

EEO Reports

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Radio Disney Albany

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Albany AM 1460 Office - (518) 464 -1311

52 CORPORATE CIR STE K
ALBANY, NY 12203

Job Information

Radio Disney Albany 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 Albany at (518)-464-1311 or mail a letter to 52 Corporate Circle, Suite K, Albany, NY 12203 or email Radio Disney Albany Station Manager, Sarah Wiseman, at sarah.j.wiseman@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDDY, Albany, NY, February 1, 2013

Radio Disney Group, LLC, licensee of WDDY, Albany, NY (the "Station"), which is an equal opportunity employer, hereby certifies that as of February 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 February 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 Atlanta

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.

EEO Report

WDWD (AM) Annual EEO Report

December 1, 2011 – December 1, 2012

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, 2011 to 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 November 9, 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, 2012 – September 23, 2012 and October 10, 2012 – December 1, 2012 and a total of 319 announcements aired. There was a two week break in EEO spots.

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. 2

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 a DisneyCareers.com and on

Monster.com.

A position of Account Executive was opened November 28, 2011, and filled on February 13, 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). Six candidates were interviewed for the position.

Position Title: Account Executive

Date Posted: 11/28/11

Date Filled: 2/13/12

Dept: Radio Disney 5434116 (Cost Center)

Candidates

Applicant Name Date Source Status

Mark Shamblyn 1/3/12 Local H

*** 1/17/12 Disneycareers.com NH

*** 1/18/12 Disneycareers.com NH

*** 1/18/12 Disneycareers.com NH

*** 1/19/12 Disneycareers.com NH

*** 1/20/12 Disneycareers.com NH

Status: NH: Not Hired

H: Hired

A position of Station Manager was opened August 23, 2012 and filled on October 3, 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).

Three candidates were interviewed for the position.

Position Title: Station Manager

Date Posted: 8/23/12

Date Filled: 10/3/123

Dept: Radio Disney 5434116 (Cost Center)

Candidates

Applicant Name Date Source Status

*** 8/29/12 Referral NH

Kelly McClusky 8/29/12 Referral H

*** 9/13/12 Referral NH

Status: NH: Not Hired

H: Hired

A position of Promotions Manager was opened September 20, 2012 and filled on October 22, 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). Three candidates were interviewed for the position. Angela Seckington was

previously the Promotions Coordinator and this was an internal promotion.

Position Title: Promotions Manager

Date Posted: 9/20/12

Date Filled: 10/22/12

Dept: Radio Disney 5434116 (Cost Center)

Candidates

Applicant Name Date Source Status

Angela

Seckington

10/3/12 Internal H

*** 10/8/12 Disneycareers.com NH

*** 10/16/12 Disneycareers.com NH

Status: NH: Not Hired

H: Hired

A position of Promotions Coordinator was opened November 7, 2012 and has not been filled. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com (posted

11/8/12), 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: 11/7/12

Date Filled:

Dept: Radio Disney 5434116 (Cost Center)

Candidates

Applicant Name Date Source Status

*** 11/14/12 Internal O 4

*** 11/14/12 DisneyCareers.com O

*** 11/15/12 DisneyCareers.com O

*** 11/15/12 Referral O

*** 11/15/12 DisneyCareers.com O

*** 11/16/12 Internal O

*** 11/16/12 Internal O

*** 11/19/12 Internal O

Status: NH: Not Hired- better qualified person selected

H: Hired

O: Selection process ongoing

A position of Account Executive was opened November 7, 2012 and has not been filled.

Notice of this job vacancy was posted on DisneyCareers.com, Monster.com (posted 11/8/12), in

the Atlanta Journal Constitution 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: 11/7/12

Date Filled:

Dept: Radio Disney 5434116 (Cost Center)

Candidates

Applicant Name Date Source Status

*** 11/6/12 Internal O

*** 11/14/12 Internal O

*** 11/19/12 AJC ad O

*** 11/20/12 DisneyCareers.com O

Status: NH: Not Hired- better qualified person selected

H: Hired

O: Selection process ongoing

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 5

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

Berry College Career and Internship Fair – Tuesday, February 21, 2012

Attended by the Promotions Manager and Station Manager, resumes collected

Clayton State University Career Expo – February 22, 2012

Attended by the Promotions Manager, resumes collected

Kennesaw State University Spring Career Fair – February 23, 2012

Attended by the Promotions Manager, resumes collected

Chattahoochee Technical College Spring 2012 Career Fair – April 19, 2012

Attended by the Promotions 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

C. Other Menu Options

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

Robert Shaw Theme School Career Day – March 16, 2012

Attended by the Promotions Manager

West Georgia Panel Discussion – April 6, 2012

Attended by the Promotions Manager

Clayton State University Career Media Boot Camp – August 2, 2012

Attended by the Promotions Manager

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate. 6

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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 7

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 14th 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 8

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 9

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 10

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

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) 11

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 12

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, 6th 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 13

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

Added 2012

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 14

(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 15

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

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Radio Disney Boston

Station Information

Radio Disney Request Line - (877) 870-5678

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

309 WAVERLY 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.

EEO Report

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WMKI EEO Report

December 1, 2012

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, 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 twelve full time employees as

of November 30, 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 Monday through Sunday, 6am-8pm and a total of 784

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.²

III. Recruiting for Full-Time Open Positions

During the reporting time frame, two positions were posted, and two 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 and on Monster.com.

A position of Promotions Manager was opened November 9, 2011, and filled on December 12,

2011. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and an advertisement

was included in the Boston Parents Paper. The position was distributed to the station's local recruitment

contact list (Attachment A). Three candidates were interviewed for the position.

A position of Station Manager was opened August 29, 2011, and filled on November 5, 2011.

Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and an advertisement was

included in the Boston Parents Paper, Inside Radio, and Cynopsis.com. The position was distributed to

the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the

position.

Full Time Open Position Interview Chart

During the reporting period, recruitment and interviews for two 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*

11/09/12 Promotions

Manager

Promotions 11/21/11 Christina

Campananro

H 12/12/11 Industry Referral

11/09/12 Promotions

Manager

Promotions 11/29/2011 * NH Monster.com

11/09/12 Promotions

Manager

Promotions 11/30/11 * NH Monster.com

Date of Opening Job Title Department Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H) or

Not

(NH)

Date Hired Source*

8/29/12 Station

Manager

Management 8/14/2012 * NH Industry Referral

8/29/12

Station

Manager

Management 8/19/2012 * NH Industry Referral3

8/29/12

Station

Manager

Management 8/31/2012 Robert

LeRette

H 11/5/2012 Industry Referral

8/29/12

Station

Manager

Management 8/31/2012 * NH 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

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

* On February 8, 2012, Christina Campanaro, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at Bentley College Job Fair at

Bentley College in Waltham, MA.

* On March 26, 2012, Christina Campanaro, Promotions Manager, collected resumes and

handed out information on behalf of Radio Disney (WMKI) at Salem State University Career

Fair at Salem State University in Salem, MA.

* On April 11, 2012, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the UMASS Lowell Career Fair at

UMASS Lowell in Lowell, MA

* On September 20, 2012, Christina Campanaro, Promotions Manager collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Boston College Career

Fair at Boston College in Boston, MA.

* On October 3, 2012, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at Bentley College Job Fair at

Bentley College in Waltham, MA.

* On October 17, 2012, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at Boston University Career Fair at

Boston University in Boston, MA.

* On October 24, 2012, Casey McClean, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the UMASS Lowell Career Fair at

UMASS Lowell in Lowell, MA.

* On November 27, 2012, Christina Campanaro, Promotions Manager, collected resumes and handed out information on behalf of Radio Disney (WMKI) at the Career Source Job Fair at

the Holiday Inn in Somerville, MA.⁴

B. 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.⁵

ATTACHMENT A-LOCAL RECRUITMENT SOURCES CONTACT LIST

Organization: State Office of Minority and Women Business Assistance

Where: 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: Boston, MA

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: American Association of People with Disabilities

Description: Nonprofit cross-disability organization

Contact: Phone: E-mail:

Found on: <http://www.aapd-dc.org/index.php>

Organization: NAAAP: National Association of Asian Americans Professionals

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

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

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

Organization: Medfield Lions Club

Where: Medfield, MA

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

Found on: http://www.lionsclubs.org/EN/content/about_index.shtml

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

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Radio Disney Charlotte

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 is 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.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WGFY (AM), Charlotte, NC, August 1, 2013

Radio Disney Group, LLC, licensee of WGFY(AM), Charlotte, NC (the "Station"), which is an equal opportunity employer, hereby certifies that as of August 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 August 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 Chicago

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 is 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.

EEO Report

* * *

WRDZ-AM EEO Report

7/16/12-7/15/13

Radio Disney, Chicago

This annual EEO Report is filed on behalf of WRDZ (the "Station") in compliance with the FCC's EEO reporting requirements. WRDZ is a Radio Disney Group, LLC owned radio station and is located in LaGrange, IL. This report includes information from July 16th, 2012 through July 15th, 2013 and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had eight full time employees as of 7/15/2013.

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 & B), 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 a total of 367 times between 1/14/13 and 7/15/13.

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)

2

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 three were filled, the remaining position is still 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.

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

Promotions Manager for WRDZ (AM). This position was open on 11/14/12 and filled on 1/21/13. To fill the vacancy, WRDZ utilized the following:

- 1) Took out an ad in the 11/14/12 posted on monster.com
- 2) Was posted on the disneycareers.com website as of 11/14/12

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

Industry referrals (2) – interviewed on 1/10/13 and 12/11/13

Internal Candidates (5) - interviewed on 12/19/13, 1/12/13, 1/19/13, 1/19/13, 1/20/13,

Disneycareers.com (9) - interviewed on 1/20/13, 1/20/13, 1/19/13, 1/20/13, 1/10/13, 1/11/2013,

1/19/13, 1/11/13, 1/11/13

Monster.com (1) – interviewed on 1/12/13

Angela Pargas (internal candidate) was hired on 1/21/13 for this position

Promotions Coordinator for WRDZ (AM). This position was open on 1/24/13 and filled on

3/11/13. To fill the vacancy, WRDZ utilized the following

1) Was posted on the disneycareers.com website as of 1/24/13

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

Internal Candidate (4) interviewed on 1/24/13, 2/8/13, 2/5/13, and 2/8/13

Disneyjobs.com (2); interviewed on 2/5/13, 2/1/13

Previously had applied for another Disney job vacancy (1) – interviewed on 2/1/2013

Lindsey Arquilla (previously interviewed for promotions manager position) was hired on 3/11/13

for this position³

Account Executive for WRDZ(AM). This position was posted 3/13/13 and filled on 7/29/13. To

fill the vacancy, WRDZ utilized the standard recruitment methods described above and also:

1) Placed a listing on disneycareers.com on 3/13/13.

2) A print publication ad in the Chicago Reader on 4/12/13

3) Electronic web posting on 4/12/13 on the Chicago Reader website

Twelve people were interviewed for this position. The hired candidate was an internal candidate

from a soon to be divested station. Referral sources of the other candidates interview were as

follows:

Industry referrals (4), interviewed on 3/21/13, 3/28/13, 4/2/13, 4/26/13

Disneycareers.com (7) interviewed on 3/18/13, 3/29/13, 4/12/13, 4/12/13, 4/16/13, 5/7/13,

5/13/13

one internal candidate (1) interviewed on 6/19/13

Jillian Mertz was hired for this position (internal candidate) with a start date of 7/29/13.

Promotions Coordinator for WRDZ (AM). This position was open on 6/10/13. We are still in

the hiring process of this position. To fill the vacancy, WRDZ utilized the standard recruitment

methods described above and also the following

1) Was posted on the disneycareers.com website as of 6/10/13

Seven people have been interviewed so far for this position. Referral sources for this position have been all internal candidates to date with interview dates of: 6/10/13, 6/11/13,

6/9/13, 6/9/13, 6/9/13, 6/9/13, 6/28/13

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:

Period: 7/16/13 to 7/15/13

Name of Job Fair

Date of Job

Fair

Station

Personnel Who

Attended * Title4

DePaul University Music and

Entertainment Career Fair 2/27/2013 Angela Pargas WRDZ-AM

Promotions Manager

Chicago Career Fair (in Chicago at
Congress Hotel) 4/25/2013 Angela Pargas WRDZ-AM

Promotions Manager

Chicago West Career Fair in
Oakbrook at the Marriott Hotel 6/10/13 Angela Pargas WMVP-AM

Public Affairs Manager

* All personnel who attended these job fairs have hiring responsibilities for full-time and/or part-time

employees and/or interns for their respective station.

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:

National Lesbian and Gay Journalist Association

South Asian Journalist Association (SAJA)

National Association of Hispanic Journalists

Native America Public Telecommunications

C. 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 2012 interns listed on our 2012 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 2013. Listed below is one individual currently who interning at WRDZ-AM during the terms listed above.

Internship Supervisor for WRDZ-AM: Phoebe Wainright, Operations Manager

Period: 7/16/12 - 7/15/13

Name of Intern College and Location Dates of Internship

Hours/

Week Station Base Field

Olivia Marek Northern Illinois University 5/22/12-8/8/12 15-20 WRDZ-AM

Promotions /

Sales

Meghan Bucaro

Indiana University 5/29/13 – 8/16/13 15-20 WMVP-AM Promotions /

Sales/ 5

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.⁶

ATTACHMENT A-LOCAL RECRUITMENT SOURCES CONTACT LISTFOR PROMOTIONS MANAGER POSITION

Company First

Name

Last

Name

E-mail Address Business

Phone

Fax Number Address City State/

Provin

ce

ZIP/Postal

Code

Arab-American

Action Network

Hatem Abuday

eh

hatem85@yahoo.

com

773-436-6060 773-436-6460 3148 W. 63rd Street Chicago IL 60629

Asian American

Institute

Tuyet Le aai@aaichicago.or

g

773-271-0899 773-271-1982 4753 N. Broadway

Suite 200

Chicago IL 60640

Bradley

University

Sandra McDer

mott

sandymc@bradl

ey.edu

309-677-2510 309-677-2611 1501 W Bradley

Avenue

Peoria IL 61625

Capital Area

Career Center

Jim Grimes wqnaradio@aol.c

om

217-529-5431

x164

217-529-7861 2201 Toronto Road Springfield IL 62712

Columbia College

Chicago

Tom Joyce tjoyce@colum.e

du

312-344-7280 312-344-8439 33 E Congress Chicago IL 60605

Columbia

University

Graduate School

of Journalism

Melanie Huff mgh2@columbia.

edu &

jh548@columbia.

edu

212-854-3861 or 212-854-9198 2950 Broadway New York NY 10027

DePaul University recruitstudents

@depaul.edu

312-362-5201 312-362-8565 1 E Jackson

Boulevard, Suite 9500

Chicago IL 60604

Dominican University careers@dom.e

du

708-524-6786 708-488-5075 7900 W Division St,

Parmer 010

River Forest IL 60305

Eastern Illinois

University

Jan Steven

s

jastevens2@eiu.

edu

217-581-2412 217-581-2222 600 Lincoln Ave

1301 Human Services

Center

Charleston IL 61920

Freedom Temple

Church

Julie Brown msbrownplease

@yahoo.com

312-719-0917 1459 W. 74th St. Chicago IL 60636

Illinois Wesleyan University snoonan@iwu.e

du/ccenter

309-556-3095 309-556-3065 PO Box 2900

109 E University,

Lower Level Gulick

Hall

Bloomington IL 61701

Japanese

American

Citizens League

William Yoshin

o

midwest@jacl.org 773-728-7171 773-728-7231 5415 N. Clark Street Chicago
IL 60640

Jewish

Vocational

Service

Sally Yarberr

y

sallyyarberry@jvs

chicago.org

312-673-3444 312-553-5544 216 W Jackkson Blvd,

Suite 700

Chicago IL 60606

Kane County

Dept. of

Employment &

Education

Kathleen Wall kathleenwall@kcd

ee.org

630-966-1435 630-897-7953 1 Smoke Tree Plaza North Aurora IL 60542

Moody Bible

Institute

Patrick Friedlin

e

careerdev@mood

y.edu

312-329-4414 312-329-8976 820 N. LaSalle Blvd.

Career Development

Center

Chicago IL 60610

National Lesbian

and Gay

Journalist

Association

Bach Polako

wski

info@nlcja.org 202-588-9888 1420 K Street, NW

Suite 910

Washington DC 20005

Northwestern

University

Dianne Siekma

nn

dsiekmann@north

western.edu

847-491-5785 847-491-2573 620 Lincoln Street Evanston IL 60208

Phalanx Family Services

Laura Bailey lbailey@phalanxg

rpservices.org

773-261-5600 773-261-5100 4628 W. Washington

BLVD.

Chicago IL 60624

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Radio Disney Cleveland

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 is 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.

EEO Report

WWMK(AM) EEO Report

June 1, 2012 – May 31, 2013

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, 2012 through May 31, 2013, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had six (6) full time employees between June 1, 2012 and May 13, 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), 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 thirty-second announcements aired Monday through Sunday, 6:00am – 8:00pm and a total of 506 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.²

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, one position was posted, and zero was filled and it 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.

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.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for one (1) full-time open position 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*

7/25/13

Account

Executive Sales 8/27/12 * NH Monster.com

8/30/12 * NH Indeed.com

8/9/12 * NH Unknown

8/31/12 * NH Indeed.com

8/31/12 * NH Indeed.com

9/14/12 * NH

Online – Did not

remember which

site

9/17/12 * NH Careerbuilder.com

9/19/12 * NH Indeed.com

9/18/12 * NH Disney Careers

9/18/12 * NH Indeed.com

9/19/12 * NH Monster.com

9/21/12 * NH Indeed.com

10/17/12 * NH Monster.com

10/19/12 * NH Careerbuilder.com

10/19/12 * NH Careerbuilder.com

11/16/12 * NH Monster.com

11/20/12 * NH

Referral from Lisa

Breen, Manager –

HR Business

Partner

12/10/12 * NH Indeed.com³

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:

Cleveland Career Fairs on August 13, 2012; November 27, 2012 and April 22, 2013 at the Doubletree Hotel Cleveland South in Cleveland, Ohio; Notre Dame College Job Fair on April 17, 2013. 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.

B. Media Trade Group Listings

Notice of each full-time opening is distributed to a media trade group with a broadbased 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.

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

Promotion Manager Robert Jaeger attended Management Edge Training, a 3-Day leadership skills course for Managers, in Chicago, IL, from April 9-11.

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

1/10/13 * NH LinkedIn

1/10/13 * NH

Referral from

Central Region

Assistant Business

Manager Angela

Glass

2/15/13 * NH Indeed.com

3/4/13 * NH Disneycareers.com

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Radio Disney Dallas

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 is a letter to 13725 Montfort Drive, Dallas, TX 75240 or email Radio Disney Dallas Station Manager, Steve Brodsky, steve.brodsky@disney.com.

EEO Report

KMKI-AM EEO Report 2013

April 1, 2012 – March 31, 2013

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, 2012, through March 31, 2013, and it will be placed in the Station's

Public File and on the Station's page on RadioDisney.com. The Station had seven full time

employees as of March 19, 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- KMKI Local Recruitment List as of March 19, 2013), Disneycareers.com and Monster.com (see Section III –Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list (Attachment A -KMKI Local Recruitment List as of March 19, 2013) 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 15 second announcements aired

daily from April 1, 2012 to March 31, 2013 and a total of 416 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.

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III. Recruiting for Full-Time Open Positions

During the reporting time frame, two positions were posted, and two 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 and on

Monster.com.

A position of Station Manager was opened on May 14, 2012 and was filled June 1, 2012.

Notice of job vacancy was posted on DisneyCareers.com. The position was filled by promoting

Steve Brodsky from his position at the time as Station Manager of the Radio Disney station in

Minneapolis/St. Paul, Minnesota (DMA 15), to the position of Station Manager of this Dallas/Ft.

Worth Radio Disney station (DMA 5). Therefore, Radio Disney management believed that as a

promotion this position did not require full recruitment, and no interviews were conducted for

this position.

A position of Account Executive was opened on February 16, 2012 and was filled May 14, 2012. Notice of job vacancy was posted on DisneyCareers.com, Monster.com, & printed in

The Dallas Morning News newspaper and distributed to the station's local recruitment list

("KMKI Local Recruitment List as of March 19, 2013"). A total of five candidates were interviewed for the position. IV. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A- KMKI Local Recruitment List as of March 19, 2013), 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:

National Association of Broadcasters (NAB) Career Fair – September 18, 2012, Hilton Anatole, Dallas, TX. Attended by Steve Brodsky, Station Manager. Resumes collected, interviews conducted and information handed out.

Annual Diversity Employment Day Career Fair- February 20, 2013, Holiday Inn-Galleria,

Dallas, TX. Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews

conducted and information handed out. KMKI was also Co-Sponsor for this career fair and

broadcast 30 radio spots promoting fair.

Collin College 2013 Career Fair- March 27, 2013. Collin County Community College, Plano,

TX. Attended by Jay Jenson, Promotions Manager. Resumes collected, interviews conducted

and information handed out.

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H) or

Not

(NH) Date Hired Source*

2/16/2012

Account

Executive

Radio Disney

Sales 4/06/2012 NH

Past Employee

Referral (Suizan

Osvick)

“ “ “ 4/06/2012 NH

Past Employee

Referral (Suizan

Osvick)

“ “ “ 3/22//2012 NH DisneyCareers.com

“ “ “ 3/13/2012 NH Indeed.com

“ “ “ 3/09/2012 NH

Employee Referral

(John Rice, Account

Executive, KMKI-AM)

“ “ “ 3/09/2012 NH Monster.com

“ “ “ 3/09/2012

Aaron

Jameson H 5/14/2012 Disney Careers.comB. Other Menu Options –
Mentoring/Employee Training

Station Manager Steve Brodsky has been participating a leadership mentoring class on
how to

lead teams. The class is in Burbank, CA through the Walt Disney Company and meets
twice a

month from September 2012 through June 2013.

Promotions Manager Jay Jenson attended Management Edge Training, a 3 day leadership
skills

course for managers, in Chicago, IL, November 14-16, 2012.

Station Manager Steve Brodsky attended Analytical Skills Workshop for minority
leadership

training at Deloitte University-Leadership Center in Westlake, TX on December 1-2, 2012

C. Career Days

Career Days were attended at 4 area high schools serving 25 elementary schools within Richardson ISD:

S.T.E.M. Career Days @ Pierce High School-Richardson ISD – December 13, 2012

Attended by Jay Jenson, Promotions Manager

S.T.E.M Career Days @ Richardson High School-Richardson ISD – December 14, 2012.

Attended by Jay Jenson, Promotions Manager

S.T.E.M Career Days @ Berkner High School-Richardson ISD – December 17, 2012.

Attended by Jay Jenson, Promotions Manager

S.T.E.M Career Days @ Lake Highlands High School -Richardson ISD – December 20, 2012

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 march

19, 2013

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

https://myinterfase.com/unt_

[eaglenetwork/employer/](https://myinterfase.com/unt_eaglenetwork/employer/)

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

[www.https://www.myinterfase.com/uta](https://www.myinterfase.com/uta)

[/employer/home.aspx](https://www.myinterfase.com/uta/employer/home.aspx)

www.tvandradiojobs.com

699 Paula St.

Morro Bay, CA 93442

Southern Methodist University

6425 Boaz Lane

Dallas, TX 75205

www.myinterfase.com/smu/employer

Greenlightjobs.com

912-525-4653

greenlightjobs

PO Box 351415

Los Angeles, CA 90035

310-566-5869

National Hispanic Media

Coalition

55 S. Grand Ave.

Pasadena, CA 91105

Jobcentral.

DirectEmployers

Association, Inc.

9002 N. Purdue Road, Suite

100

Indianapolis, IN 46268

Phone:866-268-6206

Disaboom.com

Diversity.com / Indeed.com/

Aftercollege.com

Dallas Morning News

508 Young Street

Dallas, TX 75202

214-977-8222

Simplyhired.com

Simply Hired, Inc.

370 San Aleso Ave

Suite 200

Sunnyvale, CA 94085

www.entertainmentcareers.net

914 S. Barrington Ave.

Los Angeles, CA 90049

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Radio Disney Denver

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 us 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.

EEO Report

KDDZ EEO Report

December 1st, 2011 – November 30th, 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.²

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

Hired

(H) or

Not Date Hired Source*3

withheld for

privacy

(NH)

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 for

privacy

Hired

(H) or

Not

(NH) Date Hired Source*

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

IV. 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 Kemps, 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

Kemps 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.5

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

Denver Hispanic Chamber of

Commerce

Attn: Monica Rodriguez

924 W. Colfax

Denver, CO 80204

303-534-7783

www.hispanicchamberdenver.org

Mi Casa Business Center for

Women

Attn: Theresa Garcia

360 Acoma Street

Denver, CO 80223

ebac@micasadenver.org

303-573-1302

Denver Indian Center

Attn: Eileen Masquat

4407 Morrison Road

Denver, CO 80219

Eileen@denverindiancenter.org

303-936-2688

Columbia College

14241 E 4th Ave

Aurora, CO 80011

303-340-8050

Services De La Raza

Attn: Juanita

4055 Tejon Street

Denver, CO 80211

juanitam@servicesdelraza.org

303-458-5851

Concorde College

111 N. Havana Street

Aurora, CO 80010

khaley@concorde.edu

303-861-1151

Asian Chamber of Commerce

924 W. Colfax Ave. Suite H

Denver, CO 80204

asiancc@rmi.net

303-595-9737

DeVry University – North

Campus

1870 W. 122nd Avenue

Westminster, CO 80234

303-280-7400

Emily Griffith Opportunity

School

1250 Welton Street

Denver, CO 80204

720-423-4745

Adams County Employment

Center

4201 E 72nd Ave. Unit A

Commerce City, CO 80022

303-227-2000

Everest College

Attn: Darnell Hill

14280 E. Jewell Ave. Ste. 100

Aurora, CO 80012

303-745-6244

Front Range College

3645 West 112th Avenue

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

303-352-3306

The Women's Foundation of

Colorado

1901 E. Asbury Avenue

National Affirmative Action

Center

3500 S. Quintero Street

Colorado School of Mines

1600 Maple St. Suite 37

Golden, CO 804016

Denver, CO 80208

wfco@wfco.org

303-285-2960

Denver, CO 80013

303-699-8599

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

The following organization was added to the recruitment list as of 8/20/12:

National Diversity Career Center, Inc.

calvin@diversityjoblink.com

The following updates were made to the recruitment list as of 9/21/12:

Denver Indian Center: Added email address to contact, so they can post job description to website as well as in their job search room. Mailing job descriptions is still encouraged as well.

Eileen@denverindiancenter.org

Columbia College: Address change, phone change, and added email contact – job opportunities

can now be sent through email. Former address shown in table above, new address and email is

shown below.

Columbia College

6892 S. Yosemite Ct. Ste. 3-100

Centennial, CO 80112

303-771-0176

rajamerson@ccis.edu

Adams County Employment Center: Address change, former address shown in table above,

new address is shown below.

4430 S. Adams County Parkway

4th FL, Unit C4000B

Brighton, CO 80601-8213

303-227-2000

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Radio Disney Detroit

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.

EEO Report

WFDF(AM) EEO Report

June 2, 2012 – June 1, 2013

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 2, 2012, through June 1, 2013, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had six full time employees as of June 1, 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 Attachments A -C), 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 Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired June 2, 2012 – January 6, 2013 and February 11, 2013 – June 1, 2013, and a total of 205 announcements aired. (The long term ongoing order ended on January 6, 2013. Once this was discovered, the order was reinstated immediately, beginning on February 11, 2013.)

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.²

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, three 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 posted on DisneyCareers.com.

Radio Disney ran 130 on-air announcements in total for Account Executive job postings. For Account Executive #1, 120 announcements ran between July 10, 2012 and July 29, 2012. For Account Executive #2, 120 announcements ran between December 10, 2012 and January 6, 2013. For Account Executive #3, 120 announcements ran between February 25, 2013 and March 17, 2013.

A position of Account Executive was opened June 15, 2012, and filled on October 4, 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). Eight candidates were interviewed for the position.

A position of Account Executive was opened November 7, 2012, and filled on April 15, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list (Attachment B). Six candidates were interviewed for the position.

A position of Account Executive was opened February 11, 2013, and filled on March 25, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Job.com,

SimplyHired.com, Glassdoor.com and distributed to the station's local recruitment contact list (Attachment C). Six candidates were interviewed for the position. 3

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for three 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*

6/15/2012

Account

Executive Sales 7/11/2012

Matthew

Dakho H

ESPN Audio

Referral – Mark

Feldman,

Account

Executive

7/12/2012 * NH Disney Careers

7/13/2012 * NH

Internal – Parttime Employee

8/2/2012 * NH Disney Careers

8/3/2012 * NH Disney Careers

8/14/2012 * NH Disney Careers

8/21/2012 * NH

Radio Disney

Referral – Peggy

Baron,

Administrative

Assistant to

Jennifer Hansen,

VP, Ad Sales

8/24/2012 * NH

Radio Disney

Referral – Teddy

Heidt, Account

Executive

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H) or

Not

(NH) Date Hired Source*

11/7/2012

Account

Executive Sales 11/20/2012 * NH Disney Careers

1/11/2013 * NH Disney Careers

1/15/2013 * NH Disney Careers

1/23/2013 * NH Monster.com

1/31/2013 * NH Disney Careers

2/8/2013

Danielle

Nicholl H 4/15/2013

Radio Disney

Referral – Teddy

Heidt, Account

Executive

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Radio Disney Houston

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 is 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.

EEO Report

KMIC AM 1590 EEO Report

April 1, 2012 to April 1, 2013

Radio Disney, Houston

This annual EEO Report is filed on behalf of KMIC AM 1590 (the "Station") in compliance with the FCC's EEO reporting requirements. KMIC AM 1590 is a Radio Disney Group; LLCowned radio station and is located in Houston, Texas. This report includes information from April 1, 2012 to April 1, 2013 and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 6 full time employees as of March 19, 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), 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 15-second announcements aired Monday thru Sunday April 2012 through April 2013 6a-12m and a total of 688 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.²

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, 4 positions were posted, and 4 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 and on

Monster.com.

A position for Promotions Manager was opened May 16, 2012, and filled on July 12, 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). Twelve candidates were

interviewed for the position. One Print Advertisement ran on Sunday May 16, 2012 for Promotions Manager in the Houston Chronicle.

A position for Account Executive was opened on May 10, 2012 and filled on July 12, 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). Eight candidates were interviewed

for the position. A Print Advertisement ran on Sunday May 16, 2012 for Account Executive in

the Houston Chronicle.

A position for Account Executive was opened on July 25, 2012 and filled on September

27, 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 for Account Executive was opened on October 31, 2012 and filled on

November 15, 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 print advertisement ran on Sunday September 2, 2012 for

Account Executive in the Houston Chronicle.³

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for 4 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*

5/10/12

Account

Executive Sales 6/5/12 * NH Disney Careers

6/5/12 * NH Disney Careers

6/5/12 * NH Monster.com

6/5/12 * NH Monster.com

6/5/12 * NH Disney careers

6/7/12

Felina

Gennusa H 7/12/12 External Referral

6/7/12 * NH

Disney

Careers.com

6/12 * 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*

5/16/12

Promotions

Manager Promotions 5/30/12 * NH

Disney

careers.com

5/30/12 * NH

Disney

careers.com

6/1/12 * NH

Disney

careers.com

6/6

Lindsay

Kaye H 7/12/12

Referral from

Cynthia Garcia

Account

Executive

6/6 * NH

Referral from

Industry

6/6 * NH

Internal

Candidate

6/6 * NH

Disney

careers.com

6/6 * NH

Disney

careers.com

6/7 * NH

Referral from

Industry

6/7 * NH

Disney

careers.com4

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:

University Of Houston Internship Fair; October 3, 2012; University of Houston Campus; Lindsay Kaye, Promotions Manager; Lindsay collected resumes for potential candidates.

Houston Baptist University Job Fair, February 21, 2013 HBU Campus

Lindsay Kaye, Promotions Manager; Lindsay collected resumes for potential candidates.

B. Media Trade Group Listings

6/8 * NH

Internal

Candidate

6/18 * 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*

7/25/12

Account

Executive Sales 7/31/12 Julie Archer H

Disney

Careers.com

9/7/12 * 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*

10/31/12

Account

Executive Sales 10/15/12 * NH

Disney Careers.

com

10/29

Rodney

Waites H

Referral Cynthia

Garcia⁵

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, such organizations that are on our contact list include:

Houston Association of Hispanic Media Professionals and ads were purchased for Account Executive and Promotions Manager with American Women in Media during the window. The Ads started May 17, 2012 and ran for 30 days on the website.

C. Management Training

In addition, Station Manager, Laura Haemker and Promotions Manager, Lindsay Kaye attended the two day Management Edge Training in Chicago, Illinois to assist in honing leadership skills as well as mentoring and hiring the right individuals. Laura Haemker attended April 12-13, 2012 and Lindsay Kaye November 14-16, 2012.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.⁶

ATTACHMENT A-LOCAL RECRUITMENT SOURCES CONTACT LIST

Alliance for Women in Media

American Women in Radio &

Television, Inc. (AWRT) is a

non-profit, professional

organization of women and men

who work in the media and allied

fields.

AWRT National Headquarters

1760 Old Meadow Road, Suite

500

McLean, VA 22102

P: (703) 506-3290

F: (703) 506-3266

Website:

www.allwomeninmedia.org

Work Force Solutions – Southwest

12710 Bissonnet Street

Houston TX 77099

281-564-2660

281-495-0748 fax

website: www.wrksolutions.com

Contact: Millicent Sims

Email address:

millicent.sims@wrksolutions.com

Direct Phone: 281-564-2660 x1624 or

x1312

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

www.uncf.org

University of Houston Career

Services

4800 Calhoun

Houston, TX 77004

713-743-5123

713-743-5111 fax

Email: jfborja.uh.edu

career.uh.edu

Houston Community College

Job Placement

1300 Holman

Houston, Texas 77004

713-718-6174

www.hccs.cc.tx.us

www.myinterfase.com/hccs_alumni/employer

Username: laurahaemker

Password: RDHtownMom

University of St. Thomas

Career Services

3800 Montrose

Houston, TX 77006

713-525-6939

713-525-3880 fax

Email: career.services@stthom.edu

NAACP

2002 Wheeler

Houston, TX 77004

Job Developer Position – Not Yet

Replaced

Send Request to:

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

www.tab.org

Prairie View Texas A&M

Career Services

Office of Career and Outreach

Services

PO BOX 519:MS1028

Prairie View Texas, 77446

936-261-3570

936-261-3580 fax

careerservices@pvamu.edu

HAHMP

Houston Association of Hispanic

Media Professionals

P.O. Box 273394

Houston, TX 77277

713-568-5604

Contact: Sandra Fernandez

Email: info@hahmponline.org

Rice University

Center for Student Professional Development

6100 Main Street

Houston, Texas 77005

713-348-4055

www.cpsd.rice.edu

Username: laura.w.haemker@disney.com

Password: RDHtownMom

Alvin Community College Career

Services

Career Services

3110 Mustang Road

Alvin, TX 77511

281-756-3560

281-756-3865 fax

ATTN: Margaret Ferguson

Houston Baptist University

7502 Fondren

Houston, TX 77004

281-649-3000

281-649-3330 Fax

ATTN: Pat Young

Lone Star College

5000 Research Forest Dr

The Woodlands, TX 77381

Phone: (832) 813-6500

<http://www.collegecentral.com/lonestar>

North American College

3203 N Sam Houston Pkwy

Houston Texas, 77038

832-230-5555

832-230-5546 fax

ATTN: Career and Counseling

Center

Houston Business JournalOnline Career Section-on

targetjobs.com

9100 E Panorama Dr. Suite 200

Englewood, CO 80112

Contact: Raj Kasuganti

Raj.kasuganti@ontargetjobs.com

Media Alliance of Houston

American Women in Radio and TV

P.O. Box 980908

Houston TX, 77098

Website: mediaalliancehouston.org

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Radio Disney Indianapolis

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 is 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.

EEO Report

WRDZ - FM – Indianapolis, IN / Plainfield, IN - RADIO DISNEY EEO REPORT

WRDZ – FM 98.3 EEO Report

April 1, 2013

Radio Disney, Plainfield

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; LLCowned radio station and is located in

Plainfield, IN. This report includes information from April 1, 2012, through March 31, 2013, and it will be

placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 7 full time

employees as of April 1, 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. These notices were posted during the open time of each position available.

The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-

second announcements aired May 21, 2012 to December 30, 2012 and March 4, 2013 to March 31, 2013, for a

total of 320 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.²

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, 4 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 a DisneyCareers.com and on Monster.com.

A position of Station Manager was opened October 11, 2012, and filled on January 22, 2013. Notice of this job

vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contacts which

are reflected on the station community outreach list (Attachment A) with 1 asterisk (*) symbol. Eight candidates were

interviewed for the position.

A position of Promotions Coordinator was opened August 29, 2012, and filled on October 11, 2012. Notice of

this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment

contacts which are reflected on the station community outreach list (Attachment A) with 2 asterisk (**) symbols. Eleven

candidates were interviewed for the position.

A position of Promotions Manager was opened January 11, 2013, and filled on March 1, 2013. Notice of this job

vacancy was posted on DisneyCareers.com and Monster.com and distributed to the following local recruitment contacts:

IU Careers, IUPUI Careers, Indeed dot com and Jobs 2 Careers dot com. Due to personnel changes, the entire list was not

contacted in reference to this position. For future purposes, all organizations on the list will be contacted. Five candidates

were interviewed for the position.

A position of Account Executive was opened December 18, 2012, and remains open. Notice of this job vacancy

was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contacts which are

reflected on the station community outreach list (Attachment A) with 3 asterisk (***) symbols. To date, five candidates

were interviewed for the position.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for 4 full-time open positions were conducted.

The identity of candidates not hired, but interviewed, has been kept confidential. 3

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H)

or

Not

(NH) Date Hired Source*

10/11/2012

Station

Manager Management 11/13/2012 NH Internal Candidate

11/13/2012 NH Internal Candidate

11/13/2012 NH

Disney

Careers.com

11/13/2012 NH

Referral from IU

Business College

11/13/2012 NH

Disney

Careers.com

11/13/2012 NH Internal Candidate

11/13/2012 NH Internal Candidate

12/12/2012

Andrea

Farrell H 1/21/13

Referral from

Internal

Independent

Contractor –

JoLynn Wright

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H) or

Not

(NH) Date Hired Source*

8/29/2012

Promotions

Coordinator Promotions 9/11/12 NH Internal Candidate

9/11/12 NH Internal Candidate

9/11/12 NH

Disney

Careers.com

9/11/12 NH Internal Candidate

9/12/12 NH Internal Candidate

9/13/12 NH

Disney

Careers.com

9/13/12 NH Internal Candidate

9/14/12 NH Internal Candidate

9/17/12

Magen

Stamm H 10/11/12 Internal Candidate

9/19/12 NH Internal Candidate

9/19/12 NH Internal Candidate

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

Hired

(H) or Date Hired Source*4

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:

Spring Career Fair, April 11, 2012, Fairbanks Center in Lawrence, IN. Laura Sanchez, Promotions Manager

attended the job fair. The Station collected resumes, interviews were conducted and Company Literature and

Branded Materials were handed out.

Job Fair presented by the Indiana Fever, June 7, 2012 in Indianapolis, IN. Laura Sanchez, Promotions Manager

attended this job fair. We collected resumes, interviews were conducted and Company Literature and Branded

Materials were handed out.

*Names

withheld for

privacy

Not

(NH)

01/11/2013

Promotions

Manager Promotions 2/5/13 Tiffany Reid H 3/1/13

Disney

Careers.com

2/12/13 NH

Disney

Careers.com

2/6/13 NH Internal Candidate

2/7/13 NH Internal Candidate

2/13/13 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*

12/18/12

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 Berry5

B. Other Menu Options

WRDZ Indianapolis hired a College Intern, Jessica Bradney from Belmont University. She interned with

the station on June 5, 2012 to August 17, 2012. Jessica assisted with Radio Disney events through

helping with games, conducting drawings on site, running the sound system and activities as well as

packing and unpacking station vehicles. Jessica also packed prize bags and typed schedules for events

and Road Crew.

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

SM

*

PC

**

AE

*** Organization Contact Address City/State/Zip Email

* * * * *

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 Baikahs@yahoo.com

* * * * *

Boston Career Link Francisca

Fernandes

1010

Harrison

Ave.

Boston, Massachusetts

02119 FFernandes@detma.org

* ** **

Butler Career

Planning &

Development

Gary

Beaulieu

4600

Sunset

Bld.

Atherton

Union, Rm

315

Indianapolis, IN 46208 gbeaulie@butler.edu

* **

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 dbland@cldinc.org

* ** **

Christamore

House

Shaffon

Browder

502 North

Tremont

Street

Indianapolis, IN 46222 shaffon.browder@christ

amorehouse.org

** **

Civic Rights

Commission

State

Office

Building

Indianapolis, IN 46204 <https://www.indianacareerconnect.com/6>

100 N.

Senate

#103

** **

Community

Alliance of the Far

Eastside

3724 North

Mitthoeffe

r Road

Indianapolis, IN 46236

* * *

Concord Center Dana Orr

1310 South

Meridian

Street

Indianapolis, IN 46225 dorr@concordindy.org

* * *

Crooked Creek

Multi-Service

Center

Helen

Lands

2990 West

71st Street Indianapolis, IN 46268

* ** **

Exodus Refugee Jesamyn

Rayman

4550

Central

Ave.

Indianapolis, IN 46205 jrayman@exodusrefuge

e.org

** **

Flanner House Gerald

Ardis

2424 Dr.

Martin

Luther

King, Jr.

Drive

Indianapolis, IN 46208 Gardis@flannerhouse.c

om

* ** **

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

kbixler@franklincollege.

edu

* * * * *

Futureworks Sandra

Jones

1635 W.

Michigan

St.

Indianapolis, IN 46222

* * * * *

Goodwill

Industries

Virginia

Harris

1635 W

Michigan

St.

Indianapolis, IN

46222 vharris@goodwillindy.or

g

* ** **

Harrison Indiana

Business College

Elizabeth

Watkins

550 East

Washingto

n Street

Indianapolis, IN 46204

elizabethwatkins@harri

son.edu

* ** **

Hawthorne Center

Dawn

Dunderdal

e

2440 West

Ohio Street Indianapolis, IN 46222 ddunderdale@Hawthor

necenter.org

** **

IndianaBlack Expo

HR

Veronica

Kendrick

3145 N

Meridian

St.

Indianapolis, IN

46208 vkendrick@indianablack

expo.com

* * * * *

Indiana

Broadcasters

Association

Joe

3003 E.

98th

Street, Ste

161

Indianapolis, IN

46280 joe@indianabroadcaster

s.org

* * * * *

IndianaState Of

Workforce

Doug

Martin

10 N.

Senate

Indianapolis, IN 46204-

2201 dwmartin@dwd.in.gov7

Development Ave.

**

Indianapolis

Business Journal

41 E.

Washingto

n St., Ste

200

Indianapolis, IN 46204

* ** ***

Indianapolis

National

Organization of

Women

Sara Hess P.O. Box

20601 Indianapolis, IN 46220 shess@learnmore.org

** ***

International

Business College Lori Fisher

7205

Shadeland

Station

Indianapolis, IN 46256

* ** **

ITT Technical

Institute

9511

Angola

Court

Indianapolis, IN 46268 sream@itt-tech.edu

* ** **

IU Career Services Jeremy

Edward

625 North

Jordan

Avenue

Bloomington, IN 47405 <http://www.indiana.edu>

/~career/

* ** **

IUPUI Career

Services

801 W.

Michigan Indianapolis, IN 46202

<http://www.myconsorti>

um.com/iupuihub/employer/

* ** **

Ivy Tech College

Career Services

Cindy

Soliday

One W

26th Street Indianapolis, IN 46206

<http://www.ivytech.edu>

/indianapolis/careerserv

ices/

* * * * *

Jewish Community

Center

6701

Hoover Rd. Indianapolis, IN 46240

* * * * *

John H. Boner

Community

Center

Ben Jones 2236 East

10th Street Indianapolis, IN 46201 bjones@enn.org

* * * * *

Kaplan College Tracy

Morris

7302

Woodland

Dr.

Indianapolis, IN

46278 trmorris@kaplan.edu

* * * * *

Martin University Yvette

Booker

2171

Avondale

Place

Indianapolis, IN

46218 ybooker@martin.edu

* * * * *

Mary Rigg

Neighborhood

Center

Jenna

Wachtma

nn

1920 West

Morris

Street

Indianapolis, IN

46221 jwachtmann@maryrigg.

org

* * * * *

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 celliott@indynaacp.org

* * * * *

Nashville Business

Journal

1800

ChurchSt.

#300q

Nashville, TN 37203

<http://bizjournals.ontar>

getjobs.com/_jobpostin

g.asp?market=Nashville

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Radio Disney Kansas City

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Kansas City AM 1190 Office - (816) 221-0206

1100 MAIN STREET SUITE 1950
KANSAS CITY, MO 64105

Job Information

Radio Disney Kansas 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 Kansas City at 816-221-0206 or mail is a letter to 1100 Main Street, Suite 1950, Kansas City, MO 64105 or email Radio Disney Central Regional Director, Karyn Esken, Karyn.b.esken@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KPHN(AM), Kansas City Missouri, October 1, 2013

Radio Disney Group, LLC, licensee of KPHN(AM), Kansas City, Missouri (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 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 October 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 Little Rock

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Little Rock 99.5 FM Office - (501) 663-3300

415 N MCKINLEY ST STE 610
LITTLE ROCK, AR 72205

Job Information

Radio Disney Little Rock 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 Little Rock at 501-663-3300 or mail is a letter to 415 N Mckinley Street, Suite 610, Little Rock, AR, 72205 or email Radio Disney Central Region Director, Karyn Esken, Karyn.b.esken@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KDIS-FM, Little Rock, Arkansas, February 1, 2013

Radio Disney Group, LLC, licensee of KDIS-FM, Little Rock, Arkansas (the "Station"), which is an equal opportunity employer, hereby certifies that as of February 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 February 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 Los Angeles

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 is 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.

EEO Report

EEO Report – 8/1/2013

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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

8/1/13

I. GENERAL POLICY

This report covers the period from August 1, 2012 through July 31, 2013.

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 California Broadcasters Association (CBA) website

yourcba.com.EEO Report – 8/1/2013

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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 26 per year) and a classified advertisement in the Toluca Times on January 30, 2013.

The following are the four job openings filled by the Stations during the period of 8/1/12 to 7/31/13:

KSPN

Sales Associate

Date position was open: 2/1/2013

Date position was filled: 4/7/2013

To fill these vacancies, KSPN utilized all of the standard recruitment and outreach measures described above. In addition, KSPN posted this position on allaccess.com. Eighteen candidates were interviewed.

Referral sources of the candidates interviewed were as follows: ESPNCareers.com – 10; Contract KSPN

Worker candidate – 4; Industry and Employee Referrals – 3; Current KSPN Employee candidate - 1. The

candidate hired learned of the job from ESPNCareers.com.

KDIS

Account Executive

Date position was open: 02/26/13

Date position was filled: 5/2/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described

above. In addition, KDIS posted this position on indeed.com, LinkedIn.com; jobspider.com, amfmjobs.com and simplyhired.com and placed an ad in the Toluca Times on 3/6/13, in the TolucaTimes.com classifieds the week of 3/6/13,. The position was also announced at the USC Career Fair on 4/3/13. Seven candidates were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn – 1; Disneycareers.com – 1; Disney employee referral – 3; Industry Referral – 1; indeed.com - 1. The candidate hired was an Industry Candidate.

Promotion Manager

Date position was open: 04/5/13

Date position was filled: 5/28/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described

above. In addition, KDIS posted this position on jobspider.com, amfmjobs.com, and placed an ad in the

Toluca Times on 4/17/13, in the TolucaTimes.com classifieds the week of 4/17/13. The position was

also announced at the USC Career Fair on 4/3/13. Nine candidates were interviewed. Referral sources

of the candidates interviewed were as follows: Disneycareers.com – 6; Disney employee referral – 2;

The ladder.com – 1. The candidate hired learned of the job from Disneycareers.com. EEO Report – 8/1/2013

Promotion Coordinator

Date position was open: 03/14/13

Date position was filled: 7/23/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described

above. In addition, KDIS posted this position on amfmjobs.com, indeed.com, jobspider.com and

communicationsjobs.net, placed an ad in the Toluca Times on 3/20/13, and advertised in the

TolucaTimes.com classifieds the week of 3/20/13. The position was also announced at the USC Career

Fair on 4/3/13. Seven candidates were interviewed. Referral sources of the candidates interviewed

were as follows: Internal candidate – 2; Disneycareers.com – 2; Disney employee referral – 1; Industry

Referral – 1. The candidate hired was an internal candidate, and this represented an internal promotion

for her, from part-time Sales Assistant to full-time Promotion Coordinator.

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, 2012 through July 31, 2013, 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 Staff Engineer Tim Ahern took the on-line computer networking class "Network+"

from July 12-16, 2012 on work time at the station's expense. Course attendees explored network technologies, installation and configuration, media and topologies, management, and security. Tim sat for the test on 10/22/2012 and received his certificate.

- KDIS Promotion Manager, Jacqueline Evanado, took the Management Edge Training Program offered without charge on company time by The Walt Disney Company. This was a four-part training program designed to provide the essential knowledge, skills, abilities and tools to drive employee growth and improve personal careersuccess. The classes were held on January 29, 2013 and January 30, 2013 at the ABC Riverside Building in Burbank.

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 resumesfor distribution to appropriate KDIS hiring managers, and answering questions:

- April 3, 2013 from 5-8pm, 29th AnnualAnnenberg Career Connection –USC Campus. Natalie Eig, Station 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.

- September 12, 2012 from 4pm to 6pm, The Sports and Entertainment Career Fair – LA

Sparks at the Staples Center. George Flora, Local Sales Manager, KSPN and Jackie Evanado,

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Radio Disney Miami

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Miami AM 990 Office - (305) 823-0990

2150 W 68TH ST STE 202
HIALEAH, FL 33016

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 305-823-0990 or mail is a letter to 2150 W 68th Street, Suite 202, Hialeah, FL 33016 or email Radio Disney Miami Station Manager, Gilbert Salguero, gilbert.salguero@disney.com.

EEO Report

WMYM-AM990 EEO Report

October 1, 2012 – September 30, 2013

Radio Disney, Miami, Florida

This annual EEO Report is filed on behalf of WMYM (AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WMYM is a Radio Disney Group, LLC owned radio station and is located in Miami, FL. This report includes information from October 1, 2012 through September 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 five (5) full time employees as of September 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. 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. Notice was posted September 14, 2012. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired October 1, 2012 through September 30, 2013, and a total of 245 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, three (3) positions were posted, and one (1) 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 names of hires.

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 09/26/12 and was filled 11/05/12. Notice of this job vacancy was posted on Disneycareers.com, Monster.com, in an Ad in The Miami Herald on 10/21/12, and distributed to station's local recruitment contact list (Attachment A). Eight (8) candidates were interviewed for this position.

Two positions for Account Executive were opened on 09/13/13 and we are currently interviewing for the positions. Notice of this job vacancy was posted on Disneycareers.com, and distributed to station's local recruitment contact list (Attachment A). An advertisement will be placed in the Miami Herald and www.hispanicad.com as well.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for three (3) full-time open positions were conducted and only one was filled. We are currently interviewing for the other two (2) full time openings.

Date of Opening	Job Title	Department	Date of	Candidate Interviewed	Hired (H) or	Date	Source*
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The identity of candidates not hired, but interviewed, has been kept confidential.

			Interview	*Names withheld for privacy	Not (NH)	Hired	
9/26/12	Promotions Coordinator	Promotions	10/15/12	*	NH		Internal Candidate
			10/16/12	*	NH		Online/Career builder.com
			10/16/12	*	NH		Online/Monster.com
			10/16/12	*	NH		Online/indeed.com
			10/16/12	*	NH		Internal Candidate
			10/16/12	*	NH		Internal Candidate
			10/16/12	Vilma Quinonez	H	11/05/12	Internal Candidate
			10/18/12	*	NH		Online/indeed.com
09/13/13	Account Executive	Sales	09/23/13	*			Referred by Gilbert Salguero Station Manager WMYM
				Interviews continuing			

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:

1. **Date:** October 13, 2012; **Location:** The Art Institute of Ft. Lauderdale; 2101 NW 117th Ave Miami, FL 33172; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager; **Station Activity:** Handed out Promotions Assistant and Promotions Coordinator Job Description and collected resumes.
2. **Date:** November 14, 2012; **Location:** City of Miami Annual Diversity Employment Day,, 711 NW 72nd Avenue Miami, FL 33126- Double Tree by Hilton Airport Convention Center; **Station Attendee(s):** Gilbert Salguero, Station Manager. **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.
3. **Date:** January 17, 2013 **Location:** The Art Institute of Ft. Lauderdale,, 1799 S.E. 17th Street, Ft. Lauderdale, FL 33316; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager. **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.
4. **Date:** March 27, 2013; **Location:** Miami Dade College Kendall Campus,, 11011 SW 104 Street Miami, FL 33176; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager and Vilma Quinonez, Promotions Coordinator; **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.
5. **Date:** June 5, 2013 **Location:** Miami Dade College Homestead Campus, 500 College Terrace Homestead, FL 33030; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager; **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.
6. **Date:** July 18, 2013 **Location:** The Art Institute of Ft. Lauderdale,, 1799 S.E. 17th Street Ft. Lauderdale, FL 33316; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager. **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.
7. **Date:** September 3, 2013; **Location:** Barry University, 11300 NE Second Avenue Miami Shores, FL 33161; **Station Attendee(s):** Nelda Figueiredo, Promotions Manager; **Station Activity:** Handed out Promotions Assistant Job Descriptions and collected resumes.

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: Alliance for Women in Media, American Advertising Federation of Broward, American Advertising Federation of Miami, and Foundation for Minority Interest in Media.

C. Career Days

The Station participates in various Career Days at local schools and community based organizations led by Nelda Figueiredo, Promotions Manager and Guianeya Diaz, Promotions Assistant/ KCS Host (See Attachment B). During Career Days, Station Personnel visits schools and speak to students about jobs in the radio industry, what it is like working for Radio Disney, the importance of education and about the different opportunities that are available within the station.

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

Accion Community Service Center

858 West Flagler Street

Miami, FL 33130

P: (305) 547-7713

F: (305) 545-3658

Email Address: dguard@miamidade.gov

American Advertising Federation of Broward

399 NW Boca Raton Blvd

Boca Raton, FL 33432

P: (954) 687-7881

Website: advertisingfederation.org/jobs

American Advertising Federation of Miami

3876 SW 112th Avenue #307

Miami, FL 33165

P: (305) 665-8411

Website: www.aafmiami.org

Email:

info@ad2miami.com

Goodwill South Florida Job Placement

Barry University Career Planning & Placement Center

11300 NE 2nd Avenue

Miami Shores, FL 33161

P: (305) 899-4010

F: (305) 899-4009

Website: www.barry.edu

Contact: Igor Volkov

Email address:

careerservices@mail.barry.edu

Little Havana One Stop Career Center

701 SW 27th Avenue

Miami, FL 33135

P: (305) 643 3300

F: (305) 643-7240

Contact: Teresa Cruz

Email Address:

tcruz@southfloridaworkforce.com

Website:

www.careeronestop.org

Issac W. Withers Community Service Center

21300 SW 122nd Ave

Miami, FL 33170

P: (305) 233-2121

F: (305) 232-1287

The English Center

3501 SW 28th Street

Miami, FL 33133

P: (305) 445-7731

Contact: Carol Jacque

Email: cjacque@dadeschools.net
or

Website: tecmiami.com

Enterprise Florida- Miami

201 Alhambra Circle,

Ste. 610

Coral Gables, FL 33134

P: (305) 808-3660

F: (305) 808-3586

Website: www.eflorida.com

Specialist

2121 NW 21st Street

Miami, FL 33142

P: (305) 325-9114

F: (305) 326-7833

Contact: Barbara Viamonte

Email: bviamonte@goodwillmiami.org

Website: www.goodwillmiami.org

Carol City One Stop**Career Center**

4690 NW 183rd St

Miami, FL 33199

P: (305) 620-8012

F: (305) 620-9813

Contact: Maria Morales

Email:

mmorales@southfloridaworkforce.com

Florida International University**Career Services – MMC Campus**

11200 SW 8th Street

Miami, FL 33199

P: (305) 348-2423

F: (305) 348-3829

Contact: Olga Magnusen

Email: career@fiu.edu

Website: www.career.fiu.edu

Broward Workforce One

7550 Davie Road Extension

Hollywood, FL 33024

P: (954) 967-1010

F: (954) 967-1018

Contact: Bruce Aronowitz

Email: baronowitz@wf1broward.com

Website: www.wf1broward.com

Miami Dade College North Campus Job Placement

11380 NW 27th Avenue

Miami, FL 33176

P: (305) 237-1425

F: (305) 237-1855

Contact: Bettye Cepeda

Email: bcepeda@mdc.edu

Website:

<http://www.mdc.edu/north/careercenter/>

Florida International University**Career Services – BBC Campus**

3000 NE 151 Street

North Miami, FL 33181

P: (305) 919-5770

F: (305) 919-5607

Contact: Carolyn Jackson

Email: cjackson@fiu.edu

Website: www.fiu.edu

International Rescue Committee

730 NW 107th Avenue

Miami, FL 33172

P: (305) 640-9881

Contact: Ana Maria

St. Thomas University

16401 NW 37th Avenue

Miami Gardens, FL 33054

Email: Miami@rescue.org

Job Corps Miami Center

3050 NW 183 Street

Miami Gardens, FL 33056

P: (305) 626-7800

F: (305) 626-7857

Contact: Lori Trujillo

Website: www.miamijobscorps.gov

Email: Trujillo.lori@jobcorps.org

Lindsey Hopkins Education Center

750 NW 20 Street A-120

Miami, FL 33127

P: (305) 324-6070 ext. 7044

F: (305) 547-6397

Contact: Maggie Descartes

Email: mdescartes@dadeschools.net

Miami Dade College Downtown

Campus Job Placement

300 NE 2nd Avenue #3108

Miami, FL 33132

P: (305) 237-3077

F: (305) 237-7087

Contact: Isabel Martinez

Email: wadvisement@mdc.edu

Miami Dade College Kendall Campus Job Placement

11011 SW 104 Street

Miami, FL 33176

P: (305) 237-2439

F: (305) 237-2334

Contact: Maria de Armas

Email: mdearmas@mdc.edu

Website: www.careerservices.mdc.edu

Minority Chamber of Commerce

35 SW 114th Ave

Ste 205

Miami, FL 33174

P: (786) 260-1965

Contact: Douglas Mayorga

Website: www.minoritychamber.net

Email: president@minoritychamber.net

Radio Jobs

Email: theeditors2003@yahoo.com

Website:

www.radioannouncers.freehosting.net

P: (305) 623-2350

F: (305) 623-2372

Contact: Mercedes Pino

Email: mmpino@stu.edu

Website: www.stu.edu/career-services

University of Miami

P.O. Box 249127

Miami, FL 33124

P: (305) 284-2474

F: (305) 284-8186

Contact: Luis Herrera

Email: lherrera@miami.edu

Voice 123

6 Mint Plaza

Ste 602

San Francisco, CA 94103

P: (212) 461-1873

Website: Voice123.com

Website: www.careerservices.mcd.edu

Broward Community College

South Campus

7200 Pines Blvd. Pembroke

Pines, FL 33024

P: (954) 201-8865

(954) 201-8958

Contact: Adam de Rosa

Email: aderososa@broward.edu

Robert Morgan Educational Center

18180 SW 122nd Avenue

Miami, FL 33177

P: (305) 253-9920

F: (305) 253-3023

Contact: Christine Remmen

Email: crisremmen@dadeschools.net

Website: rmec.dadeschools.net

Women for Hire

155 West 72nd Street Suite 403

New York, NY 10023

P: (212) 290-2600

Website:

www.womenforhire/employees

Youth Co-Op

3525 Nw 7 Street

Miami, FL 33125

P: (305) 643-6730

F: (305) 643-3798

Contact: Nelson Pereira

Email: npereira@ycoop.org

South Florida Work Force

North Side Career Center

7900 NW 27th Avenue- Suite 200

North Plaza- Miami, FL 33147

P: (305) 693-2060 ext. 5236

Contact: Hernan Gutierrez

Email:

hgutierrez@southfloridaworkforce.com

Work Force Florida

1580 Waldo Palmer Lane, Suite 1

Tallahassee, FL 32308

P: (850) 921-1119

F: (850) 921-1101

Website:

Wwww.workforceflorida.com

Website: www.employflorida.com/

YWCA Of Greater Miami/Adult

Training Program

351 NW 5th Street

Miami, FL 33128

P: (305) 377-9922

Contact: Debbie Harbour

Email: dhairbour@ywca-miami.org

NAACP

1409 Sistrunk Blvd.

Ft. Lauderdale, FL

P: (954) 764-7604

(954) 467-8303

Contact: Paul Johnson

Hispanic Unity Of Florida

5840 Johnshon Street

Hollywood, FL 33021

P: (954) 342-0297

(954) 964-8646

Contact: Aurea Pimentel

Email:

apimentel@hispanicunity.org

Florida State University

Career Center University Center
4th level

P.O. Box 3064162

Tallahassee, FL 32306-4162

P: (850) 644-6431

F: (850) 644-3273

Contact: Michele Burney

Email: reception@admin.fsu.edu

Website: www.career/fsu.edu

Lynn University

3601 N Military Trail

Boca Roton, FL 33431

P: (561) 237-7286

F: (561) 237-7285

Contact: Denisha Bonds

Email: careers@lynn.edu or

dbonds@lynn.edu

Alliance For Women in Media

1760 Old Meadow Road, Suite 500

McLean, Va 22102

P: (703) 506-3290

F: (703) 506-3266

Cuban American National

Council-

1223 SW 4th St

Miami, FL 33135

Haitian Inter-Cultural Association

**Foundation For Minority Interest
in Media**

1299 Pennsylvania Ave NW 9th FL
Washington, DC 20004

P: (202) 637-4494

F: (202) 637-4495

P: (305) 642-3484

F: (305) 642-9122

Contact: Ana E. Gonzalez

Email: ana@cnc.org

City College Of Fort Lauderdale

2000 West Commerce Blvd

Fort Lauderdale, FL 33309

P: (954) 492-5353 ext. 2209

Contact: Rhonda Frazer

Email: rfrazier@citycollege.edu

Art Institute Of Fort Lauderdale

1799 SW 17th Street

Fort Lauderdale, FL 33316

P: (954) 308-2620

Contact: Wendy Wagner

Email: wwagner@aia.edu

Website: www.artinstitute.edu

(HICA) Barry University

11300 NE 2nd Avenue

Miami Shores, FL 33161

P: (786) 340-8383

Contact: Gina Guillaume

Email: gina.guillaume@mymail.barry.edu

Devry University-Miramar

Career Services

2300 South West 145th Ave

Miramar, FL 33027

P: (954) 499-9873

F: (954) 499-9837

Contact: Antonio Cobas

Email: acobas@devry.edu

Florida Memorial University

15800 NW 42nd Ave

Miami Gardens, FL 33054

P: (305) 626-3782

F: (305) 626-3781

Contact: Athena Jackson

Contact: Phylis Eagle-Oldson

Email: oldson@corporate.ge.com

City College of Miami

9300 S Dadeland Blvd

Miami, FL 33156

P: (305) 666-9242

Contact: Juan Medina

Email: jjmedina@citycollege.edu

Urban League Of Greater Miami, Inc

8500 NW 25 Ave

Miami, FL 33147

P: (305) 696-4450

F: (305) 696-4455

Contact: Sharon Henley

Email: henley10@aol.com

NACCP- Miami

Email: Athena.Jackson@fmuniv.edu

Ethel Duncan

P.O. Box 540315
Opa-Locka, FL 33054

P: (305) 685-8694

Homestead One Stop Career Center

140 NE 8th Street

Homestead, FL 33030

P: (305) 242-5373 x 229

F: (305) 242-2438

Contact: Maleidi Acedo

Email:

macedo@southfloridaworforce.com

Jewish Vocational Service

735 NE 125th Street

North Miami, FL 33161

P: (305) 899-1587

F: (305) 899-8728

Email: info@jcsfl.org

Broward Community College

1000 Davie Road Extension

Hollywood, FL 33024

P: (954) 201-2282

Career Services

Email: jobsearch@broward.edu

Website: www.broward.edu

University of Florida

3104 Weimer Hall P.O. Box 118405

Gainesville, FL 32611-8405

P: (352) 392-0771 ext. 1158

Contact: Renee Gork

Email: rgork@wruf.com

Keiser University

1500 NW 49th Street

Ft. Lauderdale, FL 33309

P: (954) 431-4300

Contact: Tanya Jaikaran

Email: tjaikaran@keiseruniversity.com

Website: www.keiseruniversity.com

Miami Dade College

Hialeah Campus

1776 W 49th Street

Hialeah, FL 33012

P: (305) 237-8745

AI Miami International

University of Art & Design

1501 Biscayne Blvd, Suite 100

Miami, FL 33132

P: 305-428-5653

Contact: David Silvetti

Email: fsilvetti@aui.edu

Connecticut School of Broadcasting

8600 NW 36th Street, Suite 100

Doral, FL 33166

P: (305) 403-3800

Contact: Jessica Becerra

Email: jbecerra@gocsb.com

Website: www.gocsb.com/en/

Contact: Maria Valenzuela

Email: mvalenzu@mdc.edu

Website:

www.careerservices.mdc.edu

Miami Dade College**Interamerican Campus**

627 SW 27th Avenue

Miami, FL 33135

P: (305) 237-6247

Contact: Jorge Hernandez

Email: jhernan2@mdc.edu

Website: www.careerservices.mdc.edu

ATTACHMENT B – CAREER DAYS

Tuesday, March 19th

Career Day

Biscayne Elementary School

800 77th Street

Miami Beach, FL 33141

Attended by Guianeya Diaz, KCS Host/Promotions Assistant

Thursday, March 21st

Career/Truck Day

Kelsey L Pharr Elementary

2000 NW 46th Street

Miami, FL 33142

Attended by Guianeya Diaz, KCS Host/Promotions Assistant

Wednesday, May 1st

Career Day

Palm Springs Elementary

6304 East 1st Avenue

Hialeah, FL 33013

Attended by Nelda Figueiredo, Promotions Manager

Friday, May 3rd

Career Day

Hialeah Gardens Elementary

9702 NW 130th Street

Hialeah Gardens, FL 33018

Attended by Guianeya Diaz, KCS Host/Promotions Assistant

Friday, May 24th

Career Day

Winston Park K-8 Center

13200 SW 79th Street

Miami, FL 33183

Attended by Nelda Figueiredo, Promotions Manager

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Radio Disney Milwaukee

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Milwaukee AM 1640 Office - (262) 695-9500

Radio Disney Milwaukee AM 1640 Local Contest Line - (262) 691-9700

W223 N3251 SHADY LN
PEWAUKEE, WI 53072

Job Information

Radio Disney Milwaukee 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 Milwaukee at 262-695-9500 or mail is a letter to W223 N3251 Shady Lane, Pewaukee, WI 53072 or email Radio Disney Milwaukee Station Manager, Melissa Schumacher, Melissa.l.schumacher@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WKSH(AM), Sussex, Wisconsin, August 1, 2013

Radio Disney Group, LLC, licensee of WKSH(AM), Sussex, Wisconsin (the "Station"), which is an equal opportunity employer, hereby certifies that as of August 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 August 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 Minneapolis

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 is 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.

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.²

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.³

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.

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

PetruloBerry H 7/23/12 Industry Referral

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Radio Disney New York

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 is a letter to 147 Columbus Avenue, 2nd Floor, New York, NY 10023 or email Radio Disney New York Station Manager, Adrienne McWilliams, Adrienne.mcwilliams@disney.com.

EEO Report

WQEW AM 1560 EEO Report

February 1, 2012- January 31, 2013

Radio Disney, New York

This annual EEO Report is filed on behalf of WQEW (the "Station") in compliance with the FCC's EEO reporting requirements. WQEW is a Radio Disney Group, LLC owned radio station and is located in New York, NY. This report includes information from February 1, 2012 through January 31, 2013 and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had eight full time employees as of January 31, 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, 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 (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. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These thirty-second announcements aired April 3, 2012- January 31, 2013 and a total of 924 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, two 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 a DisneyCareers.com and on Monster.com.

A position of Account Executive was opened June 19, 2012, and filled on September 24, 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). Fourteen candidates were interviewed for the position.

A position of Station Manager was opened August 14, 2012, and filled on January 23, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com, Inside Radio on 9/14/12, Cynopsis Media for two weeks beginning 9/12/12, a print ad in the classified section of the local paper MetroNY and the MetroNY online Classifieds section on 12/12/12, as well as distributed to the station's local recruitment contact list (Attachment A). Six candidates were interviewed for the position.

2 FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for two 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*

June 19, 2012

Account

Executive Sales 7/5/12 * NH NYMRAD website

7/6/12 * NH Disney Careers.com

7/6/12 * NH Disney Careers.com

7/12/12 * NH

Online Posting

Website not indicated

by candidate

7/12/12 * NH

Online Posting

Website not indicated

by candidate

7/13/12 * NH

Online Posting

Website not indicated

by candidate

7/17/12 * NH Professional Referral

7/25/12 * NH ABC TV Referral

7/25/12 * NH

Radio Disney

Referral

8/8/12 * NH Disney Careers.com

8/16/12 * NH Industry Referral

8/21/12 * NH

Radio Disney

Referral

8/21/12 * NH

Radio Disney

Referral

8/13/12

Elizabeth

Fiordaliso H 9/24/12 Monster.com

Date of Opening Job Title Department

Date of

Interview

Candidate

Interviewed

*Names

withheld for

privacy

Hired

(H) or

Not

(NH) Date Hired Source*

8/14/2012

Station

Manager Management 10/25/12 * NH Industry Referral

11/19 * NH Monster.com

11/19 * NH Monster.com

11/19 * NH Industry Referral

11/23 * NH Industry Referral

3 11/19

Adrienne

McWilliams H 1/23/2013 Radio Disney 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. Other Menu Options

TRAINING PROGRAM FOR INTERNAL ADVANCEMENT - During the reporting time period, the station's Operations Manager Tom Potter attended and completed training with the Disney Interactive Media Group Account Executives and Sales Planners. The purpose of this training was to acquire the skills needed to use the

new Digital Ad Scheduler program needed to input and schedule digital sales plans on behalf of Radio Disney local stations. Training took place from 3/26-3/29/12 at the Learning Lab at 605 Third Avenue in New York City, and 4/20/12 at 147 Columbus Ave,

3

rd Floor in New York City, with follow up WebEx training on May 3 and May 9, 2012 after the launch of the new system on May 1, 2012.

.

MENTORING PROGRAM FOR INTERNAL ADVANCEMENT - The

station's Promotions Manager, Jennifer Zappola, participated in the Disney Channels Worldwide Leadership Mentor Program from August 2011 to July 2012. This mentor program provided her the opportunity to work with a senior executive of the company (in this case, VP of Revenue Planning Julie Watkins). They met on a bi-weekly basis to discuss past progress in the company and what steps Jennifer could take to move forward. She was given the opportunity to fly to Burbank, CA for monthly meeting with other mentors and to interview the mentees in the program about their path to success. The group was given a project that allowed us to work together to develop a new idea that would affect the entire company. We selected a "blue sky" project and developed methods that increase productivity within the company. At the culmination of the program, the project was presented to Gary Marsh, President and Chief Creative Officer of Disney Channels Worldwide. One of the suggestions is currently in place in Disney Channel Worldwide.

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

4 5

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

New Jersey City University

Juan Arroyo

2039 Kennedy Boulevard

Jersey City, NJ 07305

Phone : 201-200-3229

Email : Jarroyo@NJCU.edu

Long Island University / Brooklyn

Campus

Larry L. Banks

1 University Plaza

Brooklyn, NY 11201-5301

Phone: 718-488-1343

E-mail: larry.banks@liu.edu

New York University

Shanna Williams

719 Broadway

New York, NY 10003-6860

Phone: 212-998- 8803

Fax: 212-995-4019

E-mail: shanna.williams@nyu.edu

Rider University

Dr. Frederick H. Turner, Jr.

2083 Lawrenceville Road

Lawrenceville, NJ 08648

Phone: 609-896-5659

Email: fturner@rider.edu

Hofstra University

Danielle Dellilo-Berardi

The Career Center

140 M. Robert Lowe Hall

Hempstead, NY 11549

(516)-463-6557

Columbia University

Office of Minority Affairs

Sharon Gamble

Director of Minority Affairs & Special

Programs

102 Low Memorial Library

212-854-3791 fx 212-8542863

columbia.edu/cu/gsas/pages/estude

nts/min-affairs/wel/index.html

sg772@columbia.edu

4 Entertainment Jobs Website

www.4entertainmentjobs.com

Entertainmentcareers.net

www.entertainmentcareers.net

New York Market Radio

Deborah Beagan,

Executive Director

261 Madison Avenue, 23Floor

New York, NY 10016

Phone: 646-254-4493

Fax: 646-254-4498

Website: www.nymrad.org

Best Radio Jobs website

www.bestradijobs.com

Post Jobs Free

www.postjobsfree.com

TV and Radio Jobs.com

www.tvandradijobs.com

New York Jobs.com

www.newyorkjobs.com

Dominican Women's Development
Center

www.dwdc.org

Marigary Mejia/ Executive Assistant

marigary@dwdc.org

The New York & New Jersey

Minority Supplier Development

Council

council@nynjmsdc.org

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Radio Disney Orlando

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 is 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

WDYZ – AM 990

Annual EEO Report

Radio Disney AM 990, Orlando

September 30, 2013

This annual report is filed on behalf of WDYZ (AM) ("WDYZ" or the "Station"), in compliance with the FCC's EEO reporting requirements. WDYZ is a Radio Disney Group, LLC owned radio station and is located in the Orlando/Central Florida area. This report includes information from October 1, 2012 through September 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 eight (8) full-time employees as of September 30, 2013.

General Job Vacancy Information:

V. General Job Vacancy Information

WDYZ 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 post was added on September 7, 2012. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired 10/8/12 through 9/30/13 in varying dayparts, and a total of 208 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, one (1) position was posted, and it has yet to be filled. The recruitment and interview process for the position remains on-going. The chart at the end of this section has details about the: position; interviewees for the position; and referral sources for the interviewees. The identity of candidates not hired, but interviewed, has been kept confidential.

A position of Account Executive was opened on 05/23/13 and remains open. Notice of the position during this reporting period was forwarded to the Disney Media Networks Human Resources department, which posted the job listing on DisneyCareers.com. Additionally, the

DATE OF OPENING	JOB TITLE	DEPT.	INTERVIEW DATE	CANDIDATE INTERVIEWED* *NAMES WITHHELD FOR PRIVACY	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCE
5/23/13	ACCOUNT EXECUTIVE	SALES	6/6/13	*	NH		DISNEYCAREERS.COM
			6/18/13	*	NH		Coast to Coast Job Fair
			6/18/13	*	NH		Coast to Coast Job Fair
			6/20/13	*	NH		Coast to Coast Job Fair
			6/20/13	*	NH		Coast to Coast Job Fair
			6/25/13	*	NH		Referred by Ashley Strauss Account Executive at Radio Disney
			6/25/13	*	NH		Referred by Jessica Flynn Radio Disney Road Crew member
			6/25/13	*	NH		DISNEYCAREERS.COM
			7/17/13	*	NH		INTERNAL
			7/30/13	*	NH		STETSON UNIVERSITY
			8/28/13	*	NH		DISNEYCAREERS.COM
			8/28/13	*	NH		INDEED.com
			The interview process is continuing.				

station placed an ad in the Orlando Business Journal for the Account Executive position on 07/05/13 through 07/11/13. The Station sent notifications of this opening to all local recruitment sources and community groups listed on Attachment A. Twelve (12) candidates have been interviewed for the position.

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.

D. Job Fairs

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

- Coast-to-Coast Coast Orlando Career Fair
Date: Tuesday October 16, 2012
Time: 11:00 AM to 2:00 PM
Attended by: Michele Bastone, Station Manager
International Palms Resort & Conference Center
6515 International Drive
Orlando, FL 32819
Resumes collected and information given out.
The station advertised the career fair on-air by running 30x 30 second commercials that aired 10/11/12-10/16/12.
- Stetson University Career Fair
Date: Wednesday, October 17, 2012
Time: 11:00 AM to 2:00 PM
Attended by: Michele Bastone, Station Manager
421 N. Woodland Boulevard
DeLand, FL 32723
Resumes collected and information given out.
- Coast-to-Coast Coast Orlando Career Fair
Date: Thursday February 7th, 2013
Time: 11:00 AM to 2:00 PM
Attended by: Michele Bastone, Station Manager
International Palms Resort & Conference Center
6515 International Drive
Orlando, FL 32819
Resumes collected and information given out.
The station advertised the career fair on-air by running 29x 30 second commercials that aired 2/1/13-2/6/13.
- Coast-to-Coast Orlando Career Fair
Date: Wednesday, June 12, 2013
Time: 11:00 AM to 2:00 PM
Attended by: Michele Bastone, Station Manager
International Palms Resort & Conference Center
6515 International Drive
Orlando, FL 32819
Resumes collected and information given out.

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:

Alliance for Women in Media

Description: The Alliance for Women in Media assist women in all forms of media to empower career development, engage in thought leadership, and drive positive change for the industry.

5909 Peachtree Dunwoody Rd. NE #600

Atlanta, GA 30328 404- 345- 2855 Brenda.Labbee@us.initiative.com

The National Hispanic Media Coalition

Description: The National Hispanic Media Coalition is a non-partisan, non-profit, media advocacy and civil rights organization created to advance American Latino employment and programming equity throughout the entertainment industry.

1705 DeSales Street NW, 5th Floor

Washington, DC 20036 202-596-2063

info@nhmc.org

Minority Media and Telecommunications Council

Description: The Minority Media and Telecommunications Council (MMTC) is a national nonprofit organization dedicated to promoting and preserving equal opportunity and civil rights in the mass media.

3636 16th street, N.W., Suite B-366

Washington, DC 20010 202-332-0500 info@mmtconline.org

Hispanic Technology and Telecommunications Partnership

Description: CNC is a non-profit organization providing human services to persons in need from all racial and ethnic groups.

1444 I Street, NW Suite 800

Washington, DC 20005 202-503-4881 [http@http.org](http://http.org)

National Association for Multi-Ethnicity in Communications

Description: NAMIC is an organization which educates, advocates and empowers for the cause of diversity in the telecommunications industry.

South Florida Chapter 954-534-7424 Lucia_rodriguez@cable.comcast.com

F. Other Menu Options

The Station also participated in additional long term recruitment measures. On 3/20/13 Station Manager, Michele Bastone spoke at Keiser University to their students about how to gain employment at a radio station. Keiser University is located at 5600 Lake Underhill

Road, Orlando. On 3/21/13 Station Manager, Michele Bastone spoke to students at Full Sail University about the different positions that are available at a radio station. Full Sail University is located 300 University Boulevard, Winter Park. On 4/17/13 Station Manager, Michele Bastone spoke to students at Stetson University about career opportunities in the radio industry. Stetson University is located at 421 N. Woodland Boulevard, DeLand. On 8/29/13 Station Manager, Michele Bastone spoke to Everest University about employment opportunities at a radio station. Everest University is located at 9200 South Park Center Loop, Orlando.

Station Manager, Michele Bastone hosted mentoring sessions with three college students throughout the year at the office of Radio Disney located at 610 Sycamore Street, Suite 220, Celebration. The first student was from Full Sail University, which is a local University that offers degrees in Television, Film, Media and Radio. The second and third students were from the University of Central Florida which is located at 4000 Central FL Boulevard, Orlando. Michele sat down with the students and helped them develop a career plan and structured a business model so they will be able to gain employment in the marketplace after graduation.

The station had an intern, Giovanni Tevenal, from 5/28/13 through 8/15/13. He was a student at The University of Maine, Orono. During his time at the station he worked in the promotions department participating in station events, coordinating, in the sales department where he learned how to find potential clients and how to talk to them about Radio Disney and created a marketing email for the stations Account Executives to showcase the station. This was a paid internship.

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 Community Contact List WDYZ Orlando**

Connecticut School of Broadcasting
Steve Clark
35014 Coconut Palm Dr, Suite 105
Tampa, FL 33619 813-740-099 sclark@gocsb.com

Nicholson School of Communications/University of Central Florida
Jeff Butler; Joan McCain
PO Box 161 344
Orlando, FL 32816 407-823-2683 jbutler@mail.ucf.edu; jmwrites@aol.com

Orlando Urban League
S. Williams
2804 Belco Drive
Orlando, FL 32802 407-836-5661 swilliams@metorlandoul.org

Brevard Community College Cocoa Campus Career Services
Beverly Payne; Gloria Meeks
1519 Clearlake Road
Cocoa, FL 32922 321-433-7325 PayneB@brevardcc.edu ; meekgs@brevardcc.edu

University of South Florida
Program Director
4202 E Valur Ave
Tampa, FL 33620 813-974-4906 mcom@cas.usf.edu

Hillsborough Community College
John L. Huerta, Jr.
4001 W Tampa Bay Blvd
Tampa, FL 33614-7820 813-253-7311 jhuerta@hccfl.edu

FL Southern College Career Center
Roberta Anderson
111 Lake Hollingworth Drive
Lakeland, FL 32801-5698 863-680-4131 randersonbarnes@flsouthern.edu

Polk State College Lakeland Campus
Simmi Johnson
3425 Winter Lake Road
Lakeland FL 33803 (863) 669-2822 simmijohnson@polk.edu

Polk Community College Winter haven Campus
Mary Westgate or Oscar Ramer
999 Avenue H NE
Winter Haven, FL 33881 863-669-2822 mwestgate@polk.edu; oramer@polk.edu

Seminole State College – Altamonte Campus
Jen Bielen
850 South SR 434
Altamonte Springs, FL 32714 407-404-6143 Bielenj@seminolestate.edu

Seminole State College – Heathrow Campus
Christy King
1055 AAA Dr.
Heathrow, FL 32746 407-708-2103 kingck@seminolestate.edu

Seminole State College – Sanford/Lake Mary Campus
Lisette Guillen-Dolby
100 Weldon Boulevard
Sanford, FL 32773 407-708-2515 dolbyl@seminolestate.edu

Valencia Community College – East Campus
Enid Rosa
701 N. Econlockhatchee Tr.
Orlando, FL 32825 407-582-2259 erosa@valenciacollege.edu

Valencia Community College – Osceola Campus
Eva Alipieva
1800 Denn John Lane
Kissimmee, FL 34744 407-582-4897 ealipieva@valenciacollege.edu

Valencia Community College – West Campus
Andrea Bealler
1800 South Kirkman Rd
Orlando, FL 32811 407-582-1332 abealler@valenciacollege.edu

Valencia Community College – Winter Park Campus
Julie Corderman
850 W. Morse Blvd.
Winter Park, FL 32789 407-299-5000 jcorderman@valenciacollege.edu

Full Sail University
Tammy Gilbert
3300 University Blvd
Winter Park, FL 32792 407-551-2023 tgilbert@fullsail.com

Devry University
Dena Sandy
4000 Millenia Blvd.
Orlando, FL 32839 407-226-6402 dsandy@devry.edu

Keiser University
Jeremy Pilson
5600 Lake Underhill Road
Orlando, FL 32807 407-273-5800 jpilson@keiseruniversity.edu

Business and Professional Women
Theresa Kraa
PO Box 560752
Orlando, FL 32856 352-409-1818 theresa.kraa@profileyourmarketing.com

Everest University – North Campus Orlando
Danielle Thornton
5421 Diplomat Circle
Orlando, FL 32810 407-628-5870 Dthornton@cci.edu

Nova Southeastern University
Shari Saperstein
4850 Millenia Blvd.
Orlando, FL 32839 954-262-7201 career@nova.edu

Southern Technical College
Tammy Parsons
1485 Florida Mall Avenue
Orlando, FL 32809 407-438-6000 tparsons@southerntech.edu

Strayer University
Michael Baybayan
2200 North Alafaya Trail, Suite 500
Orlando, FL 32826 407-926-2000 baybayan@strayer.edu

Women's Endeavors in Business
Andy Tolbert
230 W. State Road 436
Altamonte Springs, FL 32714 407-328-0970 andy@andytolbert.com

University of Tampa
Dr. Timothy Kennedy/Director of Communications
401 W. Kennedy Blvd
Tampa, FL 33606-1490 813-253-3333 tkennedy@ut.edu

Tampa Bay Business & Professional Women
Bobbie Williams
P.O. Box 320935
Tampa, FL 33679 813-963-6832 karavita739@yahoo.com

Florida Federation of Business & Professional Women's Clubs, Inc. – TAMPA
Cindy Argerious
4253 W. Kennedy Blvd.
Tampa, FL 33069 813-289-2707 cindy@bachmanlear.com

University of South Florida – St. Pete
Katie Ramsberger-Career Development
140 7th Avenue South – TER200
St. Petersburg, FL 33701 727-873-4129 kramsber@stpt.usf.edu

Florida Federation of Business & Professional Women's Clubs, Inc. – TAMPA
Sheila Barry- Oliver
P.O. Box 1063
St. Petersburg, FL 33731-1063 727-471-8248 foundation@bpwusa.org

St. Petersburg College
Stefanie Silvers
P.O. Box 13489
St. Petersburg, FL 33733 727-341-4772 silvers.stefanie@spcollege.edu

Florida Federation of Business and Professional Women's Clubs, Inc. – SARASOTA
Valerie Reeves
4129 Webber Street
Sarasota, FL 34232 941-365-0056

University of South Florida – Sarasota
Toni Ripo
8350 N. Tamiami Trail
Sarasota, FL 34243 941-359-4200 tripo@sar.usf.edu

Rollins College
Ray Roger
1000 Holt Avenue; #2587
Winter Park, FL 32789 407-646-2195 rdray@rollins.edu

Connecticut School of Broadcasting
Ray Thomas – Campus Coordinator
5323 Millennium Lakes Blvd.; Suite #120
Orlando, FL 32839 407-704-8910 rthomas@gocsb.com

Brevard Community College Palm Bay Campus
Richard Belton
250 Community College Parkway
Palm Bay, FL 32909 321.433.7503 beltonr@brevardcc.edu

Brevard Community College Melbourne
Linda DeAngelis
3865 N Wickham Road
Melbourne, FL 32935 321-433-5771 deangelisl@brevardcc.edu

African American Chamber of Commerce of Central Florida
Pamela Martin
315 East Robinson Street
Suite 100
Orlando, Florida 32801 407.420.4870 pmartin@blackcommerce.org

Orlando Chapter of NAACP
Vivian Tindal Vice President
1006 Elston Lane
Orlando, FL 32811 407-399-6282 viviantindal@yahoo.com

Goodwill Industries Tampa
Lynnette.Lacy@goodwill-suncoast.com

Goodwill Industries Orlando
Fax: 407-235-1520
Attn: Merlyn Gordon

Central Florida Urban League
2804 Belco Drive
Orlando, FL 32808
407-841-7654
Allie Braswell, Jr.
abraswell@cful.org

Organization of Chinese Americans
South Florida Chapter
P.O. Box 562124, Miami, FL 33256-2124
305-753-8791
OCA-SFL@JUNO.com

Sharon Rosin, Director of Career Services
Herzing University
1865 SR 436
Winter Park, FL 32792
407-215-9706
srosin@orl.herzing.edu

Dennis Ferraro, Student Services Director
Keiser University
5600 Lake Underhill Rd.
Orlando, FL 32807
407-273-5800
dferraro@keiseruniversity.edu

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Radio Disney Philadelphia

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 is 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 EEO Report

February 1, 2013

Radio Disney, Mount Holly New Jersey

This annual EEO Report is filed on behalf of WWJZ (the "Station") in compliance with the FCC's EEO reporting requirements. WWJZ is a Radio Disney Group, LLC owned radio station and is located in Mount Holly , New Jersey This report includes information from: February 1, 2012, through January 31, 2013, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had seven full time employees as of January 15, 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, 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 (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. 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 420 announcements aired during this report period; January 1st 2012 through December 31st 2012.

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.²

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, 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 Promotion Coordinator was opened January 14th, 2012, and filled on March 14, 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). Eighteen candidates were interviewed for the position

Date of Opening

Job Title Department Date of

Interview Candidate

Interview *Names withheld for privacy

Hired

(H) or

Not

Hired

(NH)

Date

Hired

Source*

1/14/12 Promotions

Coordinator

Promotions 1/30/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 1/30/12 * NH Referral

1/14/12 Promotions

Coordinator

Promotions 1/30/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 1/30/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 1/31/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 1/31/12 * NH Monster.com

1/14/12 Promotions

Coordinator

Promotions 1/31/12 * NH Disney Job

Portal3

1/14/12 Promotions

Coordinator

Promotions 2/1/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/1/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/1/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/1/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/2/12 * NH Referral

1/14/12 Promotions

Coordinator

Promotions 2/2/12 * NH Internal

Candidate

Road Crew

1/14/12 Promotions

Coordinator

Promotions 2/2/12 * NH Monster.com

1/14/12 Promotions

Coordinator

Promotions 2/9/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/9/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/10/12 * NH Disney Job

Portal

1/14/12 Promotions

Coordinator

Promotions 2/13/12 Carrie

Trew

H 3/14/12 Monster.com

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:

1. March 28th 2012 – Arcadia University Career Fair- Attended Kelly Schempp, Promotions Manager
2. June 21st, 2012 – Job Fair of Philadelphia – Attended James A. Boniface, Station Manager and Kelly Schempp, Promotions Manager
3. August 15th, 2012 – Montgomery Community College Career Fair- Attended Kelly Schempp, Promotions Manager
4. October 23, 2012- Arcadia University Career Fair- Attended Kelly Schempp, Promotions Manager
5. November 13th 2012 – Montgomery Community College Career Fair- Attended James A. Boniface, Station Manager

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:

- 1) American Women in Radio and Television Philadelphia
- 2) Association for Women in Communication

C. Other Menu Options

Hosting Job Fairs

On January 25, 2012 WWJZ hosted a Job Fair at their office located at 501 Office Center Drive, Fort Washington PA 19034. The Job Fair was hosted to recruit for

Part Time Employees for Radio Disney On-Site appearances. The Job Fair was posted on Craigslist.com. 20 applicants attended the Job-Fair.

On August 14, 2012 WWJZ hosted a Job Fair at their office located at 501 Office Center Drive, Fort Washington PA 19034. The Job Fair was hosted to recruit for Part Time Employees for Radio Disney On-Site appearances. The Job Fair was posted on Craigslist.com. 10 applicants attended the Job-Fair.

On January 9, 2013 WWJZ hosted a Job Fair at their office located at 501 Office Center Drive, Fort Washington PA 19034. The Job Fair was hosted to recruit for Part Time Employees for Radio Disney On-Site appearances. The Job Fair was posted on Craigslist.com. 8 applicants attended the Job-Fair.

Training Programs

On November 13 and 14, 2012, Kelly R. Schempp, Promotions Manager, and on November 15 and 16, 2012, James A. Boniface, Station Manager, attended the following training program: Management Edge Training, Essential Development, 5 Growth and Expertise for Managers in Chicago, Illinois. This class had four key modules:

1. The Leader's Foundation for Communication
2. Coaching and Performance
3. Building and Transforming Teams
4. Strategies for your Management Success

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.⁶

ATTACHMENT A-LOCAL RECRUITMENT SOURCES CONTACT LIST

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

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) 7

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) 8

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, 6th 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; CarmenCusido83@yahoo.com; aalaya@starledger.com

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Radio Disney Phoenix

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 is a letter to 4602 E. University, Suite 150, Phoenix, AZ 85034 or email Radio Disney Phoenix Station Manager, Steve Earnhart, steve.earnhart@disney.com.

EEO Report

KMIK EEO Report

June 1st, 2012 – May 31st, 2013

Radio Disney, Tempe

This annual EEO Report is filed on behalf of KMIK (the "Station") in compliance with the FCC's EEO reporting requirements. KMIK is a Radio Disney Group, LLC owned radio station and is located in Tempe, AZ. This report includes information from June 1st, 2012 through May 31st, 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 May 31st, 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), 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 in previous years to notify potential applicants for full-time vacancies, the station did not distribute to it this reporting year as there were no open positions. 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 6/1/2012 – 4/30/2013 from 6:00 am – 12:00 midnight, and a total of 332 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.²

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, zero positions were posted, and zero were filled.

IV. 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.

A. Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them for Higher-Level Positions

Armando Sanchez (Promotions Manager) completed the Disney Development Connection course "Management Edge" January 30-31, 2013.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.³

ATTACHMENT A-LOCAL RECRUITMENT SOURCES CONTACT LIST

American Marketing Association

<http://www.amaphoenix.org/>

Shea Stickler

Email: 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/>

Log in to post job:

Username: 9671580

Password: 9671580

Arizona State University

PO Box 871312

Tempe, AZ 85287

Tel: 480.965.2350

Fax: 480.965.2120

E-mail: careerservices@asu.edu

<http://www.students.asu.edu/>

[career/tempe](#)

Log in to post job:

Username:

Crystal.r.roskoski@disney.com

Password: Disney1

Arizona Women's Education & Employment

640 N. 1st Ave

Phoenix, AZ 85003

Tel: 602-223-4333

E-mail: michelleharrison@awee.org

<http://www.awee.org/>

Gateway Community College

108 N. 40th St.

Phoenix, AZ 85034

Tel: 602-286-8000

Email:

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

<http://azgovernor.gov/eop/index.asp>

Greater Phoenix Urban League

1402 S. 7th Ave.

Phoenix, AZ 85004

Tel: 602-254-5611

Fax: 602.253.7359

Micah Peterson – Employment Specialist

E-mail: 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

Maricopa County Workforce

Connections

1840 n. 95th Ave., #160

Phoenix, AZ 85037

Tel: 623-934-2331

Send to the below and it gets posted

to the entire state.

MWC East Valley Career

Center/Gilbert

Dennis Cleveland

clevelandd@mail.maricopa.gov

PH 602/372-9739

NAACP

1818 S. 16th St.

Phoenix, AZ 85034

Tel: 602-252-4064

Rev. Oscar Tillman – President NAACP Maricopa County

Branch

E-mail: tillmannaacp@aol.com

Native American Connections

4520 N. Central Ave., #600

Phoenix, AZ 85012

Tel: 602-254-3247

F: 602.256.7356

Pam Davis

Email:

p.davis@nativeconnections.org

<http://www.nativeconnections.org/>

Scottsdale Community College

9000 E. Chaparral Rd.

Scottsdale, AZ 85253

Tel: 480-423-6000

<http://plone.scottsdalecc.edu/career>

Go to career services.

Click Employers

Fill out Job Posting Form.4

South Mountain Community College

7050 S. 24th St.

Phoenix, AZ 85042

Tel: 602.243.8153

Fax: 602.243.8383

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

Alliance for Women in Media

1760 Old Meadow Road

Suite 500

McLean, VA 22102

Paid for job posting on 5/13/2011

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Pittsburgh

Station Information

WDDZ AM 1250

Address: 400 Ardmore Boulevard

Pittsburgh, PA 15221

To contact Radio Disney programming personnel regarding the Pittsburgh market, call 412-244-4586 or email: matthew.j.holland@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 is a letter to 400 Ardmore Boulevard, Pittsburgh, PA 15221 or email Radio Disney Pittsburgh Station Manager, Matt Holland, matthew.j.holland@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDDZ(AM), Pittsburgh, Pennsylvania, April 1, 2013

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, 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 April 1, 2013. 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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Portland

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Portland AM 1640 Office - (503) 228-4322

10260 SW Greenburg Road
4th Floor, Office Number 453
PORTLAND, OR 97223

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 is a letter to 10260 SW Greenburg Road, 4th Floor, Office Number 453, Portland, OR 97223 or email Radio Disney Portland Station Manager, Stacey Bailey, Stacey.a.bailey@disney.com.

EEO Report

KDZR (AM1640) EEO Report

October 1, 2012 – September 30, 2013

Radio Disney, Lake Oswego

This annual EEO Report is filed on behalf of KDZR (the "Station") in compliance with the FCC's EEO reporting requirements. KDZR is a Radio Disney Group, LLC owned radio station and is located in Lake Oswego, OR. This report includes information from October 1, 2012 through September 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 seven (7) full time employees as of September 30, 2013.

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), 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. Since October 1, 2012 the station has solicited 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 from 10/1/12 through 9/30/13 from 6am – 10am, and a total of 186 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. Positions filled in this reporting period include two (2) Account Executive positions and all have a file including the proper record keeping documentation.

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. The station retained the required record keeping documentation for its recruitment initiatives in this reporting year.

XI. Recruiting for Full-Time Open Positions

During the reporting time frame, three (3) positions were posted, and (2) positions were filled. The chart at the end of this section has details about the: positions; interviewees for the positions; referral sources for the interviewees; and names of hires.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com. Documentation for each job posting is included in the record keeping file and all positions were posted as required.

Two (2) positions of Account Executive were opened on August 29, 2012. One (1) was filled on October 24, 2012 and one (1) was filled on December 3, 2012. Notice of job vacancies were posted on DisneyCareers.com, Monster.com, Alliance for Women in Media, Portland Craigslist, Oregon Employment Department and distributed to the station's local recruitment contact list (Attachment A). Joint postings were made for all recruitment efforts as the two (2) positions were posted on the same day. Six (6) candidates were interviewed and two (2) hires were made for the positions. Documentation is included in the record keeping file for these positions.

One (1) position of Promotions Coordinator was opened on September 20 2013, and the position remains open. Notice of the job vacancy was posted on DisneyCareers.com,

Alliance for Women in Media, Mac's List, Oregon Employment Department and distributed to the station's local recruitment contact list (Attachment A). We are in process of interviewing candidates for the open position and documentation is included in the record keeping file.

FULL-TIME OPEN POSITION INTERVIEW CHART

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

One (1) position remains opens and recruitment and interviews are on-going.

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*
8-29-12	Account Executive (two openings)	Sales	8/24/12	*	H	10/24/12	Referral from industry colleague
			9/5/12	*	NH		Portlandcraigslist.com
			9/7/12	*	NH		Portlandcraigslist.com
			9/11/12	*	NH		Referral from industry colleague
			9/12/12	*	NH		Disneycareers.com
			9/20/12	*	H	12/3/12	Referral from Radio Disney Promotions Manager Jackie Evanado

Date of Opening	Job Title	Department	Date of	Candidate	Hired	Date	Source*
-----------------	-----------	------------	---------	-----------	-------	------	---------

			Interview	Interviewed *Names withheld for privacy	(H) or Not (NH)	Hired	
9-20-12	Promotions Coordinator	Promotions	Interview process is on-going.				

XII. Long-Term Recruitment Measures

A. **JOB FAIRS**

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

A hiring manager participated in three (3) local job fairs in the Portland metro area. Invitations to job fairs are regularly extended to the station’s Station Manager and Promotions Manager. The Recruitment Manager, Regional Director and Station Manager were responsible for all hiring decisions in this reporting year. At the job fairs, resumes are collected and sometimes short interviews are conducted. All resumes are kept on file and reviewed generally when a position becomes available within three months of the event. Attendees are informed of the various careers in broadcasting and are provided with information on how to discover future openings with the group. Handouts are brought to each event listing the website; www.disneycareers.com which posts all open full-time positions; the Station Manager email for submitting resumes for full-time positions and the Promotions Manager email for submitting resumes for part-time positions.

Stacey Bailey, Station Manager

Attended the following Job Fairs during this reporting period:

The Art Institute Portland – Job Fair, 10/11/12

Portland State University, 2/7/13

The City of Portland's 13th Annual Diversity Employment Day, 2/27/2013

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 Radio and Television and Alliance for Women in Media.

C. OTHER MENU OPTIONS

Station Manager, Stacey Bailey, participated in various training classes offered by the company to acquire skills that could help her qualify for future higher-level positions.

- MEDIA_Development Connection
Courses attended by *Stacey Bailey (Station Manager)*

MEDIA_Management Edge, 10/30-31/2012, *18 credit hours*

Total number of credit hours for attending this training session: 18

The course work included, but not limited to:

Leader's Foundation for Communication

Coaching for Performance

Building and Transforming Teams

Strategies for Your Management Success

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

Alliance for Women in Media

American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the media and allied fields.

AWRT National Headquarters

1760 Old Meadow Road, Suite 500

McLean, VA 22102

P: (703) 506-3290

F: (703) 506-3266

Website: www.allwomeninmedia.org

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

American Women in Radio and Television, Western Chapter

Contact: Kristie Gong, President

Email: Kgong@hearst.com

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Contact: Julie Williamson

Email: jwilliamson@aii.edu

Website: «Website»

«Organizations_Name»

«Address_Line_1», Suite 1A

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

«Organizations_Name», The

«Address_Line_1»

«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»

«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Clark College

1933 Fort Vancouver Way

Vancouver, WA 98663

Contact: Michele O-Rourke

Phone: 360.992.2154

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»Website: «Website»

«Organizations_Name»

«Address_Line_1»

«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

Post:

<https://linfield-csm.symplicity.com>

Career Center Phone: (503) 883-2733

E-Mail: career@linfield.edu)

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: Christy Weigel

Email: mhcareer@mhcc.eduContact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

Oregon Association of Broadcasters

7150 SW Hampton Street

Suite 240

Portland, OR 97223

Email: theoab@theoab

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1», #201

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Oregon State University Career Services

Online job posting

<https://oregonstate-csm.symplicity.com/employers>

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

Pacific University

Career Development Center

2043 College Way

Forest Grove, OR 97116

Phone: (503) 352-2877

Online posting: careercenterjobs.org

«Organizations_Name»

«Address_Line_1»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

PCC Willow Creek Center

241 SW Edgeway Drive

Beaverton, OR 97006

Contact: Kurt Carlsen

Phone: (503) 526-2711

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

President: Jerome LaChance

E-Mail: jlachance@entercom.com

Website: «Website»

«Organizations_Name»

«Address_Line_1», Ste 500

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

«Organizations_Name»

«Address_Line_1»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

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«Organizations_Name»

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«City», «State» «Zip»

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E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: Brooke Hunter

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

Post Online:

<https://info.reed.edu/career/employers.taf?type=newList>

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

Self Enhancement, Inc (SEI)

3920 N. Kerby Avenue

Portland, OR 97227

Contact: Rachael Berry

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

State of Oregon

Employment Department

241 SW Edgeway Drive

Beaverton, OR 97006

Tualatin WorkSource

Career Services

7995 SW Mohawk Street

Tualatin, OR 97062

Contact: Tricia Reardon

University of Oregon Career Center

1200 University of Oregon

Eugene, OR 97403-1205

University of Oregon – Portland Center

70 NW Couch, Suite 241

Portland, OR 97209

Post Online:

<https://uo-csm.symplicity.com/employers>

University of Portland

Career Services

5000 N. Willamette Blvd.

Portland, OR 97203

Contact: Clarice Wilsey

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Website: «Website»

Email: DLindsay@ulpdx.org

«Organizations_Name»

«Address_Line_1»

«Address_Line_2»«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

Email: rjohanson@warnerpacific.eduE-Mail: «EMail»Website: «Website»

Willamette University

University Center, 3rd Floor

900 State Street

Salem, OR 97301

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

WorkSource

«Organizations_Name»

«Address_Line_1», Ste. E

«City», «State» «Zip»Contact: «Contact_Person»

Phone: «Phone»E-Mail: «EMail»

Website: «Website»

WorkSource Center

5411 E. Mill Plain Blvd.

Suite 15

Vancouver, WA 98661

E-Mail: businessservices@esd.wa.gov

WSU Vancouver

14204 NE Salmon Creek Ave

Vancouver, WA 98686-9600

Contact: Christine Lundeen

Phone: (360) 546.9155

«Organizations_Name»

«Address_Line_1»«Address_Line_2»

«City», «State» «Zip»

Contact: «Contact_Person»

Phone: «Phone»

E-Mail: «EMail»

Website: «Website»

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Richmond

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Richmond AM 1290 Office - (804) 353-7200

413 STUART CIR UNIT 110
RICHMOND, VA 23220

Job Information

Radio Disney Richmond 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 Richmond at 804-353-7200 or mail is a letter to 413 Stuart Circle, Unit 110, Richmond, VA 23220 or email Radio Disney Richmond Station Manager, Amy Garelick, amy.a.garelick@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDZY(AM), Colonial Heights, Virginia, June 1, 2013

Radio Disney Group, LLC, licensee of WDZY(AM), Colonial Heights, Virginia (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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Sacramento

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 is 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.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDZY(AM), Colonial Heights, Virginia, June 1, 2013

Radio Disney Group, LLC, licensee of WDZY(AM), Colonial Heights, Virginia (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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Salt Lake City

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 is 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.

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.

Equal Employment Opportunity

Radio Disney is part of the Walt Disney Company. Any organization or education institution that maintains a job bank, provides employment information, or gives job referrals may ask to receive

our station's job listings. For further information call Radio Disney at 801-908-5152 or email us at ginger.m.lundgren@disney.com and put Employment Contact List in the RE: line. Radio Disney AM910 is an equal opportunity employer.

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San Antonio

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney San Antonio AM 1160 Office - (210) 530-5360

84 NE LOOP 410 STE 143
SAN ANTONIO, TX 78216

Job Information

Radio Disney San Antonio 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 Antonio at 210-530-5360 or mail is a letter to 84 NE Loop, Suite 143, San Antonio, TX 78216 email Radio Disney San Antonio Station Manager, Fred Stockwell, fred.stockwell@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KRDY, San Antonio, Texas, April 1, 2013

Radio Disney Group, LLC, licensee of KRDY, San Antonio, Texas (the "Station"), which is an equal opportunity employer, hereby certifies that as of April 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 April 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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San Francisco

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 is 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 EEO Report

August 1st, 2012 – July 31st, 2013

Radio Disney, Oakland

This annual EEO Report is filed on behalf of KMKY (the "Station") in compliance with the FCC's EEO reporting requirements. KMKY is a RD San Francisco Assets, LLC owned radio station and is located in Oakland, CA. This report includes information from August 1, 2012, through July 31, 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 August 1, 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 Attachments A & B), and Disneycareers.com (see Section III – Recruiting for FullTime 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 fifteen-second announcements aired August 1, 2012 through July 14, 2013, during the 8AM-6PM time slot and a total of 68 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.

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Seattle

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 is a letter to 200 1st Avenue, W Suite 104, Seattle, WA, 98119 or email Radio Disney Seattle Station Manager, Diana Moses, Diana.k.moses@disney.com.

EEO Report

KKDZ(AM) EEO Report

October 1, 2012 – September 30, 2013

Radio Disney, Seattle, Washington

This annual EEO Report is filed on behalf of KKDZ (the "Station") in compliance with the FCC's EEO reporting requirements. KKDZ is a RD Seattle Assets, LLC owned radio station and is located in Seattle, Washington. This report includes information from October 1, 2012 through September 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 five (5) full-time employees from October 1, 2012 through February 8, 2013 when one (1) position became vacant. The open position was suspended pending Radio Disney's determination as to whether the position would be maintained for budgetary reasons, and the station has continued to operate with four (4) full-time positions. Radio Disney determined on June 21, 2013 that it would maintain the vacant position

at which time it was re-opened for recruitment and interviews. At the current time, interviewing is on-going for this open position and it has not yet been filled.

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 ("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 15-second announcements aired October 1, 2012 through September 30, 2013 from 6:00AM to 8:00PM, and a total of 940 announcements aired.

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, one (1) position was posted, and it has not yet been filled. The chart at the end of this section has details about the: position; interviewees for the position; and referral sources for the interviewees.

The position during this reporting period was forwarded to the Disney Media Networks Human Resources department, which posted the job listing on DisneyCareers.com and AllAccess.com.

A position of Account Executive was opened June 21, 2013, and is still in the process of being filled. Notice of this job vacancy was posted on DisneyCareers.com, AllAccess.com and distributed to the station's local recruitment contact list (Attachment A). To date, four (4) candidates have been interviewed for this position and the interview process is continuing.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for one (1) full-time open position was 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*
6/21/13	Account Manager	Sales	7/15/13	*	NH		Diversity Employment Day Career Fair 7/9/13
			7/15/13	*	NH		Diversity Employment Day Career Fair 7/9/13
			7/17/13	*	NH		Emailed Station manager Diana Moses from contact information on RadioDisney.com
			9/20/13	*	NH		Emailed Station Manager directly on 9/8/13
			The Interviewing process is continuing				

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.

G. Job Fairs

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

Seattle Pacific University Career Mixer – November 11, 2012; 3:00PM-5:00PM. Alex DeDonker (Promotions Manager) attended and collected 20 resumes. Three (3) people were interviewed from this event and hired for part-time positions.

Diversity Employment Day Career Fair – January 25, 2013; 11:00AM-3:00PM; Sea-Tac Conference Center. Diana Moses (Station Manager) and Alex DeDonker (Promotions Manager) attended the event. Ten (10) resumes were collected. There were no follow up interviews from this event. Twenty-four (24) radio ads were aired between January 16, 2013 and January 20, 2013, to promote this fair.

Seattle Pacific University Job and Internship Fair – April 11, 2013; 3:00PM-6:00PM. Alex DeDonker (Promotions Manager) attended this event. Twenty (20) resumes were collected. Two (2) people were interviewed from this event and hired for part-time positions.

Diversity Employment Day Career Fair – July 9, 2013; 11:00AM-3:00PM; ShoWare Center in Kent, WA. Diana Moses (Station Manager) and Alex DeDonker (Promotions Manager) attended this event. Eighteen (18) resumes were collected. Two (2) people were interviewed for full-time positions but none were hired. Twenty-four (24) radio ads were aired between July 3, 2013 and July 8, 2013 to promote this fair.

H. Media Trade Group Listings

Notice of the open Account Manager position, was distributed to the Alliance for Women in Media, a media trade group with a broad-based membership that includes women and minorities.

I. Other Menu Options

In addition to maintaining the Station's local recruitment contact list (see attachment A), the Station participated in the following long-term recruitment measures during this reporting period:

1. Training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions:

Alex DeDonker (Promotions Manager) completed the Disney Development Connection course, "Media Management Edge," on January 30, 2013.

Diana Moses (Station Manager) completed the Disney Development Connection course, "Media Management Edge," on March 7, 2013.

Diana Moses (Station Manager) completed the Radio Advertising Bureau Management Course on August 26, 2013.

2. Providing training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

Diana Moses (Station Manager) and Alex DeDonker (Promotions Manager) attended a Diversity Training Roundtable at Sea-Tac Airport on January 25, 2013; 9:00AM-11:00AM. Rodolfo Hurtado, Program Analyst for the United States Equal Employment Opportunity Commission, 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

Art Institute of Seattle

Career Services

2323 Elliott Avenue

Seattle, WA 98121

Phone: 206-239-2290

Fax: 206-441-3475

Asian Counseling and Referral Services

3639 Martin Luther King Jr Way S

Seattle, WA 98144

Contact: Yong Lim

Email: yongl@acrs.org

Phone: 206-695-7600

Fax: 206-695-7606

Bellevue Community College

Career Center

3000 Landerholm Circle SE, B231

Seattle, WA 98007

Email: careers@bellevuecollege.edu

Phone: 425-564-2279

Fax: 206-695-7606

SEA-MAR Education & Employment Training

901 Rainier Ave S

Seattle, WA 98144

Contact: Rick Finley

Email: rfinley@ccawa.org

Phone: 206-322-9080

Fax: 206-322-9084

Central Area Motivational Program (C.A.M.P.)

722 18th Avenue

Seattle, WA 98122

Contact: Gloria Gobert

Email: Gloria@campseattle.org

Phone: 206-812-4940

Central Washington University

Career Services

400 E University Way

Ellensburg, WA 98926

Email: career@cwu.edu

Phone: 509-963-1921

Centro Latino

1208 S 10th Street

Tacoma, WA 98405

Contact: Maria Salado

Email: msalado@clatino.org

Phone: 253-572-7717

City University

Career Planning and Placement

11900 NE 1st Street

Bellevue, WA 98005

Email: careers@cityu.edu

Phone: 425-637-1010

Fax: 425-709-5441

Eastern Washington University

101 Sutton Hall

Cheney, WA 99004

Email: ewcareers@gmail.com

Phone: 509-359-6365

Edmonds Community College

20000 68th Ave W

Lynnwood, WA 98036

Email: careeractioncenter@edcc.edu

Phone: 425-640-1459

Evergreen State College

Career Development Center

2700 Evergreen Parkway NW

Olympia, WA 98505

Email: careerdevelopment@evergreen.edu

Phone: 360-867-6193

Green River Community College

Hire Works

12402 SE 320th

Auburn, WA 98002

Contact: Karen Brasch

Email: kbrasch@greenriver.edu

Phone: 253-833-9111

Lower Columbia College

Career & Employment Services

1600 Maple Street, P.O. Box 3010

Longview, WA 98632

Contact: Jenny Smith

Email: jsmith@lcc.ctc.edu

Website: <http://www.collegecentral.com/lowercolumbiacollege>

Pacific Lutheran University

Career Services

Pacific Lutheran University

Tacoma, WA 98447

Email: career@plu.edu

Phone: 253-535-7459

Puget Sound Radio Broadcasters Association

P.O. Box 9392

Seattle, WA 98109

Contact: Mike Oboy

Email: mike.oboy@cbsradio.com

Fax: 206-829-8418

Seattle Pacific University

Career Development

3307 Third Avenue West

Seattle, WA 98119

Contact: Kristen Hunt

Email: huntka@spu.edu

Phone: 206-281-2485

Website: <https://spu-csm.symplicity.com/employers>

Seattle University

Career Services

901 12th Ave P.O. Box 222000

Seattle, WA 98122

Website: <https://www.myinterfase.com/seattleu/employer/>

Phone: 206-296-6080

Shoreline Community College

16101 Greenwood Avenue N

Shoreline, WA 98133

Contact: Michael Boehm

Email: mboehm@shoreline.edu

Phone: 206-546-6930

Tacoma Community College

6501 South 19th Street

Tacoma, WA 98466-6100

Contact: Natalie Wilkerson

Email: nwilkerson@tacomacc.edu

Phone: 253-566-5191

University of Washington

Communications Department

P.O. Box 353740

Seattle, WA 98195

Email: monet@uw.edu

Phone: 206-543-8860

Urban League of Metropolitan Seattle

105 14th Avenue

Seattle, WA 98122

Contact: Marilyn Harris

Email: mharris@urbanleague.org

Phone: 206-461-3792 x3034

Fax: 206-461-8425

Walla Walla University

Career Services

204 S. College Avenue

College Place, WA 99324

Contact: Marilyn

Email: career@wallawalla.edu

Phone: 509-527-2664

Washington State Association of Broadcasters

Job Bank – Career Services

724 Columbia Street NW, #310

Olympia, WA 98501

Email: wsabjobbank@earthlink.net

Phone: 360-705-0774

Fax: 360-705-0873

Washington State Division of Vocational Rehabilitation

4546 7th Ave SE

Lacey, WA 98503

Contact: Bo Welch

Website: DVREmploymentServices@dshs.gov

Email: welchrt@dshs.wa.gov

Phone: 360-725-3636

Washington State University

Career Services

180 Lighty Building, P.O. Box 641061

Pullman, WA 99164

Contact: Attn: Radio

Fax: 509-335-3772

Phone: 509-335-6576

Website: <https://wsu-csm.symplicity.com/employers>

Washington Vocational Services

22316 70th Avenue W, Suite D

Mountlake Terrace, WA 98043

Contact: Steve Williams

Email: swilliams@wvs.org

Phone: 425-774-3338

Fax: 425-744-1555

Washington Women's Employment & Education

515 West Harrison, Suite 208

Kent, WA 98032

Contact: Shaina Fristoe

Email: shaina@wwee.org

Phone: 253-859-3718

Western Washington University

Career Services

516 High Street

Bellingham, WA 98225

Contact: Tina Loudon – Director

Email: careers@wwu.edu

Phone: 360-650-3240

Website: <https://wwu-csm.symplicity.com/employers/index.php>

Western Washington Indian Employment & Training Program

3701 6th Avenue, #4

Tacoma, WA 98406

Contact: Timothy McFarland

Email: timothy@wwietp.org

Phone: 253-879-9066

Alliance for Women in Media

American Women in Radio & Television, INC. (AWRT) is a non-profit, professional organization of women and men who work in the media and allied fields.

AWRT National Headquarters

1760 Old Meadow Road, Suite 500

McLean, VA 22102

Phone: 703-506-3290

Fax: 703-506-3266

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St. Louis

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 is 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.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WSDZ(AM), Belleville, Illinois August 1, 2013

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, 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 August 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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Tampa

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 is a letter to 11300 4th Street, N Suite 143, St. Petersburg, FL, 33176 or email Radio Disney Tampa Station Manager, Todd Loomis, todd.e.loomis@disney.com.

EEO Report

WWMI(AM) EEO Report

October 1, 2012 through September 30, 2013

Radio Disney, St. Petersburg

This annual EEO Report is filed on behalf of WWMI (the "Station") in compliance with the FCC's EEO reporting requirements. WWMI is a Radio Disney Group, LLC owned radio station and is located in St. Petersburg, FL. This report includes information from October 1, 2012 through September 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 six (6) full time employees as of September 30, 2013.

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 Attachment A), Disneycareers.com, Linkup.com, Glassdoor.com and Simplyhired.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 between October 1, 2012 and September 29, 2013, between 6 a.m. and 7 p.m. and a total of 208 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, one (1) position was posted, and one (1) was filled. The chart at the end of this section has details about the: position; interviewees for the position; referral sources for the interviewees; and name of hire.

The position during this reporting period was forwarded to the Disney Media Networks Human

Resources department, which posted the job listing on DisneyCareers.com, Linkup.com, Glassdoor.com and Simplyhired.com.

A position of Promotions Coordinator was opened July 30, 2013, and filled on August 26, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Linkup.com, Glassdoor.com and Simplyhired.com and distributed to the station's local recruitment contact list (Attachment A). Five (5) candidates were interviewed for the position.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for one (1) full-time open position 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*
7/30/2013	Promotion Coordinator	Promotions	8/15/2013	Amy Reed	H	9/2/2013	Internal Candidate
			8/15/2013	*	NH		Disney Careers.com
			8/15/2013	*	NH		Internal Candidate
			8/16/2013	*	NH		Disney Careers.com
			8/22/2013	*	NH		Referral by Michele Bastone Station Manager Radio Disney AM 990

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.

J. Job Fairs

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

Jobs & Career Fair

October 10, 2012

Clearwater Campus of St. Petersburg College

Radio Disney Attendees: Todd Loomis, Station Manager & Florimar Galdon, Promotion Manager

Radio Disney distributed information and collected resumes.

DeVry University Tampa Career Fair

October 12, 2012

DeVry University Tampa Bay Campus

Radio Disney Attendees: Todd Loomis, Station Manager

Radio Disney distributed information and collected resumes.

Countryside High School College & Career Fair

October 25, 2012

Countryside High School

Radio Disney Attendees: Todd Loomis, Station Manager & Florimar Galdon, Promotion Manager

Radio Disney distributed information and collected resumes.

SPC Job Fair

March 21, 2013

St. Petersburg College, Gibbs Campus

Radio Disney Attendees: Todd Loomis, Station Manager & Florimar Galdon, Promotion Manager

Radio Disney distributed information and collected resumes.

SPC Job Fair

April 4, 2013

St. Petersburg College, Seminole Campus

Radio Disney Attendees: Todd Loomis, Station Manager & Florimar Galdon, Promotion Manager

Radio Disney distributed information and collected resumes.

PTEC Career Fair

May 7, 2013

PTEC Clearwater Campus

Radio Disney Attendees: Todd Loomis, Station Manager & Florimar Galdon, Promotion Manager

Radio Disney distributed information and collected resumes.

K. Other Menu Options

Radio Disney Station Manager Todd Loomis, Promotion Manager Florimar Galdon and Account Executive Yvette Stroehlein hosted an informational breakout session about careers in the media industry. Radio Disney assisted in planning this break out with the sponsors. The event took place on October 24, 2012 during the 6th Annual Career & College Fest at the Florida State Fairgrounds. Each member of the Radio Disney team discussed the specific aspects of their roles in their department (management, promotions & sales) and how they work together. We also answered questions from the students and discussed the best paths to take to pursue careers in the highlighted fields.

Todd Loomis, Station Manager for Radio Disney Tampa Bay, participated in “Selecting the Best” a virtual classroom course conducted by Disney ABC Television Group Learning and Development on April 27, 2013. The program was designed to equip hiring managers with additional tools to enhance the success of hiring outstanding talent. Objectives included understanding short and long term impact of hiring decisions; staying effective, legal and consistent when interviewing and hiring; value diversity of thought; and enhancing the success of hiring talent. We also covered topics on ensuring equal opportunity and preventing discrimination.

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

Connecticut School of Broadcasting

Steve Clark

35014 Coconut Palm Dr, Suite 105

Tampa, FL 33619 / 813-740-0990

Jake Tremper – Station Manager

WBUL/ University of South Florida

4202 E. Fowler Avenue

Tampa, FL 33620 / 813-974-4906

University of South Florida

Program Director

4202 E Valur Ave

Tampa, FL 33620 / 813-974-4906

Hillsborough Community College

Media Production Department

4001 W Tampa Bay Blvd

Tampa, FL 33614-7820 / 813-253-7311

Dr. Timothy Kennedy – Director of Communications

University of Tampa

401 W. Kennedy Blvd.

Tampa, FL 33606-1490 813-253-3333

Bobbie Williams
Tampa Bay Business & Professional Women
P.O. Box 320935
Tampa, FL 33679 / 813-963-6832

Jack Evans – Dean of Communications
Hillsborough Community College
2112 North 15th Street West
Tampa, FL 33605-3648 / 813-253-7604

Cindy Argerious
Florida Federation of Business & Professional Women's Clubs, Inc. – TAMPA
4253 W. Kennedy Blvd.
Tampa, FL 33069 / 813-289-2707

Dreama Howard – Career Development
University of South Florida – Tampa
4202 E. Fowler Avenue, ADM 271
Tampa, FL 33620-6300 / 813-974-2171

Katie Ramsberger/ Career Development
University of South Florida – St. Pete
140 7th Avenue South – TER200
St. Petersburg, FL 33701 / 727-873-4129

Sheila Barry-Oliver
Florida Federation of Business & Professional Women's Clubs, Inc. – TAMPA
P.O. Box 1063
St. Petersburg, FL 33731-1063 / 727-471-8248

[Stefanie Silvers](#)
St. Petersburg College
P.O. Box 13489
St. Petersburg, FL 33733 / 727-341-4772

Valerie Reeves
Florida Federation of Business & Professional Women's Clubs, Inc. – SARASOTA
4129 Webber Street

Sarasota, FL 34232 / 941-365-0056

Toni Ripo / Career Development
University of South Florida - Sarasota
8350 N. Tamiami Trail
Sarasota, FL 34243 / 941-359-4200

Ray Rogers – Director of Career Services
Rollins College
1000 Holt Avenue; #2587
Winter Park, FL 32789 / 407-646-2195

Michelle Beta - UCF
Nicholson School of Communications
P.O. Box 161344
Orlando, FL 32816-1344 / 407-680-4131

Dave Chase – Campus Coordinator
Connecticut School of Broadcasting
3450 North Lake Blvd.
Palm Beach Gardens, FL 33403
561-847-4126

Xuchitl Coso – Director (Career Center)
Florida Southern College
111 Lake Hollingsworth Drive
Lakeland, FL 33801-5698 / 863-680-4131

Britney Alexander – Job Development
Metro Orlando Urban League
2804 Belco Drive
Orlando, FL 32808 / 407-841-7654

Ray Thomas – Campus Coordinator
Connecticut School of Broadcasting
5323 Millennium Lakes Blvd.; Suite #120
Orlando, FL 32839 / 407-704-8910

Nicholson School of Communications/University of Central Florida
Michelle Beta
PO Box 161 344

Orlando, FL 32816 / 407-823-6355

Orlando Urban League
2804 Belco Drive
Orlando, FL 32802 / 407-836-5661

Brevard Community College Cocoa Campus Career Services
Beverly Payne
1519 Clearlake Road
Cocoa, FL 32922 / 321-433-7325

FL Southern College Career Center
Roberta Anderson
111 Lake Hollingworth Drive
Lakeland, FL 32801-5698 / 863-680-4131

Brevard Community College Palm Bay Campus
Jolanda Hudson
250 Community College Parkway
Palm Bay, FL 32909

Brevard Community College Melbourne
Cindy Ivy
3865 N Wickham Road
Melbourne, FL 32935 / 321-433-5771

Polk Community College Lakeland Campus
Simmi Johnson
999 Avenue H NE
Winter Haven, FL 33881 / 863-669-2822

Polk Community College Winter haven Campus
Mary Westgate or Oscar Ramer
999 Avenue H NE
Winter Haven, FL 33881 / 863-669-2822

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