

[www.tvandradijobs.com](http://www.tvandradijobs.com)

New York Jobs.com

[www.newyorkjobs.com](http://www.newyorkjobs.com)

Dominican Women's Development  
Center

[www.dwdc.org](http://www.dwdc.org)

Marigary Mejia/ Executive Assistant

[marigary@dwdc.org](mailto:marigary@dwdc.org)

The New York & New Jersey Minority  
Supplier Development Council

[council@nynjmsdc.org](mailto:council@nynjmsdc.org)

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## **Radio Disney Orlando – WDYZ (AM) 990**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Orlando AM 990 Office - (407) 566-2033

610 SYCAMORE ST STE 220  
CELEBRATION, FL 34747

### **Job Information**

Radio Disney Orlando is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Orlando at 407-566-2033 or mail a letter to 610 Sycamore Street, Suite 220, Celebration, FL 34747 or email Radio Disney Orlando Station Manager, Michele Bastone, Michele.bastone@disney.com.

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDYZ(AM) - Orlando, Florida, October 1, 2014**

Radio Disney Group, LLC, licensee of WDYZ(AM) Orlando, Florida (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio

Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Philadelphia – WWJZ (AM) 640**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Philadelphia AM 640 Office - (215) 591-0100

501 OFFICE CENTER DR STE 190  
FT. WASHINGTON, PA 19034

### **Job Information**

Radio Disney Philadelphia is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Philadelphia at 215-591-0100 or mail a letter to 501 Office Center Drive, Suite 190, Ft. Washington, PA 19034 or email Radio Disney Philadelphia Station Manager, James Boniface, james.a.boniface@disney.com.

### **EEO Report**

WWJZ(AM) EEO Report

February 1, 2014

Radio Disney, Mount Holly New Jersey

This annual EEO Report is filed on behalf of WWJZ (AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WWJZ (AM) is a Radio Disney Group; LLC

owned radio station and is located in Mount Holly, New Jersey. This report includes information from: February 1, 2013, through January 31, 2014, and it will be placed in the Station's Public File and on the "Station Information & EEO Reports" page on [www.music.disney.com/radio-disney.com](http://www.music.disney.com/radio-disney.com). The Station had seven full time employees as of January 17, 2014.

IX. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources; generally including the Station's local recruitment sources contact list and [Disneycareers.com](http://Disneycareers.com) (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below (see Section IV – Long Term Recruitment Measures and Attachment A). The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on [Radiodisney.com](http://Radiodisney.com). The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired Monday through Sunday, 6am -8pm and a total of 970 announcements aired during this report period.

X. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.



In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

XI. Recruiting for Full-Time Open Positions

During the reporting time frame, one position was posted, and one was filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Account Executive was opened October 1, 2013 and filled on November 18, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). The posting on Disneycareers.com started on 9/20/13 and ended on 11/15/13. In addition, the Station ran 146 (:30) second on-air announcements between 10/4/13 and 11/13/13 in rotation day-parts to recruit the Account Executive position. The station also ran one print add in the Montgomery News on 10/20/13. Five candidates were interviewed for the position.

<u>Opening Date</u>	<u>Job Title</u>	<u>Department</u>	<u>Interview date</u>	<u>Source</u>	<u>Hired (H)/ Not Hired (NH)</u>	Name of Candidate/ *Names withheld for Privacy
	Account	Sales	1010/9/13	Disney Job	NH	*

10/1/13	Executive			Portal		
10/1/13	Account Executive	Sales	10/11/13	Industry Referral	NH	*
10/1/13	Account Executive	Sales	10/14/13	Industry Referral	Hired 11/18/13	Kathy Weiss
10/1/13	Account Executive	Sales	10/16/13	Disney Job Portal	NH	*
10/1/13	Account Executive	Sales	11/6/13	Industry Referral	<u>NH</u>	*

## XII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A); the Station participates in the following long-term recruitment measures.

### W. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

1. March 5<sup>th</sup> 2013 – Arcadia University Career Fair- Attended Promotion Manager; Kelly Schempp
2. April 3<sup>rd</sup>, 2013-The University of the Arts Career Fair- Attended Promotion Manager; Kelly Schempp
3. June 21<sup>st</sup>, 2013 – Job Fair of Philadelphia – Attended Station Manager: James A. Boniface and Promotion Manager: Kelly Schempp
4. October 22<sup>nd</sup>. 2013- Hiring Workers with Disabilities Career Fair- Attended by Station Manager; James Boniface and Promotion Manager Kelly Schempp

5. October 23<sup>rd</sup> 2013 - Arcadia University Career Fair- Attended Promotion Manager; Kelly Schempp

X. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

- 1) American Women in Radio and Television Philadelphia
- 2) Philadelphia Association for Women in Communication
- 3) National Association of Hispanic Journalists

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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**Organization:** Arcadia University

**Where:** 450 South Easton Rd Glenside, Pa 19038

**Description:** University dedicated to higher learning

**Contact:** Cynthia Nichols: 215.572.2593 Fax: 215.881.8757

**Email:** [hireAugrads@arcadia.edu;nicholsc@arcadia.edu](mailto:hireAugrads@arcadia.edu;nicholsc@arcadia.edu)

**Organization:** Cabrini College

**Where:** 610 King of Prussia Road Radnor, PA 19087

**Description:** College dedicated to higher learning

**Contact:** Nancy Hutchison: 610.902.8037 Fax: 610.902.8037

**Email:** nch722@carbrini.edu,nancy.hutchison@cabrini.edu

**Organization:** LaSalle University

**Where:** 1900 Olney Ave Philadelphia, PA 19141

**Description:** University dedicated to higher learning

**Contact:** Genevieve Carlton: 215.915.1075 Fax: 215.951.1734

**Email:** carlton@lasalle.edu

**Organization:** Temple University

**Where:** 1801 N. Broad Street Philadelphia, PA 19122

**Description:** University dedicated to higher learning

**Contact:** Linda Lawton: 215.204.4461 Fax: 215.204.4461

**Email:** recruit@temple.edu

**Organization:** Villanova University

**Where:** 800 Lancaster Ave Villanova PA,19085

**Description:** University dedicated to higher learning

**Contact:** Dr. John O’Leary: 610.519.4454

**Email:** john.oleary@villanova.edu

**Organization:** Chestnut Hill College

**Where:** 9601 Germantown Ave Philadelphia, PA 19118

**Description:** College dedicated to higher learning

**Contact:** Nancy Dachille: 215.248.7109 Fax: 215.248.7155

**Email:** jobpost@chc.edu (notify email ONLY)

**Organization:** DeSales University

**Where:** 2755 Station Ave Center Valley, PA 18034

**Description:** University dedicated to higher learning

**Contact:** Scott Mattingly: 610.282.1100

**Email:** N/A

**Organization:** Neumann College

**Where:** One Neumann Drive Aston, Pa 19014

**Description:** College dedicated to higher learning

**Contact:** Carol Dogherty: 610.558.5537 Fax: 610.361.5475

**Email:** sherwinc@neumann.edu

**Organization:** Rowan University

**Where:** 201 Mullica Road Glassboro, NJ 8028

**Description:** University dedicated to higher learning

**Contact:** Ruben Britt: 856.256.4254 Fax: 856.256.5730 (Notify fax ONLY)

**Email:** britt@rowan.edu

**Organization:** Susquehanna University

**Where:** 514 University Ave Selinsgrove, PA 17870

**Description:** University dedicated to higher learning

**Contact:** Jodie Stauffer: 570.372.4482 Fax: 570.372.4482

**Email:** stauffer@susqu.edu

**Organization:** University of the Arts

**Where:** 320 S. Broad Street Philadelphia, PA 19102

**Description:** University dedicated to higher learning

**Contact:** Elisa Seeherman: 215.717.6075 Fax: 215.717.6611

**Email:** careerservices@uarts.edu

**Organization:** Ursinus College

**Where:** P.O Box 1000 Collegeville, PA 19426

**Description:** College dedicated to higher learning

**Contact:** Carla Mollins-Rinde: 610. 409.3599 X2274 Fax:610.409.3631

**Email:** N/A

**Organization:** West Chester University

**Where:** 225 Lawrence Center West Chester, PA 19383

**Description:** University dedicated to higher learning

**Contact:** Preeti Singh: 610.436.2501 Fax: 610.436.3160

**Email:** psingh@wcupa.edu ( email ONLY)

**Organization:** FMQB: Friday Morning Quarterback

**Where:** Executive Mews, F36, 1930 E Marlton Pike Cherry Hill, NJ 080003

**Description:** Local Sports talk radio bringing live and local coverage to Philadelphia

**Contact:** Bob Burke

**Email:** N/A

**Organization:** American Women in Radio and Television

**Where:** 103 Rock Road Horsham, PA 19044

**Description:** Help to promote Women in the Philadelphia market in Radio and Television

**Contact:** Emilia Andrews: 703.370.7436 Fax: 703.342.4311

**Email:** emilia@phillyawrt.org

**Organization:** Philadelphia Association for Women in Communication

**Where:** 3337 Duke Street Alexandria, VA 22314

**Description:** To help women in Philadelphia learn and advance in the field of communications

**Contact:** Bea Tijerina

**Email:** btijerina@womcom.org



**Organization:** Council of Spanish Speaking Organizations

**Where:** 705 North Franklin Street Philadelphia, PA 19123

**Description:** Promote and advance Hispanic Journalist in the Philadelphia DMA

**Contact:** Luis Kelly: 310.627.3100 Fax: 215.627.7440

**Email:** concilio@elconcilio.net

**Organization:** NAACP of Bucks County National Alliance of Mark Developers

**Where:** P.O Box 1005 Levittown, PA 19058

**Description:** Improve and advancement of African American lives in Bucks County

**Contact:** John Jordan: 215.364.1057

**Email:** N/A

**Organization:** National Association of Hispanic Journalists

**Where:** 472200 Fletcher Avenue, 6<sup>th</sup> Floor Fort Lee, NJ 07024

**Description:** Promote and advance Hispanic Journalist in the Philadelphia DMA

**Contact:** Hugo Balta, Carmen Cusido or Ana Alya

**Email:** [hugo.balta@nbcuni.com](mailto:hugo.balta@nbcuni.com); [CarmenCusido83@yahoo.com](mailto:CarmenCusido83@yahoo.com); [aalaya@starledger.com](mailto:aalaya@starledger.com)

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## **Radio Disney Phoenix – KMIK (AM) 1580**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Phoenix AM 1580 Office - (480) 967-1580

4602 E. UNIVERSITY, STE 150  
PHOENIX, AZ 85034

### **Job Information**

Radio Disney Phoenix is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Phoenix at 480-967-1580 or mail a letter to 4602 E. University, Suite 150, Phoenix, AZ 85034 or email Radio Disney Phoenix Station Manager, Steve Earnhart, [steve.earnhart@disney.com](mailto:steve.earnhart@disney.com).

### **EEO Report**

KMIK(AM) EEO Report

June 1<sup>st</sup>, 2013 – May 31<sup>st</sup>, 2014

Radio Disney, Tempe

This annual EEO Report is filed on behalf of KMIK(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMIK(AM) is a Radio Disney Group, LLC owned radio station and is

located in Tempe, AZ. This report includes information from June 1<sup>st</sup>, 2013 through May 31<sup>st</sup>, 2014, and it will be placed in the Station's Public File and on the Station's page on [www.music.disney.com/radio-disney](http://www.music.disney.com/radio-disney). The Station had 5 full time employees as of May 31<sup>st</sup>, 2014.

XXIX. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A) and [Disneycareers.com](http://Disneycareers.com) (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on [www.music.disney.com/radio-disney](http://www.music.disney.com/radio-disney). The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired 6/1/2013 – 4/30/2014 from 6:00 am – 12:00 midnight, and a total of 336 announcements aired.

XXX. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of

advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

XXXI. Recruiting for Full-Time Open Positions

During the reporting time frame, one position was posted and one position was filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

A position of Account Executive was opened on January 14, 2014 and filled on April 7, 2014. Notice of job vacancy was posted on DisneyCareers.com, Ad2Phoenix, and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for this position.

FULL-TIME OPEN POSITION INTERVIEW CHART

During this reporting period, recruitment and interviews for one full-time open position were conducted. The identity of the candidates interviewed, but not hired, have been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
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1/14/2014	Account Executive	Sales	1/28/14	*	NH		Disneycareers.com
			1/31/14	Jennifer Craft-Hurst	H	4/7/14	Disneycareers.com
			2/4/14	*	NH		ad2phx.com
			2/25/14	*	NH		Disneycareers.com
			2/26/14	*	NH		Disneycareers.com

XXXII. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participated in the following long-term recruitment measures during this reporting period.

Y. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

**Diversity Employment Day Career Fair** – September 26, 2013; 11:00 AM-3:00PM Steve Earnhart (Station Manager) and Armando Sanchez (Promotions Manager) attended the event, held at Sheraton Phoenix Downtown.

Station personnel collected resumes, provided information about Radio Disney, and answered questions.

**Diversity Employment Day Career Fair** – April 16, 2013; 11:00AM-3:00PM

Armando Sanchez (Promotions Manager) attended this event, held at Sheraton Phoenix Downtown. Station personnel collected resumes, provided information about Radio Disney, and answered questions.

Z. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

**Arizona Broadcasters Association**

AA. Other Menu Options

Providing training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

Steve Earnhart (Station Manager) and Armando Sanchez (Promotions Manager) attended a Diversity Training Roundtable at The Sheraton Phoenix Downtown on September 26, 2013; 8:00AM-10:00AM. Armando Espinoza, Site Diversity Manger, Global Diversity & Employees Rights at Boeing, was the moderator.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

Attachment A - LOCAL RECRUITMENT sources CONTACT LIST

**American Marketing Association**

<http://www.amaphoenix.org/>

Shea Stickler

Email: [Shea.stickler@gmail.com](mailto:Shea.stickler@gmail.com)

**Arizona Broadcasters Association**

426 N. 44th Street, Suite 310,

Phoenix, AZ 85008

Tel: 602-252-4833

Fax: 602-252-5265

<http://www.azbroadcasters.org/>

**Arizona State University**

PO Box 871312

Tempe, AZ 85287

Tel: 480.965.2350

Fax: 480.965.2120

E-mail: [careerservices@asu.edu](mailto:careerservices@asu.edu)

[http://www.students.asu.edu/](http://www.students.asu.edu/career/tempe)

career/tempe

**Arizona Women's Education & Employment**

640 N. 1<sup>st</sup> Ave

Phoenix, AZ 85003

Tel: 602-223-4333

E-mail: [michelleharrison@awee.org](mailto:michelleharrison@awee.org)

<http://www.awee.org/>

**Gateway Community College**

108 N. 40<sup>th</sup> St.

Phoenix, AZ 85034

Tel: 602-286-8000

Email:

[careercenter@gatewaycc.edu](mailto:careercenter@gatewaycc.edu)

<http://www.gatewaycc.edu/>

**Governor's Office of Equal Opportunity**

State Capitol Building - Executive Tower

1700 W. Washington Suite 156

Phoenix, AZ 85007

Telephone: 602-542-3711

Fax: 602-542-3712

E-mail: [EqualOpportunity@az.gov](mailto:EqualOpportunity@az.gov)

<http://azgovernor.gov/eop/index.asp>

**Greater Phoenix Urban League**

1402 S. 7<sup>th</sup> Ave.

Phoenix, AZ 85004

Tel: 602-254-5611

Fax: 602.253.7359

Micah Peterson – Employment Specialist

E-mail: [mpeterson@gphxul.org](mailto:mpeterson@gphxul.org)

<http://gphxul.org>

**Job Service of Arizona**

4635 S. Central Ave.

Phoenix, AZ 85040

Tel: 602-276-5587

Email: [Mariavelasquez@azdes.gov](mailto:Mariavelasquez@azdes.gov)

**Maricopa County Workforce Connections**

1840 n. 95<sup>th</sup> Ave., #160

Phoenix, AZ 85037

Tel: 623-934-2331

MWC East Valley Career

Center/Gilbert

Dennis Cleveland

[clevelandd@mail.maricopa.gov](mailto:clevelandd@mail.maricopa.gov)

PH 602/372-9739

**NAACP**

1818 S. 16<sup>th</sup> St.

Phoenix, AZ 85034

Tel: 602-252-4064

Rev. Oscar Tillman – President NAACP Maricopa County Branch

**Native American Connections**

4520 N. Central Ave., #600

Phoenix, AZ 85012

Tel: 602-254-3247

F: 602.256.7356

Pam Davis

**Scottsdale Community College**

9000 E. Chaparral Rd.

Scottsdale, AZ 85253

Tel: 480-423-6000

<http://plone.scottsdalecc.edu/career>



E-mail: [tillmannaacp@aol.com](mailto:tillmannaacp@aol.com)

Email:  
[p.davis@nativeconnections.org](mailto:p.davis@nativeconnections.org)  
<http://www.nativeconnections.org/>

**South Mountain Community College**

7050 S. 24<sup>th</sup> St.

Phoenix, AZ 85042

Tel: 602.243.8153

Fax: 602.243.8383

[Suzanne.hipps@smcmail.maricopa.edu](mailto:Suzanne.hipps@smcmail.maricopa.edu)

<http://students.southmountaincc.edu/Services/CareerServices/>

**The Greater Phoenix Black  
Chamber of Commerce**

201 E. Washington, Suite 350

Phoenix, Arizona 85004

Phone: 602-307-5200

Fax: 602-307-5204

<http://.phoenixblackchamber.com>

Email:

[channel@phoenixblackchamber.com](mailto:channel@phoenixblackchamber.com)

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## **Radio Disney Pittsburgh WDDZ (AM) 1250**

### **Station Information**

WDDZ AM 1250

Address: 400 Ardmore Boulevard

Pittsburgh, PA 15221

To contact Radio Disney programming personnel regarding the Pittsburgh market, call 412-244-4550 or email: [Laura.Varner-Norman@disney.com](mailto:Laura.Varner-Norman@disney.com). To contact the Radio Disney Request Line, call 877-870-5678.

### **Job Information**

Radio Disney Pittsburgh is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Pittsburgh at 412-244-4586 or mail a letter to 400 Ardmore Boulevard, Pittsburgh, PA 15221 or email Radio Disney Pittsburgh Station Manager, Laura Varner-Norman, [Laura.Varner-Norman@disney.com](mailto:Laura.Varner-Norman@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDDZ(AM), Pittsburgh, Pennsylvania, April 1, 2014**

Sports Radio Group, LLC, licensee of WDDZ(AM), Pittsburgh, Pennsylvania (the "Station"), which is an equal opportunity employer, hereby certifies that as of April 1, 2014, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this April 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Sports Radio Group, LLC adhere to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Portland – KDZR (AM) 1640**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Portland AM 1640 Office - (503) 228-4322

8285 SW Nimbus Avenue

Suite 148

Beaverton, OR 97008

### **Job Information**

Radio Disney Portland is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Portland at 503-228-4322 or mail a letter to 8285 SW Nimbus Avenue, Suite 148, Beaverton, OR 97008 or email Radio Disney Portland Station Manager, Stacey Bailey, [Stacey.a.bailey@disney.com](mailto:Stacey.a.bailey@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KDZR(AM) – Lake Oswego, Oregon, October 1, 2014**

Radio Disney Group, LLC, licensee of KDZR(AM) Lake Oswego, Oregon (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual

orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Sacramento – KIID (AM) 1470**

### **Station Information**

Contact Us

Radio Disney Request Line - (877) 870-5678

Radio Disney Sacramento AM 1470 Office - (916) 780-1470

8265 SIERRA COLLEGE BLVD SUITE 312  
ROSEVILLE, CA 95661

### **Job Information**

Radio Disney Sacramento is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Sacramento at 916-780-1470 or mail a letter to 8265 Sierra College Boulevard, Suite 312, Roseville, CA 95661 or email Radio Disney Sacramento Station Manager, Judy Remy, [judy.l.remy@disney.com](mailto:judy.l.remy@disney.com).

### **EEO Report**

KIID(AM) EEO Report

August 1, 2013 – July 31, 2014

Radio Disney, Sacramento

This annual EEO Report is filed on behalf of KIID(AM), (the "Station") in compliance with the FCC's EEO reporting requirements. KIID(AM) is a Radio Disney Sacramento, LLC owned radio station and is located in Sacramento, California. This report includes information from August 1, 2013 through July

31, 2014, and it will be placed in the Station's Public File and on the Station's information page on line at <http://music.disney.com/radio-disney>. As of this writing, the Station has 6 full time employees.

XXXIII. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), Disneycareers.com and (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired August 2013 through July 2014, Monday through Sunday 6a-12 midnight, and a total of 450 announcements aired.

XXXIV. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

XXXV. Recruiting for Full-Time Open Positions

During the reporting time frame, 4 positions were posted and 3 were filled. The charts at the end of this section have details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Promotions Coordinator was opened August 30, 2013 and filled on March 3, 2014. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Seven candidates were interviewed for the Promotions Coordinator position.

A position of Account Executive was opened August 31, 2013 and filled on October 28, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the Account Executive position.

A position of Promotions Manager was opened September 20, 2013 and filled on December 2, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Three candidates were interviewed for the Promotions Manager position.

A position of Account Executive was opened March 12, 2014 and it has not yet been filled as of this writing. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). To date, six candidates were interviewed for the Account Executive position and interviews remain ongoing.



Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
8/30/2013	Promotions Coordinator	Promotions	9/4/2013	*	NH		Industry Referral
			9/6/2013	*	NH		Industry Referral
			10/16/2013	*	NH		Industry Referral
			12/9/2013	*	NH		Internal Candidate
			12/11/2013	*	NH		Internal Candidate
			12/10/2013	*	NH		Internal Candidate
			1/7/2014	Meagan Luevano	H	3/3/2014	Industry Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names	Hired (H) or Not	Date Hired	Source*
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# FULL-TIME OPEN POSITION INTERVIEW CHARTS

During the reporting period, recruitment and interviews for 4 full-time positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.

				privacy			
8/31/2013	Account Executive	Sales	9/10/2013	*	NH		Industry Referral
			9/10/2013	Sean Stanfield	H	10/28/2013	Industry Referral
			10/16/2013	*	NH		Industry Referral
			10/24/2013	*	NH		Disney Careers.com

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9/20/2013	Promotions Manager	Promotions	9/25/2013	Carlene Minyen	H	12/2/2013	Industry Referral
			10/8/2013	*	NH		Disney Careers.com
			10/11/2013	*	NH		Internal Candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for	Hired (H) or Not	Date Hired	Source*
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				privacy	(NH)		
3/12/2014	Account Executive	Sales	4/1/2014	*			Industry Referral
			4/10/2014	*			On-line
			4/29/2014	*			DisneyCareers.com
			4/29/2014	*			Industry Referral
			4/13/2014	*			Industry Referral
			7/10/2014	*			DisneyCarrers.com
			additional interviews planned				

XXXVI. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

#### BB. Job Fairs

Station personnel with hiring responsibilities attended the following Education and Career Fair during the reporting period: Diversity Employment Day Career Job Fair. The Diversity Career Fair was held at the Holiday Inn Capitol Plaza in Downtown Sacramento on May 9, 2014. Judy Remy, Station Manager represented the Station. She educated attendees about the career opportunities with Radio Disney in the Sacramento market.

#### CC. Diversity Hiring Training Seminar

Judy Remy, Station Manager, attended a Diversity training seminar that educated participants on laws and rules for diversity hiring. It also covered upcoming changes and trends in the law and in best hiring practices. The seminar took place May 9, 2014 at the Holiday Inn Capitol Plaza prior to the Diversity and Career Job Fair. It was led by Neal Morrison and included a roundtable with area guest speakers.

#### DD. Station Internships

The Station participated in an internship programs during the reported time period. Rachel Schmidt from San Diego State University completed her internship August 1 through August 16th. She was exposed to all facets of running the local Radio Disney station, including sales and promotions as well as public affairs and engineering. She worked 20 hours per week and had management training access to information and programs. This was a paid internship.

#### EE. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

Sacramento American Women in Radio and Television,  
Black College Radio,

Latino Journalist of California,

Latinos in Communications,

AAF Sacramento Ad Club.

FF. Training Classes

Judy Remy participated in various training classes offered by the company to acquire skill for future high-level positions.

- MEDIA – “Generations in the Workplace,” October 22, 2013  
4 credit hours. Training included skills and tools to communicate different generations in the workplace. Emphasis was on achieving a better understanding of communication tools based upon demographics.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

<b><u>Organizations</u></b>		<b><u>Address &amp; Contact</u></b>
Sacramento Hispanic Chamber of Commerce		1491 River Park, Dr., Ste 101

		Sacramento, CA 95815
		<a href="mailto:Info@sachcc.org">Info@sachcc.org</a>
Sacramento Black Chamber of Commerce		2655 Del Monte St
		W Sacramento, CA 95691
Sacramento Asian Pacific Chamber of Commerce		2012 H Street, Suite 202
		Sacramento, CA. 95811
		<a href="mailto:tmorrison@sacasiancc.org">tmorrison@sacasiancc.org</a>
Sacramento Rainbow Chamber of Commerce		1710 Broadway #8,
		Sacramento, CA 95818
		<a href="mailto:president@rainbowchamber.com">president@rainbowchamber.com</a>
Sacramento NAACP		P.O. Box 188231
		Sacramento, CA 95818
		<a href="mailto:sacnaacp@sbcglobal.net">sacnaacp@sbcglobal.net</a>
100 Black Men of Sacramento		2251 Florin Rd,
		Sacramento, CA 95822
		<a href="mailto:sac100blkmen@sbcglobal.net">sac100blkmen@sbcglobal.net</a>
National Coalition of 100 Black Women		P.O. Box 7814

Sacramento Chapter		Citrus Heights, CA 95621
		<a href="mailto:nc100bw@aol.com">nc100bw@aol.com</a>
The Organization of Chinese Americans		P.O. Box 904
Sacramento Chapter		Sacramento, CA 95814
		<a href="mailto:mai@dcpcenter.com">mai@dcpcenter.com</a>
Elk Grove Chinese Association		6908 Sandy Souza Way
		Elk Grove, CA 95758
		<a href="mailto:jhliang77@yahoo.com">jhliang77@yahoo.com</a>
California Black Chamber of Commerce		2951 Sunrise Blvd. Ste 175
Foundation		Rancho Cordova, CA 95742
		<a href="mailto:cbcc@calbcc.org">cbcc@calbcc.org</a>
Greater Sacramento Urban League		3725 Marysville Blvd.
		Sacramento, CA 95820
		<a href="mailto:info@gsul.org">info@gsul.org</a>
Lambda Community Center		1927 L Street
		Sacramento, CA 95814



Mutual Assistance Network		Youth Investment Center
		577 Las Palmas Ave
		Del Paso Heights, CA 95815
		<a href="mailto:lindagutierrez@grant.k12.ca.us">lindagutierrez@grant.k12.ca.us</a>
Opening Doors, Inc		2118 K Street
		Sacramento, CA 95816
		<a href="mailto:info@openingdoorsinc.com">info@openingdoorsinc.com</a>
The Association of African American		2208 Gateway Oaks Dr
Single Mothers		#394
		Sacramento, CA 95833
		<a href="mailto:solutions@volunteermatch.org">solutions@volunteermatch.org</a>
Tubman House		PO Box 160085
		Sacramento, CA 95816
Turning Point Community Programs		3440 Viking Drive, Suite 114
		Sacramento, CA 95827

		<a href="mailto:joyatienza@tpcp.org">joyatienza@tpcp.org</a>
YWCA of Sacramento		1122 17th Street
		Sacramento, CA 95814
		<a href="mailto:jlowden@norcalymca.org">jlowden@norcalymca.org</a>
Croatian-American Cultural Center		3730 Auburn Blvd
		Sacramento, CA 95821
		<a href="mailto:info@cacc.com">info@cacc.com</a>
National Assoc of Black Journalism		<a href="mailto:nabj@nabj.org">nabj@nabj.org</a>
Latino Journalists of California		<a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>
Latinos in Communications		110 Pacific Ave #150
		San Francisco, CA 94117
B.A. Black Media Coalition		P.O. Box 2383

		Oakland, CA 94612
Black College Radio		<a href="mailto:bcrmail@blackcollegeradio.com">bcrmail@blackcollegeradio.com</a>
Sacramento State University		Posted via KIID job listing account
William Jessup University		Posted via KIID job listing account
UC Davis		Posted via KIID job listing account
Sierra College		Posted via KIID job listing account
La Raza Galeria Sacramento		<a href="mailto:larazagaleria@gmail.com">larazagaleria@gmail.com</a>
Sacramento Cultural Hub		<a href="mailto:info@sacculturalhub.com">info@sacculturalhub.com</a>
Lambda Community Fund		<a href="mailto:president@lambdasac.org">president@lambdasac.org</a>



## **Radio Disney Salt Lake City – KWDZ (AM) 910**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Salt Lake City AM 910 Office - (801) 908-5152

2801 DECKER LAKE DR STE 100  
SALT LAKE CITY, UT 84119

### **Job Information**

Radio Disney Salt Lake City is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Salt Lake City at 801-908-5152 or mail a letter to 2801 Decker Lake Drive, Suite 100, Salt Lake City, UT 84119 or email Radio Disney West Region Director, Pamela Ketel, [Pamela.j.ketel@disney.com](mailto:Pamela.j.ketel@disney.com).

### **EEO Report**

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KWDZ, Salt Lake City, Utah, June 1, 2013

Radio Disney Group, LLC, licensee of KWDZ, Salt Lake City, Utah (the "Station"), which is an equal opportunity employer, hereby certifies that as of June 1, 2013, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this June 1, 2013.

Even though the Station is not required to file an EEO public file report, Radio Disney Group, LLC adheres to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney San Francisco KMKY (AM) 1310**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney San Francisco AM 1310 Office - (650) 637-8800

900 FRONT ST  
SAN FRANCISCO, CA 94111

### **Job Information**

Radio Disney San Francisco is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney San Francisco at 650-637-8800 or mail a letter to 900 Front Street, San Francisco, CA 94111 or email Radio Disney West Region Director, Pamela Ketel, Pamela.j.ketel@disney.com.

### **EEO Report**

KMKY(AM) EEO Report  
August 1<sup>st</sup>, 2013 – July 31<sup>st</sup>, 2014  
Radio Disney, Oakland

This annual EEO Report is filed on behalf of KMKY(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMKY(AM) is a RD San Francisco Assets, LLC owned radio station and is located in Oakland, CA. This report includes information from August 1, 2013, through July 31, 2014,

and it will be placed in the Station's Public File and on the Station's information page online at <http://music.disney.com/radio-disney>. The Station had 7 full time employees as of July 31, 2014.

XXXVII. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachments A & B), and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page at <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These fifteen-second announcements aired August 4, 2013 through July 31, 2014, during the 8AM-6PM time slot and a total of 75 announcements aired.

XXXVIII. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.



XXXIX. Recruiting for Full-Time Open Positions

During the reporting time frame, three open positions were carried over from the previous reporting period, one new position was posted during the reporting period, and four positions were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on a DisneyCareers.com.

A position of Account Executive was opened on November 6, 2013, and filled on December 16, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the position.

A position of Account Executive was opened in the prior reporting period on January 14, 2013, and was filled on October 29 2014. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for this position during the reporting time frame. Twelve candidates had been previously interviewed during the prior reporting time frame.

A position of Account Executive was opened in the prior reporting period on May 10, 2013 and was filled on November 18, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for this position during the reporting time frame. One candidate had been previously interviewed in the prior reporting time frame.

A position of Station Manager was opened in the prior reporting period on July 8, 2013, and was filled on September 20, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for the position during the reporting time frame. Two candidates had been previously interviewed in the prior reporting time frame.

### Full Time Open Position Interview Chart

During the reporting period, recruitment and interviews were done for four open positions. The identity of candidates interviewed, but not hired, has been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
11/6/2013	Account Executive	Sales	10/3/2013	*	NH		Client Referral
			10/4/2013	*	NH		Internal Referral
			10/15/2013	Melvin Bacon	H	12/16/2013	Industry Colleague Referral
			10/18/2013	*	NH		Industry Colleague Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
1/14/2013	Account Executive	Sales	9/20/2013	Nikki Gelardi	H	10/29/2013	Industry Colleague Referral


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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
5/10/2013	Account Executive	Sales	10/9/2013	Maryann Sampognaro	H	11/18/2013	Industry Colleague

							Referral
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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
7/8/2013	Station Manager	Management	8/29/2013	Aaron Blas	H	9/20/2013	Industry Colleague Referral

XL. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachments A & B), the Station participates in the following long-term recruitment measures.

GG. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Diversity Employment Day Career Fair, January 23, 2014

Alameda County Training & Education Center – Oakland, CA

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Las Positas College Career Fair, March 26, 2014

Attended by Shalon Rogers, Promotions Manager

Station information was given out, resumes were collected.

Holy Names University Career Fair, April 15, 2014

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Diversity Employment Day Career Fair, May 29, 2014

St. Mary's Cathedral – San Francisco, CA

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Diversity Employment Day Career Fair, June 25, 2014

Double Tree by Hilton – San Jose, CA

Attended by Shalon Rogers, Promotion Manager

Station information was given out, resumes were collected.

#### HH. Media Trade Group Listings

Notice of each full-time, non-temporary, upper-level opening is distributed to a media trade group with a broad-based membership that includes women and minorities, including:

- Emma J. Bowen Foundation for Minority Interests in Media
- Local branch of the National Hispanic Media Coalition.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

## ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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AFT RA National [losangeles@aftra.com](mailto:losangeles@aftra.com)

Career Center DeAnza College [careercenter@deanza.edu](mailto:careercenter@deanza.edu)

CBA [MPowers@yourCBA.com](mailto:MPowers@yourCBA.com)

Center for Independent Living [chouston@cilberkeley.org](mailto:chouston@cilberkeley.org)

Drake Beam Morin, Inc. [inquiries@dbm.com](mailto:inquiries@dbm.com)

Filipinos for Affirm Act [Lgaledo@filipinos4action.org](mailto:Lgaledo@filipinos4action.org)

Foundation for Minority Interests in Media/Emma J Bowen Foundation  
contact: [rita.torres@mptp.com](mailto:rita.torres@mptp.com)

Japanese American citizens [natdir@jacl.org](mailto:natdir@jacl.org)

Jewish Vocational Services [hire@jvs.org](mailto:hire@jvs.org)

La Raza Information Center [info@larazacrc.org](mailto:info@larazacrc.org)

NAACP [naacpsfbr@att.net](mailto:naacpsfbr@att.net)

NAB Human Resources [hr@nab.org](mailto:hr@nab.org)

Rose Resnick Lighthouse [executive@lighthouse-sf.org](mailto:executive@lighthouse-sf.org)

The Oakland Career Center [edmcm@eastbayworks.com](mailto:edmcm@eastbayworks.com)

Work Exp Coordinator [jpstuden@solano.edu](mailto:jpstuden@solano.edu)

National Hispanic Media Coalition [rtenorio@nhmc.org](mailto:rtenorio@nhmc.org)

## Colleges

Cabrillo College [studentjobs@cabrillo.edu](mailto:studentjobs@cabrillo.edu)

College of San Mateo [burnse@smccd.net](mailto:burnse@smccd.net)

Gavilan College [jstewart@gavilan.edu](mailto:jstewart@gavilan.edu)

Laney College [cgriffin@peralta.edu](mailto:cgriffin@peralta.edu)

Menlo College [careers@menlo.edu](mailto:careers@menlo.edu)

San Francisco State University [recruit@sfsu.edu](mailto:recruit@sfsu.edu)

Santa Rosa Junior College [cm Mercer@santarosa.edu](mailto:cm Mercer@santarosa.edu)

Skyline College [skycareers@smccd.edu](mailto:skycareers@smccd.edu)

Solano Community College [jpstuden@solano.edu](mailto:jpstuden@solano.edu)

UC Santa Cruz [sheilar@cats.ucsc.edu](mailto:sheilar@cats.ucsc.edu)

University of Pacific [dfarrell@pacific.edu](mailto:dfarrell@pacific.edu)

USC Career Center [sblopez@usc.edu](mailto:sblopez@usc.edu)

West Valley College [geri\\_peterson@westvalley.edu](mailto:geri_peterson@westvalley.edu)

Heald College [Veronica\\_Meneses@heald.edu](mailto:Veronica_Meneses@heald.edu)



## ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

(UPDATED: 7/22/2014)

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**AFT RA National**  
350 Sansome Street, Suite 900, San Francisco, CA 94104  
(415) 391-7510  
(415) 391-1108 fax  
Email: [SF@aftra.com](mailto:SF@aftra.com)

**Filipino Advocates for Justice**  
310 8th Street, Suite 308  
Oakland CA 94607  
(510) 465-9876  
Contact: Exec. Dir: Lillian Galedo  
Email: [Lgaledo@filipinos4action.org](mailto:Lgaledo@filipinos4action.org)

**Jewish Vocational Services**  
225 Bush Street, Suite 400  
San Francisco, CA 94104  
(415) 391-3600  
(415) 391-3617 fax  
Email: [hire@jvs.org](mailto:hire@jvs.org)

**California Broadcasters Association**  
915 L Street, Suite 1150  
Sacramento, CA 95814  
(916) 444-2237  
Email: [MPowers@yourCBA.com](mailto:MPowers@yourCBA.com)

**Emma J Bowen – Foundation for Minority Interests in Media**  
CBS Studio Center, Editorial 2, Suite 1  
4024 Radford Avenue  
Studio City, CA 91604  
818-655-5708  
818-655-8358 Fax  
Email: [rita.torres@mptp.com](mailto:rita.torres@mptp.com)

**La Raza Community Resource Center**  
474 Valencia, Suite 100  
San Francisco, CA. 94103  
415.863.0764  
415.863.1690 fax  
Email: [info@larazacrc.org](mailto:info@larazacrc.org)

**Center for Independent Living**  
3075 Adeline St, Ste 100  
Berkeley, Ca 94703  
510-841-4776  
(510) 841-6168 fax  
Email: [HR@cilberkeley.org](mailto:HR@cilberkeley.org)

**Japanese American Citizens League - NCWNP**  
1765 Sutter Street  
San Francisco, CA 94115  
(415) 345-1075  
(415) 345-1077 fax  
Patty Wada – Regional Director  
Email: [JACL-newnpro@msn.com](mailto:JACL-newnpro@msn.com)

**NAACP – San Francisco**  
1290 Fillmore Street, Ste. 109  
San Francisco, CA 94115  
Phone: (415) 922 0650  
Fax: (415) 922 0856  
E-mail: [naacpsfbr@att.net](mailto:naacpsfbr@att.net)

**National Hispanic Media Coalition**

South Grand Ave  
Pasadena, CA 91105  
(626) 792-6462  
(626) 792-6051 Fax  
Email: [brivas@nhmc.org](mailto:brivas@nhmc.org)

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**National Association of Broadcasters**

Email: [HR@NAB.org](mailto:HR@NAB.org)

**LightHouse for the Blind and Visually Impaired**

214 Van

Ness Avenue  
San Francisco, CA 94102  
(415) 431-1481  
(415) 863-7568 Fax  
Email: [cgodwin@lighthouse-sf.org](mailto:cgodwin@lighthouse-sf.org)

**Cabrillo College**

6500 Soquel Drive  
Aptos, CA 95003  
831.479.6100  
Email: [studentjobs@cabrillo.edu](mailto:studentjobs@cabrillo.edu)

**College of San Mateo**

1700 W. Hillsdale Boulevard  
San Mateo, CA 94402  
(650) 574-6161  
Sign in/ Post Job Online

**Gavilan College**

5055 Santa Teresa Boulevard  
Gilroy, CA 95020  
(408) 848-4800  
Email: [vparakati@gavilan.edu](mailto:vparakati@gavilan.edu)

**Laney College**

Student Employment  
900 Fallon Street  
Oakland, CA 94607  
(510) 834-5740  
Email: [cgriffin@peralta.edu](mailto:cgriffin@peralta.edu)

**Menlo College**

1000 El Camino Real  
Atherton, CA 94027-4301  
650.543.3735  
Email: [mrobins@menlo.edu](mailto:mrobins@menlo.edu)

**San Francisco State University**

1600 Holloway Avenue  
San Francisco, CA 94132  
(415) 338-1111  
Post Job Online:  
<https://www.myinterfase.com/sfsu/employer/>

**West Valley College**

14000 Fruitvale Avenue  
Saratoga, CA 95070  
(408) 867-2200  
<https://www.aftercollege.com/career-networks/west-valley-college/post-a-job/?groupid=2136935642>  
Sign-in/Post Job Online

**Skyline College**

3300 College Drive  
San Bruno, CA 94066  
(650) 738-4100  
<https://skyline-csm.symplicity.com/employers/index.php>  
Sign-in/Post Job Online

**Solano Community College**

SCC Career Center  
4000 Suisun Valley Road  
Fairfield, CA 94534  
(707) 646-2070  
Email: [patricia.young@solano.edu](mailto:patricia.young@solano.edu)

**UC – Santa Cruz**

1156 High Street  
Santa Cruz, Ca 95064  
[https://ucsc-csm.symplicity.com/employers/index.php?signin\\_tab=0](https://ucsc-csm.symplicity.com/employers/index.php?signin_tab=0)

**University of the Pacific**

3601 Pacific Avenue  
Stockton, California 95211  
209.946.2285  
Email: [mroberts1@pacific.edu](mailto:mroberts1@pacific.edu)

**Heald College**

Email: [veronica\\_meneses@heald.edu](mailto:veronica_meneses@heald.edu)

Sign-in/Post Job Online  
**USC – Career Center**  
[https://usc-  
csm.symplicity.com/employers/](https://usc-csm.symplicity.com/employers/)  
Sign-in/Post Job Online

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## **Radio Disney Seattle KKDZ (AM) 1250**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Seattle AM 1250 Office - (206) 281-5300

200 1ST AVE W STE 104  
SEATTLE, WA 98119

### **Job Information**

Radio Disney Seattle is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Seattle at 206-281-5300 or mail a letter to 200 1<sup>st</sup> Avenue, W Suite 104, Seattle, WA, 98119 or email Radio Disney Seattle Station Manager, Diana Moses, [Diana.k.moses@disney.com](mailto:Diana.k.moses@disney.com).

### **EEO**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KKDZ(AM) - Seattle, Washington, October 1, 2014**

RD Seattle Assets LLC, licensee of KKDZ(AM) Seattle, Washington (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this

October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and RD Seattle Assets LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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### **Radio Disney St. Louis – WSDZ (AM) 1260**

#### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney St. Louis AM 1260 Office - (314) 428-4023

Radio Disney St. Louis AM 1260 Toll Free - (866) 872-7968

1978 INNERBELT BUSINESS CTR DR  
SAINT LOUIS, MO 63114

#### **Job Information**

Radio Disney St. Louis is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney St. Louis at 314-428-4023 or mail a letter to 1978 Innerbelt Business Center Drive, Saint Louis, MO 63114 or email Radio Disney St. Louis Station Manager, Jeff Laramie, [jeff.laramie@disney.com](mailto:jeff.laramie@disney.com).

## **EEO Report**

### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WSDZ(AM), Belleville, Illinois August 1, 2014**

Radio Disney Group, LLC, licensee of WSDZ(AM), Belleville, Illinois (the “Station”), which is an equal opportunity employer, hereby certifies that as of August 1, 2014, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC’s equal employment opportunity (“EEO”) rules, the Station will not be filing an annual EEO public file report this August 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney Group, LLC adheres to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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## **Radio Disney Tampa – WWMI (AM) 1380**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Tampa AM 1380 Office - (727) 577-4500

11300 4TH ST N STE 143  
ST. PETERSBURG, FL 33176

### **Job Information**

Radio Disney Tampa is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Tampa at 727-577-4500 or mail a letter to 11300 4<sup>th</sup> Street, N Suite 143, St. Petersburg, FL, 33176 or email Radio Disney Tampa Station Manager, Todd Loomis, [todd.e.loomis@disney.com](mailto:todd.e.loomis@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WWMI(AM) – St. Petersburg, Florida, October 1, 2014**

Radio Disney Group, LLC, licensee of WWMI(AM) St. Petersburg, Florida (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio

Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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