

Station Information, Notification for Job Listings, and EEO Reports

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Radio Disney Atlanta – WDWD (AM) 590

Station Information

Radio Disney Request Line - (877) 870-5678

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

900 CIRCLE 75 PARKWAY, STE 1320
ATLANTA, GA 30339

Job Information

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

EEO Report

WDWD (AM) Annual EEO Report

December 1, 2012 – November 30, 2013

Radio Disney Atlanta, LLC, Atlanta, GA

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

I. General Job Vacancy Information

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

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

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

II. Record Keeping

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

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

III. Recruiting for Full-Time Open Positions

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

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

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

Position Title: Promotions Coordinator

Date Posted: 11/8/2012

Date Filled: 12/3/2012

Dept: Radio Disney

Candidates

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

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

Status: NH: Not Hired

H: Hired

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

Position Title: Account Executive

Date Posted: 11/8/12

Date Filled: 7/8/13

Dept: Radio Disney

Candidates

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

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

Status: NH: Not Hired

H: Hired

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

Position Title: Account Executive

Date Posted: 5/31/13

Date Filled: 7/15/13

Dept: Radio Disney

Candidates

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

Status: NH: Not Hired

H: Hired

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

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

Position Title: Account Executive

Date Posted: 9/10/13

Date Filled: 12/2/13

Dept: Radio Disney

Candidates

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

Status: **NH:** Not Hired

H: Hired

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

Position Title: Promotions Coordinator

Date Posted: 10/31/13

Date Filled: 11/25/13

Dept: Radio Disney 5434117 (Cost Center)

Candidates

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

Status: NH: Not Hired

H: Hired

IV. Long-Term Recruitment Measures

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

A. Job Fairs

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

Berry College Career and Internship Fair –February 21, 2013

Attended by the Promotions Manager, resumes collected

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

Attended by the Promotions Manager and Station Manager, resumes collected

Kennesaw State University Spring Career Fair – March 28, 2013

Attended by the Promotions Manager, resumes collected

13th Annual Diversity Employment Day Career Fair – May 22, 2013

Attended by the Promotions Manager, resumes collected

DeKalb Workforce Development Job Fair – June 12, 2013

Attended by the Promotions Manager, resumes collected

Kennesaw State University Fall Career Fair – October 10, 2013

Attended by the Promotions Manager and Station Manager, resumes collected

B. Media Trade Group Listings

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

Atlanta Assn. of Black Journalists c/o WCLK

National Association of Hispanic Journalists
Atlanta Women in Radio and Television

Alliance for Women in Media

The National Hispanic Media Coalition

National Association of Media Women

C. Other Menu Options

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

Columbia Elementary School Career Day – March 15, 2013

Attended by the Promotions Manager and Promotions Coordinator

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

Attended by the Station Manager

Teasley Elementary Career Day – April 4, 2013

Attended by the Station Manager

Teasley Elementary Performing Arts Day – April 30, 2013

Attended by the Promotions Manager and Station Manager

Avondale Elementary Career Day – May 3, 2013

Attended by the Promotions Manager

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

Attended by an Account Executive

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Atlanta Assn. of Black Journalists c/o WCLK

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

Morris Brown College

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

Spelman College

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

Clark Atlanta University

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

Cobb- Cherokee Career Center

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

Latin American Association

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

NAACP

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

Atlanta Urban League

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

Goodwill Industries

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

LDS Employment Resource Services

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

Cobb Works

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

National Association of Hispanic Journalists

1000 Nat. Press Building; 529 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
Decatur, GA 30030
Attn: Job Placement Office

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

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

American Business Women's Association
4249 Meadow Way
Marietta, Georgia 30066
United States of America
Tel: (404) 926-4970

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

Wesleyan College
4760 Forsyth Rd
Macon, Georgia 31297

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

Shorter College

315 Shorter Avenue
Rome, GA 30165

ATTN: Career Placement Office

Augusta State University

2500 Walton Way

Augusta, GA 30904-2200
ATTN: Career Placement Office

Oglethorpe University

4484 Peachtree Road NE
Atlanta, GA 30319
ATTN: Employment Services

Minority Professional Network, Inc. (MPN)

P.O. Box 55399
Atlanta, GA 30308-5399
USA

Atlanta Women in Radio and Television

5909 Peachtree Dunwoody Road

Atlanta, GA 30328

Rotary Club Of Atlanta

100 Edgewood Avenue
Suite 508
Atlanta, GA 30303
404-522-2767
fax: 404-522-2017

Rotary Club of Roswell

Roswell Park & Recreation Center,
Building A, 10495 Woodstock Rd.
Roswell, GA 30075

Phone: 770.641.3760

Elwyn Gaissert, President

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

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

American Business Women's Association

780 Muroggo Drive NW
Atlanta, GA 30321

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

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

PRSA GEORGIA CHAPTER

4971 Staverly Lane

Norcross, GA 30092
770.449.6369 (v)

770.449.6589 (f)

Connecticut School of Broadcasting

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

Albany State University

504 College Drive
Albany, Georgia 31705
229.430.4600

Fort Valley State University

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

Morehouse College

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

University of Georgia

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

Career Resource Center – Clayton Branch

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

ARC – Workforce Development Division of GA Department of Labor

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

Atlanta Workforce Development Agency

818 Pollard Blvd, SW

Atlanta, GA 30315

404-468-9675

404-468-7388 fax

Georgia Department of Labor Career Center

2636-14 Martin Luther King, Jr. Drive

Atlanta, GA 30311

(404) 699-6900

Westwood College- Atlanta Midtown

1100 Spring Street, NW Ste 102

Atlanta, GA 30309

J. Montrell Dobbins- Campus Director of Career Development Services

404-898-9318

fax- 404-892-7253

Clayton College and State University

2000 Clayton State Boulevard

Morrow GA 30260

Ryan Whitfield, Asst Director Office of Career Services

678-466-5402

ITT Technical Institute

2065 Baker Road NW

Kennesaw, GA 30144

Kelly M Davis

Career Services Specialist

770-426-2300

The Art Institute of Atlanta

6600 Peachtree Dunwoody Road, 100 Embassy Row

Atlanta, GA 30328

Sharon Boiling – Career Services

Brenau University

500 Washington Street, SE

Gainesville, GA 20501

770-534-6299

George Bagel – Director of Career Services

770-534-6265

Chattahoochee Technical College

980 South Cobb Drive

Marietta, GA 30060

Luycille 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

2101 Womack Road

Dunwoody, GA 30338

770-274-5110 (o)

770-551-7447 (f)

Georgia Perimeter College – Newton Campus

239 Cedar Lane

Covington, GA 30014

770-278-1240 (o)

770-278-1442 (f)

Alpharetta Site at GSU

3705 Brookside Parkway

Alpharetta, GA 30022

North Georgia College and State University

82 College Circle

Dahlonega, GA 30597

Career Services

NGCSU

114 Barnes Hall

Dahlonega, GA 30597

706-864-1951

Complete Game Broadcasting

The Atlanta Broadcast Institute

1945 Cliff Valley Way

Ste 110

Atlanta, GA 30329

Thea Marcacci - Director of Admissions and Placement

Fax:404-929-0524

North Metro Atlanta CC

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

South Metro Atlanta CC

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

Clayton County CC

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

Cobb-Cherokee CC

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

Covington CC

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

Dekalb County CC

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

Gwinnett County CC

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

Athens CC

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

Augusta CC

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

Brunswick CC

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

Bainbridge CC

Georgia Department of Labor

310 South Scott Street

Bainbridge, GA 39819-4136

(229) 248-2618

(229) 248-2681 FAX

Blue Ridge CC

Georgia Department of Labor

1048 Appalachian Highway

Blue Ridge, GA 30513

(706)632-2033

(706)632-7316 FAX

Alliance for Women in Media

5905 Peachtree Dunwoody Road

#600

Atlanta, GA 30328

American Intercontinental University

500 Embassy Row NE

Atlanta, GA 30328

Attn: Career Services

Georgia Southern University

P.O. Box 8069

Statesboro, GA 30460-8069

The following groups were added in 2013

The National Hispanic Media Coalition

1705 DeSales Street NW 5th Floor

Washington, DC 20036

202-596-2063

GA Association of Broadcasters

8010 Roswell Road, Suite 260

Dunwoody, GA 30350

Connecticut School of Broadcasting

Job Placement Office

1355 Terrell Mill road

Marietta, GA 30067

Attn: Michael Hessings

National Association of Media Women

1185 Nisky Lake Road

Atlanta, GA 30311

Attn: Barbara Kirkpatrick

Black Women's Coalition

1450 Gordon St. SW Room 207

Atlanta, GA 30310

Attn: Shirley Williams

Latin American Association

Director of Employment Services

2665 Buford Highway, NE

Atlanta, GA 30324

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Radio Disney Boston – WMKI (AM) 1260

Station Information

Radio Disney Request Line - (877) 870-5678

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

309 WAVERLEY OAKS RD SUITE 103
WALTHAM, MA 02452

Job Information

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

EEO Report

WMKI EEO Report

December 1, 2013

Radio Disney, Boston

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

I. General Job Vacancy Information

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

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

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

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

II. Record Keeping

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

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

III. Recruiting for Full-Time Open Positions

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

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

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

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

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

Full Time Open Position Interview Chart

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

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

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

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

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

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

IV. Long-Term Recruitment Measures

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

D. Job Fairs

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

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

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

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

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

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

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

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

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

E. Media Trade Group Listings

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

Organization: American Women in Radio and Television – MA Chapter

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

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

Contact: 617) 723-5642

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

Organization: Women in Cable Telecommunications – New England Chapter

Where: 676 Island Pond Road Manchester NH 03109

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

F. Other Menu Options

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

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

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Local Community Organizations:

Organization: State Office of Minority and Women Business Assistance

Where: 10 Park Plaza, Boston, MA

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

Contact: (617) 973-8692

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

Organization: Greater Boston Minority and Women owned Business Directory

Where: 344 Broadway, Cambridge, MA 02139

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

Contact: Phone: N/A

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

Organization: NAAAP: National Association of Asian Americans Professionals

Where: PO box 51922, Boston, MA 02205

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

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

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

Organization: Medfield Lions Club

Where: PO Box 79, Medfield, MA 02052

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

Contact: King Lion Joe Shea

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

Phone: 508 359-7376 E-mail: jshea1982@comcast.net

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

Organization: Greater Boston Minority & Women Owned Business Director

Where: 430 Lexington Street,, Boston, MA 02466

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

Contact: Phone: N/A

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

Organization: The Rotary Club of Boston

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

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

Contact: Phone: 617.426.7133 Fax: 617.507.4666

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

Organization: YMCA of Greater Boston

Where: 316 Huntington Ave, Boston, MA 02115

Description: Heart of strong communities

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

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

Organization: United Way of Massachusetts Bay and Merrimack Valley

Where: 51 Sleeper Street Boston, MA 02210 OR

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

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

Contact: Phone: 617.624.8000 Fax: 617.624.9114

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

Organization: Boston Community Capital

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

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

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

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

Accredited Educational Institutions:

Organization: Bentley University

Where: 17 Forest St, Waltham, MA 02452

Description: Accredited educational institution.

Contact: Phone: 781.891.3423 Email: recruiting_info@bentley.edu

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

Organization: Boston University

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

Description: Accredited educational institution.

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

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

Organization: Brandeis University

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

Description: Accredited educational institution.

Contact: Phone: (781) 736-3618

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

Organization: Curry College

Where: 1071 Blue Hill Avenue, Milton, MA 02186

Description: Accredited educational institution.

Contact: Phone: 617-333-2195 Fax: 617-333-2310 Email:
careerdevelopment@curry.edu

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

Organization: Johnson & Wales University

Where: 8 Abbott Park Place, Providence, RI 02903

Description: Accredited educational institution.

Contact: Phone: 401-598-1000

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

Organization: Lasell College

Where: 1844 Commonwealth Avenue, Newton, MA 02466

Description: Accredited educational institution.

Contact: Phone: 617-243-2125 Email: dturner@lasell.edu

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

Organization: Newbury College

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

Description: Accredited educational institution.

Contact: Phone: 617-730-7072 Email: sara.sheckells@newbury.edu

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

Organization: Salem State University

Where: 352 Lafayette Street, Salem, MA 01970

Description: Accredited educational institution.

Contact: Phone: 978.542.6406 Fax: 978.542.6145 Email: career@salemstate.edu

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

Organization: Simmons College

Where: 300 The Fenway, Boston, MA 02115

Description: Accredited educational institution.

Contact: Phone: 617-521-2488 Fax: 617-521-3753 Email: careers@simmons.edu

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

Organization: Tufts University

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

Description: Accredited educational institution.

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

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

Organization: University of Rhode Island

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

Description: Accredited educational institution.

Contact: Phone: 401.874.2311 Fax: 401.874.5525 Email: career@etal.uri.edu

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

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

Organization: Boston Women in Media & Entertainment

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

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

Contact: Phone: N/A

Found on: bwme.org

Organization: New Hampshire Association of Broadcasters

Where: 707 Chestnut St, Manchester, NH

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

Contact: Phone: 603.627.9600 fax: 603.627.9603

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

Organization: Quincy Career Center

Where: 152 Parkingway, Quincy, MA

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

Contact: Plymouth: 508.732.5300 Quincy: 617.745.4000

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

Organization: Action for Boston Community Development, Inc

Where: 178 Tremont St, Boston, MA

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

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

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

Organization: Urban League of RI

Where: 246 Prairie Ave, Providence RI

Description: Empowering communities, changing lives

Contact: Phone: 401-351-5000

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

Organization: Hispanic American Chamber of Commerce

Where: 406 Huntington Ave, Boston, MA

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

Contact: Phone: NA

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

Organization: Boston Women's Commission

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

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

Contact Phone: 617-635-4500

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

Organization: Regional Employment Board of Hampden County

Where: 1441 Main St, 1st Floor, Springfield MA

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

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

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

Organization: Enable, Inc.

Where: 603 Neponset St, Canton, MA

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

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

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

Organization: Mass Commonwealth of Unemployment

Where: 446 North Main St, Fall River MA

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

Contact: Phone 617-626-5075

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

Organization: Concilio Hispano

Where: 105 Windsor St, Cambridge MA

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

Contact: Phone NA

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

Organization: Monster

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

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

Contact: Phone NA

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

Organization: Federal Veteran's Center

Where: 468 North St, New Bedford MA

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

Contact: Phone NA

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

Organization: The Career Place

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

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

Contact: Phone: 781.932.5500 FAX: 781.932.5566

Found on: TheCareerPlace.org

Organization: Massachusetts Broadcasters Association

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

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

Contact: 800-471-1876

Found on: www.massbroadcasters.org

Organization: Progreso Latino, Inc

Where: 626 Broad St, Central Falls, RI

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

Contact: Phone: (401) 728-5920 Email: info@fprogresolatino.org

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

Organization: NAACP

Where: 95 Cedar St, New Bedford, MA

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

Contact: Phone: (508) 991-4416

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

Organization: NAACP- Massachusetts Chapter

Where: PO Box 90163 Mason Sq Station, Springfield MA

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

Contact: Phone: (508) 991-4416

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

Organization: Mass Rehab Commission

Where: 1 Parker St, Lawrence MA

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

Contact: Phone: (978) 685-1731

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

Organization: Triangle, Inc

Where: 420 Pearl St, Malden MA

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

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

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

Organization: Employment and Training Resources/ One Stop Career Center

Where: Norwood, MA and Framingham, MA

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

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

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

Organization: The Work Place

Where: 29 Winter St, Boston MA

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

Contact: (617) 737-0093

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

Organization: Boston Career Link

Where: 1010 Harrison Ave, Boston MA

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

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

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

Organization: Career Development and Marketing Association

Where: 195 East Squantum St, Quincy, MA

Description: Local Career Website

Contact: Phone: (617) 328-0387

Organization: Jobnet

Where: 210 South St, Boston, MA

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

Contact: Phone: (617) 338-0809

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

Accredited Educational Institutions:

Organization: Amherst College

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

Description: Accredited educational institution.

Contact: Phone: (413) 542-2000

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

Organization: Berklee College of Music

Where: 1140 Boylston Street, Boston, MA 02215

Description: Accredited educational institution.

Contact: Phone: 617 266-1400

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

Organization: Boston College

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

Description: Accredited educational institution.

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

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

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

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

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

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

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

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

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

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

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

Contact: Phone: 508-793-3880

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

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

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

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

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

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

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

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

Contact: Phone: (617) 735-9930

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

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

Contact: Email: careers@endicott.edu Fax: 978-232-3146

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

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

Contact: Phone: 603.899.4045 Fax: 603.899.4368 Email: nicholrm@franklinpierce.edu

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

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

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

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

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

Contact: Phone: (413) 552.2361 E-mail: rpowers@hcc.edu

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

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

Contact: Email: aca@keene.edu

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

Organization: Lesley University

Where: 29 Everett Street, Cambridge, MA 02138

Description: Accredited educational institution.

Contact: Phone: 617-349-8550 Email: crcjobs@lesley.edu

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

Organization: Massachusetts Institute of Technology

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

Description: Accredited educational institution.

Contact: Phone: (617) 253-4733 Email: gecd@mit.edu

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

Organization: Massachusetts College of Liberal Arts

Where: 375 Church St. North Adams, MA 01247

Description: Accredited educational institution.

Contact: Phone: 413.662.5332 or 413.662.5333 Fax: 413.662.5444 Email: career@mcla.edu

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

Organization: Mass Bay Community College

Where: 50 Oakland Street, Wellesley Hills, MA 02481

Description: Accredited educational institution.

Contact: Phone: (781) 239-3142 Email: careerservices@massbay.edu

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

Organization: Massasoit Community College

Where: One Massasoit Boulevard, Brockton, MA 02302

Description: Accredited educational institution.

Contact: Phone: 508-588-9100 x1407

Found on: http://www.massasoit.mass.edu/stud_serv/career_place/career.cfm

Organization: Mount Ida College

Where: 777 Dedham Street, Newton, MA 02459

Description: Accredited educational institution.

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

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

Organization: Northeastern University
Where: 420 Huntington Ave, Boston, MA 02115
Description: Accredited educational institution.

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

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

Organization: Roxbury Community College
Where: 1234 Columbus Avenue, Roxbury, MA 02120
Description: Accredited educational institution.
Contact: Phone: 617-427-0060

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

Organization: Smith College
Where: 84 Elm Street, Northampton, MA 01063
Description: Accredited educational institution.

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

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

Organization: Stonehill College
Where: 320 Washington Street, Easton, MA 02357
Description: Accredited educational institution.

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

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

Organization: Suffolk University
Where: 8 Ashburton Place, Boston, MA 02108
Description: Accredited educational institution.
Contact: Phone: 617.573.8480 Fax: 617.573.8752

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

Organization: American International College
Where: 1000 State Street, Springfield, MA 01109
Description: Accredited educational institution.
Contact: Phone: 413.205.3237 Email: careerservices@aic.edu

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

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

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

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

Found on: http://www.umb.edu/academics/vpass/career_services

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

Found on: http://www.hartford.edu/career_services/

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

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

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

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

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

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

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

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

Organization: Westfield State College

Where: 577 Western Avenue, Westfield, MA 01086

Description: Accredited educational institution.

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

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

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Radio Disney Charlotte – WGFY (AM) 1480

Station Information

Radio Disney Request Line - (877) 870-5678

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

1100 S TRYON ST STE 210
CHARLOTTE, NC 28203

Job Information

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

EEO Report

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

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

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Radio Disney Chicago – WRDZ (AM) 1300

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Chicago Office - (312) 222-6708

401 N MICHIGAN AVE SUITE 2010
CHICAGO, IL 60611

Job Information

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

EEO Report

WRDZ(AM) EEO Report
8/01/13-7/31/14
Radio Disney, Chicago

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

V. General Job Vacancy Information

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

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

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

VI. Record Keeping

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

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

VII. Recruiting for Full-Time Open Positions

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

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

FULL-TIME OPEN POSITION INTERVIEW CHART

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

Promotions Coordinator

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

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

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

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

Account Executive

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

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

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

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

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

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

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

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

VIII. Long-Term Recruitment Measures

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

G. Job Fairs

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

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

H. Media Trade Group Listings

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

National Lesbian and Gay Journalist Association

South Asian Journalist Association (SAJA)

National Association of Hispanic Journalists

Native American Public Telecommunications

I. Other Menu Options

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

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

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

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

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

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

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

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

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

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

Olive-Harvey College	dbatiste@ccc.edu		1001 S. Woodlawn Avenue	Chicago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chicago	IL	60615
The Knowledge Group, Inc.	rbeauvre@tkginc.com		177 Firth Rd	Palatine	IL	60067

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

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

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

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

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

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

Robert Morris College, Lake County	jbedbnarz@robertmorris.edu	847-578-7127	1507 S Waukegan Rd	Waukegan	IL	60085
Harold Washington College		312-553-3130		Chicago	IL	60601
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition	fsanchez@sci-usa.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chicago	IL	60603
Us Job Corps		312-596-5471	343 S Dearborn	Chicago	IL	60604
Veterans Outreach Program of Illinois	v-op5038@yahoo.com	708-371-1150	5038 W 127th St	Alsip	IL	60803
Westwood College of Technology	dturnbull@westwood.edu	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409
Wheaton College Career Services	career.services@wheaton.edu	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	mgonzalez@womennemployed.org	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	rgray@anzilet.org		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640

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

ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR

STATION MANAGER OPEN POSITION

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

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

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

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

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

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

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

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Radio Disney Cleveland – WRDZ (AM) 1260

Station Information

Radio Disney Request Line - (877) 870-5678

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

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

175 KEN MAR INDUSTRIAL PKWY
BROADVIEW HEIGHTS, OH 44147

Job Information

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

EEO Report

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

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

IX. General Job Vacancy Information

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

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

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

X. Record Keeping

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

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

XI. Recruiting for Full-Time Open Positions

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

FULL-TIME OPEN POSITION INTERVIEW CHART

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

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

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

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

XII. Long-Term Recruitment Measures

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

J. Job Fairs

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

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

K. Media Trade Group Listings

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

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

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

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

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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

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

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

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

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Radio Disney Dallas – KMKI (AM) 620

Station Information

Radio Disney Request Line - (877) 870-5678

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

13725 MONTFORT DR.
DALLAS, TX 75240

Job Information

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

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

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

XIII. General Job Vacancy Information

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

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

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

XIV. Record Keeping

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

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

XV. Recruiting for Full-Time Open Positions

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

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

XVI. Long-Term Recruitment Measures

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

N. Job Fairs

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

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

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

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

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

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

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

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

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

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

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

Attended by Jay Jenson, Promotions Manager.

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

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

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

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

Attended by Jay Jenson, Promotions Manager

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

Attachment A

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

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

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

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Radio Disney Denver – KDDZ (AM) 1690

Station Information

Radio Disney Request Line - (877) 870-5678

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

12136 W BAYAUD AVE STE 125
LAKEWOOD, CO 80228

Job Information

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

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.

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

III. Recruiting for Full-Time Open Positions

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

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

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

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

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

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

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

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

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

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

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I. Long-Term Recruitment Measures

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

A. Job Fairs

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

Full Time Promotions Manager, Jennifer 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.

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

Everest College

Attn: Darnell Hill

Front Range College

3645 West 112th Avenue

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

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

Westminster, CO 80031
303-404-5000

**University of Denver Career
Center**

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

**Asian-Pacific Development
Center**

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

Community College of Denver

PO Box 173363 Campus Box 270
Denver, CO 80217
Career@ccd.edu
303-352-3306

The Women's Foundation of Colorado

1901 E. Asbury Avenue

Denver, CO 80208

wfco@wfco.org

303-285-2960

National Affirmative Action Center

3500 S. Quintero Street

Denver, CO 80013

303-699-8599

Colorado School of Mines

1600 Maple St. Suite 37

Golden, CO 80401

303-273-3233

Colorado Association of Black Journalists

Attn: Gloria Neal

PO Box 40322

Denver, CO 80204

National Diversity Career Center, Inc.

calvin@diversityjoblink.com

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Radio Disney Detroit – WFDF (AM) 910

Station Information

Radio Disney Request Line - (877) 870-5678

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

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

1000 TOWN CTR STE 2813
SOUTHFIELD, MI 48075

Job Information

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

EEO Report

WFDF(AM) EEO Report

June 1, 2013 – May 31, 2014

Radio Disney, Farmington Hills, MI

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

XVII. General Job Vacancy Information

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

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

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

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

XVIII. Record Keeping

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

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

XIX. Recruiting for Full-Time Open Positions

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

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

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

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

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

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

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

FULL-TIME OPEN POSITION INTERVIEW CHART

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

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

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

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

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

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

XX. Long-Term Recruitment Measures

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

P. Job Fairs

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

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

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

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

Q. Media Trade Group Listings

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

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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

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

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

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

MICHIGAN TALENT BANK		
Macomb Community College	post to website	www.macombcareerlink.experience.com/emp/sblogin

ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST

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

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

ATTACHMENT D - LOCAL RECRUITMENT SOURCES CONTACT LIST

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

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

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Radio Disney Houston – KMIC (AM) 1590

Station Information

Radio Disney Request Line - (877) 870-5678

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

3120 SW FREEWAY, SUITE 610
HOUSTON, TX 77098

Job Information

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

KMIC(AM) EEO Report

April 1, 2013 – March 31, 2014

Radio Disney, Houston, TX

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

I. General Job Vacancy Information

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

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

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

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

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

I. Record Keeping

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

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

I. Recruiting for Full-Time Open Positions

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

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

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

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

7. Long-Term Recruitment Measures

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

R. Job Fairs.

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

Houston Career Fair

Tuesday, March 4, 2014, 11:00 AM to 2:00 PM
 Crowne Plaza Houston - River Oaks, 2712 Southwest Fwy
 Houston, TX 77098

Hire Live Career Fair

Tuesday, March 11, 2014, 9 AM – 12:30 PM
 Embassy Suites, Galleria
 Houston, TX 77056

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

S. Media Trade Group Listings

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

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

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

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

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

P.O. Box 273394
Houston, TX 77277
Fidel Molina, Web Chair
Website: www.hahmponline.org
HAHMP email: info@hahmoline.org

AWRT National Headquarters

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

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

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 Send Request to:
branch@naacphouston.org
713-521-1289
713-630-2699 fax

**Houston Business Journal – On Target
Jobs**

9100 E. Panorama Dr, Suite 200
Englewood, CO 80112
Contact: Raj Kasuganti
Raj.kasuganti@ontargetjobs.com

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
website: www.uncf.org

Prairie View Texas A&M

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

Lone Star College System

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

University of Houston Career Services

4800 Calhoun, Houston, TX 77044
713-743-5123
Usc@uh.edu

North American College

3205 N. Sam Houston Pkwy
Houston, TX 77038
Phone: 832/230-5555
website: www.northamerican.edu
Email: hroffice@northamerican.edu

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

HAHMP – Houston Association of Hispanic Media Professionals
P.O. Box 273394
Houston, TX 77277
Fidel Molina, Web Chair
Website: www.hahmponline.org
HAHMP email: info@hahmoline.org

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

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.soms@wrksolutions.com

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

NAACP
2002 Wheeler
Houston, TX 77004
Job Developer Position 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
website: www.tab.org
Email: Craig@TAB.org

North American College
3205 N. Sam Houston Pkwy
Houston, TX 77038
Phone: 832/230-5555
website: www.northamerican.edu
Email: hroffice@northamerican.edu

UNCF
723 Main Street #1010
Houston, TX 77002
713-942-8623
713-942-1090 fax
Jewell Bass – Area Development Director
Email: Jewell.bass@uncf.org
website: www.uncf.org

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

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

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

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

HAHMP – Houston Association of Hispanic Media Professionals
P.O. Box 273394
Houston, TX 77277
Fidel Molina, Web Chair
Website: www.hahmponline.org
HAHMP email: info@hahmoline.org

Media Alliance of Houston
P.O. Box 98908
Houston, TX 77098
Fax: 713/663-4613
Website:
www.mediaalliancehouston.org
Email: infor@mediaalliancehouston.org

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

Work Force Solutions – Southwest
12710 Bissonnet Street
Houston TX 77099
281-564-2660
281-495-0748 fax
website: www.wrksolutions.com
Contact: Millicent Soms
Email address:
Millicent.sims@wrksolutions.com

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

NAACP
2002 Wheeler
Houston, TX 77004
Job Developer Position 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
website: www.tab.org
Email: Craig@TAB.org

UNCF
723 Main Street #1010
Houston, TX 77002
713-942-8623
713-942-1090 fax
Jewell Bass – Area Development
Director
Email: Jewell.bass@uncf.org
website: www.uncf.org

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

careerservices@pvamu.edu

Houston Business Journal – On Target Jobs

9100 E. Panorama Dr, Suite 200
Englewood, CO 80112

Contact: Raj Kasuganti

Raj.kasuganti@ontargetjobs.com

Other sites:

- [Linkedin jobs](#)
- [AllAccess.com](#)

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

HAHMP – Houston Association of Hispanic Media Professionals
P.O. Box 273394
Houston, TX 77277
Fidel Molina, Web Chair
Website: www.hahmponline.org
HAHMP email: info@hahmoline.org

Media Alliance of Houston
P.O. Box 98908
Houston, TX 77098
Fax: 713/663-4613
Website:
www.mediaalliancehouston.org
Email: infor@mediaalliancehouston.org

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

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

Work Force Solutions – Southwest
12710 Bissonnet Street
Houston TX 77099
281-564-2660
281-495-0748 fax
website: www.wrksolutions.com
Contact: Millicent Soms
Email address:
Millicent.soms@wrksolutions.com

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

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

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

UNCF
723 Main Street #1010
Houston, TX 77002
713-942-8623
713-942-1090 fax
Jewell Bass – Area Development Director
Email: Jewell.bass@uncf.org
website: www.uncf.org

Texas Veterans Commission
8373 Westheimer Rd.
Houston, TX 77063
website: www.tvc.texas.gov
Reginald Parker, Veterans Business Representative:
Reginald.parker@tvc.texas.gov

North American College
3205 N. Sam Houston Pkwy
Houston, TX 77038
Phone: 832/230-5555
website: www.northamerican.edu
Email: hroffice@northamerican.edu

Other sites:

- ZipRecruiter
- Craigslist Galveston/Houston
- AllAccess.com

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Radio Disney Indianapolis – WRDZ 98.3 (FM)

Station Information

Radio Disney Request Line - (877) 870-5678

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

630 W CARMEL DR STE 160
CARMEL, IN 46032

Job Information

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

EEO Report

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

WRDZ–FM 98.3 EEO Report

April 1, 2014

Radio Disney, Plainfield, IN

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

XXV. General Job Vacancy Information

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

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

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

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

XXVI. Record Keeping

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

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

XXVII. Recruiting for Full-Time Open Positions

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

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

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

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

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

FULL-TIME OPEN POSITION INTERVIEW CHART

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

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

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

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

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

XXVIII. Long-Term Recruitment Measures

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

T. Job Fairs

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

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

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

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

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

U. Other Menu Options

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

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

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

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

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

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

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

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

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 Blvd. Atherton Union, Rm	Indianapolis, IN 46208	gbeaulie@butler.edu

		315		
Catholic Archdiocese	800-382-9836	1400 N Meridian St.	Indianapolis, IN 46202	
Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	dbland@cldinc.org
Christamore House	Shaffon Browder	502 North Tremont Street	Indianapolis, IN 46222	shaffon.browder@christamorehouse.org
Civic Rights Commission		State Office Building 100 N. Senate #103	Indianapolis, IN 46204	https://www.indianacareerconnect.com/
Community Alliance of the Far Eastside		3724 North Mitthoeffer 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@exodusrefugee.org
Flanner House	Gerald Ardis	2424 Dr. Martin Luther King, Jr. Drive	Indianapolis, IN 46208	Gardis@flannerhouse.com

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.org
Harrison Indiana Business College	Elizabeth Watkins	550 East Washington Street	Indianapolis, IN 46204	elizabethwatkins@harrison.edu
Hawthorne Center	Dawn Dunderdale	2440 West Ohio Street	Indianapolis, IN 46222	ddunderdale@Hawthornecenter.org
Indiana Black Expo HR	Veronica Kendrick	3145 N Meridian St.	Indianapolis, IN 46208	vkendrick@indianablackexpo.com
Indiana Broadcasters Association	Joe	3003 E. 98th Street, Ste 161	Indianapolis, IN 46280	joe@indianabroadcasters.org
Indiana State Of Workforce Development	Doug Martin	10 N. Senate Ave.	Indianapolis, IN 46204-2201	dwmartin@dwd.in.gov
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		9511 Angola	Indianapolis, IN 46268	sream@itt-tech.edu

Institute		Court		
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.myconsortium.com/iupui-hub/employer/
Ivy Tech College Career Services	Cindy Soliday	One W 26th Street	Indianapolis, IN 46206	http://www.ivytech.edu/indianapolis/careerservices/
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 Wachtman	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	celliot@indynaacp.org
Nashville Business Journal		1800 Church St. #300q	Nashville, TN 37203	http://bizjournals.ontargetjobs.com/jobposting.asp?market=nashville

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

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

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Radio Disney Los Angeles – KDIS (AM) 1110

Station Information

Radio Disney Request Line - (877) 870-5678

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

3800 W ALAMEDA AVE FL 17
BURBANK, CA 91505

Job Information

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

EEO Report

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

I. GENERAL POLICY

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

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

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

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

II. RESPONSIBILITY

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

III. INTERNAL RECORD KEEPING, PUBLICITY AND POSITIONS FILLED

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

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

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

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

KSPN

Account Executive

Date position was open: 6/10/14

Date position was filled: open

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

KDIS

Promotion Manager

Date position was open: 08/16/13

Date position was filled: 9/11/13

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

Promotion Coordinator

Date position was open: 07/30/13

Date position was filled: 8/29/13

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

Chief Engineer

Date position was open: 05/17/13

Date position was filled: 09/05/13

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

Account Executive

Date position was open: 04/11/13

Date position was filled: 08/01/13

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

Account Executive

Date position was open: 04/05/13

Date position was filled: 07/31/13

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

IV. LONG TERM RECRUITMENT INITIATIVES

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

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

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

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

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

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

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

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

Following is a list of KDIS interns by semester:

Summer, June through August, 2013

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

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

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

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

- February 26, 2014 USC Careers in Radio Management Panel: LaFern Cusack, Producer/Host, KSPN, spoke with USC Students about how they engage audiences, the landscape of radio, job opportunities and real world career experiences.
 - January 29, 2014 St. Lawrence of Brindisi: Humberto Duran, Reporter at KSPN spoke with middle school students about broadcasting and various careers in radio and television.
 - December 19, 2013, Segerstrom High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
 - December 2, 2013, Firebaugh High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
 - December 3, 2013 USC Sports Business Association Panel Event: Dave Singer, Executive Producer, KSPN, Ben Lyons, Talent, KSPN and Allen Sliwa, Account Executive, KSPN spoke with students about careers in broadcasting, gave advice and answered questions about the broadcasting business.
 - November 11, 2013 USC Caruso Catholic Center: Marcellus Wiley, Talent, KSPN, spoke with students about sports and religion.
 - September 16, 2013 Lynwood High School: Humberto Duran, Reporter at KSPN, spoke to High School students about how to break into the competitive journalism industry. He encouraged students to work harder than anyone else, get as many internships as possible and aggressively pursue their aspirations no matter how far away they may seem.
- F. **Participation in training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination** - During this reporting year, all KSPN and KDIS managers participated in a two-hour on-line training titled “TWDC Compliance - Preventing Harassment – 2 Hour Supervisor Enterprise.” The training covers critical learning points on sexual harassment, and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- G. **Staff anti-harassment training** - During this reporting year, all KSPN and KDIS employees participated in a two-hour on-line training titled “TWDC Compliance - Preventing Harassment - Enterprise.” The training covers critical learning points on sexual harassment and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- H. **Listing Each Upper-Level Opening with Media Trade Group** – As mentioned in Section III above, all full-time positions at the Stations were posted with a wide variety of job banks and newsletters of media trade groups with a broad-based membership that includes women and minorities. These included the Southern California Broadcasters

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

Attachment "A": KDIS Local Community Outreach List:

LOCAL COMMUNITY OUTREACH LIST

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

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

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

Attachment "B": KSPN Local Community Outreach List

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

PEPPERDINE UNIVERSITY
ATTN: NANCY SHATZER
24255 PACIFIC COAST HIGHWAY
MALIBU, CA 90263

UNIVERSITY OF CALIFORNIA
LOS ANGELES – CAREER CENTER
405 HILGARD AVE.
LOS ANGELES, CA 90095

SANTA MONICA COLLEGE
1900 PICO BLVD.
SANTA MONICA, CA 90405-1644

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Radio Disney Miami – WMYM (AM) 990

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Miami AM 990 Office - (305) 470-6258

8200 NW 41st Street
Suite 140
Doral, FL 33166

Job Information

Radio Disney Miami is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Miami at 305-470-6258 or mail a letter to 8200 NW 41st Street, Suite 140, Doral, FL 33166 or email Radio Disney Miami Station Manager, Gilbert Salguero, gilbert.salguero@disney.com.

EEO Report

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

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9/26/12	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 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

Broward Workforce One

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

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

Miami Dade College North Campus Job Placement

11380 NW 27th Avenue

Miami, FL 33176

P: (305) 237-1425

F: (305) 237-1855

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

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

Florida International

7550 Davie Road Extension
Hollywood, FL 33024

P: (954) 967-1010

F: (954) 967-1018

Contact: Bruce Aronowitz

Email: baronowitz@wflbroward.com

Website: www.wflbroward.com

International Rescue Committee

730 NW 107th Avenue

Miami, FL 33172

P: (305) 640-9881

Contact: Ana Maria

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

Website: www.careerservices.mcd.edu

Contact: Bettye Cepeda

Email: bcepeda@mdc.edu

Website:

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

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

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

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

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

St. Thomas University

16401 NW 37th Avenue

Miami Gardens, FL 33054

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

Women for Hire

155 West 72nd Street Suite 403

New York, NY 10023

P: (212) 290-2600

Website:

**Broward Community College
South Campus**

7200 Pines Blvd.
Pembroke Pines, Fl 33024
P: (954) 201-8865
(954) 201-8958
Contact: Adam de Rosa
Email: aderosa@broward.edu

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

**YWCA Of Greater Miami/Adult
Training Program**

351 NW 5th Street
Miami, Fl 33128
P: (305) 377-9922
Contact: Debbie Harbour
Email: dharbour@ywca-miami.org

Lynn University

3601 N Military Trail
Boca Rotan, Fl 33431
P: (561) 237-7286
F: (561) 237-7285
Contact: Denisha Bonds
Email: careers@lynn.edu or
dbonds@lynn.edu

Cuban American National Council-

1223 SW 4th St
Miami, FL 33135
P: (305) 642-3484
F: (305) 642-9122
Contact: Ana E. Gonzalez
Email: ana@cnc.org

Contact: Hernan Gutierrez
Email:
hgutierrez@southfloridaworkforce.com
Website: www.employflorida.com/

NAACP

1409 Sistrunk Blvd.
Ft. Lauderdale, Fl
P: (954) 764-7604
(954) 467-8303
Contact: Paul Johnson

Alliance For Women in Media

1760 Old Meadow Road, Suite 500
McLean, Va 22102
P: (703) 506-3290
F: (703) 506-3266

**Haitian Inter-Cultural Association
(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

www.womenforhire/employees

Work Force Florida

1580 Waldo Palmer Lane,
Suite 1
Tallahassee, FL 32308
P: (850) 921-1119
F: (850) 921-1101
Website:
www.workforceflorida.com

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

**Foundation For Minority
Interest in Media**

1299 Pennsylvania Ave NW
9th FL Washington, DC 20004
P: (202) 637-4494
F: (202) 637-4495
Contact: Phylis Eagle-Oldson
Email:
oldson@corporate.ge.com

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@aii.edu
 Website: www.artinstitute.edu

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

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

AI Miami International**University of Art & Design**

1501 Biscayne Blvd, Suite 100
 Miami, FL 33132
P: 305-428-5653
 Contact: David Silvetti
 Email: fsilvetti@aii.edu

P: (305) 626-3782**F:** (305) 626-3781

Contact: Athena Jackson
 Email: Athena.Jackson@fmuniv.edu

Jewish Vocational Service

735 NE 125th Street
 North Miami, FL 33161
P: (305) 899-1587
F: (305) 899-8728
 Email: info@jcsfl.org

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

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/

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

Ethel Duncan
 P.O. Box 540315
 Opa-Locka, FL 33054
P: (305) 685-8694

Broward Community College

1000 Davie Road Extension
 Hollywood, FL 33024
P: (954) 201-2282
 Career Services
 Email:
jobsearch@broward.edu
 Website: www.broward.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

Miami Dade College
Hialeah Campus
1776 W 49th Street
Hialeah, FL 33012
P: (305) 237-8745
Contact: Maria Valenzuela
Email: mvalenzu@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 Minneapolis – KDIZ (AM) 1440

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Minneapolis AM 1440 Office - 612-379-6820

1300 GODWARD ST, NE SUITE 1440
MINNEAPOLIS, MN 55413

Job Information

Radio Disney Minneapolis is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Minneapolis at 612-379-6820 or mail a letter to 1300 Godward Street, NE Suite 1440, Minneapolis, MN 55413 or email Radio Disney Millwaukee Station Manager, Caren Petrulo-Berry, caren.petrulo-berry@disney.com.

EEO Report

KDIZ EEO Report

December 1, 2011 – December 1, 2012

Radio Disney, Golden Valley, MN

This annual EEO Report is filed on behalf of KDIZ (the "Station") in compliance with the FCC's EEO reporting requirements. KDIZ's licensee is RD Minneapolis Assets, LLC, located in Golden Valley, MN This report includes information from December 1, 2011, through December 1, 2012, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 5 full time employees as of July 23, 2012.

I. General Job Vacancy Information

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

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

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired January 6 – November 30, 2012, and a total of 480 announcements aired.

II. Record Keeping

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

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information:

III. Recruiting for Full-Time Open Positions

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

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

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

FULL-TIME OPEN POSITION INTERVIEW CHART

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

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

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Industry Referral
6/6/12	Station Manager	Management	6/21/12	*	NH		Internal Candidate
6/6/12	Station Manager	Management	6/21/12	*	NH		Internal Candidate
6/6/12	Station Manager	Management	6/22/12	Caren Petrulo-Berry	H	7/23/12	Industry Referral

IV. Long-Term Recruitment Measures

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

A. Job Fairs

Promotions Manager Kate Fisher who has hiring responsibilities for the Station attended the following job fairs during the reporting period, which were all given free air time to promote their events:

- Martin Luther King Jr Holiday Diversity Job Fair on January 16, 2012 at the Minneapolis Convention Center in Minneapolis, MN. Resumes were collected for Account Executives and Road Crew.
- The City of Minneapolis' 12th Annual Diversity Employment Day on June 20, 2012 at the Holiday Inn Metrodome in Minneapolis, MN. Resumes were collected for Station Manager.
- NAACP MN State Conference Diversity Job Fair on September 19, 2012 at the Minneapolis Convention Center in Minneapolis, MN. Resumes were collected for Account Executives.
- Choice Career Fair on November 1, 2012 at the Crowne Plaza Hotel in Bloomington, MN. Resumes were collected for Account Executives.

B. Media Trade Group Listings

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

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Radio Disney Minneapolis Outreach	Email Address
American Women in Media	efuller@allwomeninmedia.org
MinnesotaWorks.net	DEED.employercomm@state.mn.us
Minnesota Broadcasters Association	llasere@minnesotabroadcasters.com
Hmong American Partnerships	eric@hmong.org
Minneapolis Urban League	sgray@mul.org
Circle of Indigenous Nations	garri012@umn.edu
Career Solutions	info@careersolutionsinc.org
Minneapolis American Indian Center	mthompson@maicnet.org
Courage Center	information@couragecenter.org
Hispanic Chamber of Commerce	luke@hispanicmn.org
University of Minnesota Goldpass	hirecla@umn.edu
Sons of Norway Minneapolis	bobsboxs@yahoo.com
Asian Media Access	info@amamedia.org
NAACP Minneapolis	naacpminneapolis@gmail.com
Native American Community Development Institute	ahestness@nacdi.org
African News Journal	anjnews@gmail.com
One Nation News	info@onenationnews.com
Asian American Press	aanes@aapress.com
China Insight	info@chinainsight.info
Korean Quarterly	koreanquarterly@gmail.com

Latino Communications Network	juancarlos@lcnmedia.com
Latio Midwest News	steve@latinoMidwestnews.com
Insight News	info@insightnews.com
The Circle	thecirclenews@gmail.com
Minnesota Women's Press	ads@womenspress.com

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Radio Disney New York – WQEW (AM) 1560

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney New York AM 1560 Office - (212) 362-3419

147 COLUMBUS AVE, 2nd FLOOR
New York, NY 10023

Job Information

Radio Disney New York is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney New York at 212-362-3419 or mail a letter to 147 Columbus Avenue, 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, 2014

Radio Disney, New York

This annual EEO Report is filed on behalf of WQEW(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WQEW(AM) is a Radio Disney Group, LLC owned radio station and is located in New York, NY. This report includes information from February 1, 2013 through January 31, 2014 and it will be placed in the Station's Public File and on the "Station Information and EEO Reports" page on www.music.disney.com/radio-disney. The Station has seven full time employees and one open position to be fulfilled in the upcoming year.

V. General Job Vacancy Information

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

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

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below (see Section IV – Long Term Recruitment Measures and Attachment A). The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page on www.music.disney.com/radio-disney. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These thirty-second announcements aired February 1, 2013- January 31, 2014 and a total of 1,029 announcements aired.

VI. Record Keeping

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

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

VII. Recruiting for Full-Time Open Positions

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

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

A position of Operations Manager was opened on September 23, 2013, and filled on October 21, 2013. Notice of this job vacancy was posted on: DisneyCareers.com on 10/7/13; manhattanjobs.com on 10/7/13; 4entertainmentjobs.com on 10/7/13; postfreejobs.com on 10/7/13 and distributed to the station's local recruitment contact list (Attachment A). Two candidates were interviewed for this position.

A position of Promotions Manager was opened October 31, 2013, and filled on December 18, 2013. Notice of this job vacancy was posted on: DisneyCareers.com on 10/31/13; NYMRAD.org on 11/7/13; postjobfree.org on 11/7/13; bestjobs.com on 11/7/13; 4entertainmentjobs.com on 11/7/13; Hofstra Career Center on 11/13/13 and distributed to the station's local recruitment contact list (Attachment A). Eleven candidates were interviewed for the position.

A position of Promotion Coordinator was opened on January 10, 2013. Notice of this job vacancy was posted on DisneyCareers.com on 1/10/14; NYMRAD.org on 11/13/14; postjobfree.org on 1/13/14; bestradiojobs.com on 1/13/14; 4entertainmentjobs.com on 1/13/14; newyorkjobs.com on 1/13/14; jobspider.com on 1/13/14, and distribution to the station's local recruitment contact list (Attachment A).

FULL-TIME OPEN POSITION INTERVIEW CHART

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

<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview * Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
9/23/2013	Operations Manager	Promotions	10/1/13	*	NH		Internal candidate
9/23/2013	Operations Manager	Promotions	10/7/2013	Jennifer Zappola	H	10/21/2013	internal candidate

<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview * Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
10/31/2013	Promotions Manager	Promotions	11/8/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/12/2013	Danielle Berardi	H	12/18/2013	Disneycareers.com
10/31/2013	Promotions	Promotions	11/13/2013	*	NH		Disneycareers.com

	Manager						
10/31/2013	Promotions Manager	Promotions	11/15/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/15/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/18/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/19/2013	*	NH		Disneycareers.com
10/31/2013	Promotions Manager	Promotions	11/21/2013	*	NH		Disneycareers.com
<u>Date of Opening</u>	<u>Job Title</u>	<u>Department</u>	<u>Date of Interview</u>	<u>Candidate Interview * Names withheld for privacy</u>	<u>Hired (H) or Not Hired (NH)</u>	<u>Date Hired</u>	<u>Source</u>
1/10/14	Promotion Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/17/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/21/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/23/14	*			Disneycareers.com
1/10/14	Promotions Coordinator	Promotions	1/24/14	*			Disneycareers.com

1/10/14	Promotions Coordinator	Promotions	1/27/14	*			Disneycareers.com
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VIII. Long-Term Recruitment Measures

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

V. Job Fairs

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

1. March 1, 2013- NYMRAD Multicultural Career Workshop- Attended Jennifer Zappola, Promotions Manager
2. March 20, 2013- Diversity Employment Day- Attended Jennifer Zappola, Promotions Manager
3. November 14, 2013- New York Career Fair- Attended Jennifer Zappola, Operations Manager

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

Long Island University / Brooklyn Campus	Hofstra University
Larry L. Banks	The Career Center
1 University Plaza	140 M. Robert Lowe Hall
Brooklyn, NY 11201-5301	Hempstead, NY 11549
Phone: 718-488-1343	www.hofstra.edu/career
E-mail: larry.banks@liu.edu	(516)-463-6557
New York University	Columbia University
Shanna Williams	Office of Minority Affairs
719 Broadway	Sharon Gamble
New York, NY 10003-6860	Director of Minority Affairs & Special Programs
Phone: 212-998- 8803	102 Low Memorial Library
Fax: 212-995-4019	212-854-3791 fx 212-8542863
E-mail: shanna.williams@nyu.edu	columbia.edu/cu/gsas/pages/estudents/min-affairs/wel/index.html
Rider University	sg772@columbia.edu
Dr. Frederick H. Turner, Jr.	4 Entertainment Jobs Website
2083 Lawrenceville Road	www.4entertainmentjobs.com
Lawrenceville, NJ 08648	
Phone: 609-896-5659	
Email: fturner@rider.edu	

New York Market Radio

Deborah Beagan,
Executive Director

261 Madison Avenue, 23 Floor

New York, NY 10016

Phone: 646-254-4493 Fax:
646-254-4498

Website: www.nymrad.org

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 – WDYZ (AM) 990

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Orlando AM 990 Office - (407) 566-2033

610 SYCAMORE ST STE 220
CELEBRATION, FL 34747

Job Information

Radio Disney Orlando is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Orlando at 407-566-2033 or mail a letter to 610 Sycamore Street, Suite 220, Celebration, FL 34747 or email Radio Disney Orlando Station Manager, Michele Bastone, Michele.bastone@disney.com.

EEO Report

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:

IV. 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.

V. 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.

VI. 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 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.

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

							M
			8/28/13	*	NH		INDEED.com
			The interview process is 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:

- 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.

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

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.Labee@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

C. 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 though 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 WXYZ 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 ; meeeks@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 32714407-404-6143 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 34744407-582-4897 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 – WWJZ (AM) 640

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Philadelphia AM 640 Office - (215) 591-0100

501 OFFICE CENTER DR STE 190
FT. WASHINGTON, PA 19034

Job Information

Radio Disney Philadelphia is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Philadelphia at 215-591-0100 or mail a letter to 501 Office Center Drive, Suite 190, Ft. Washington, PA 19034 or email Radio Disney Philadelphia Station Manager, James Boniface, james.a.boniface@disney.com.

EEO Report

WWJZ(AM) EEO Report

February 1, 2014

Radio Disney, Mount Holly New Jersey

This annual EEO Report is filed on behalf of WWJZ (AM) (the "Station") in compliance with the FCC's EEO reporting requirements. WWJZ (AM) is a Radio Disney Group; LLC owned radio station and is located in Mount Holly, New Jersey. This report includes information from: February 1, 2013, through January 31, 2014, and it will be placed in the Station's Public File and on the "Station Information & EEO Reports" page on www.music.disney.com/radio-disney.com. The Station had seven full time employees as of January 17, 2014.

IX. General Job Vacancy Information

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

All full-time job vacancies are posted with a number of sources; generally including the Station's local recruitment sources contact list and Disneycareers.com (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 970 announcements aired during this report period.

X. Record Keeping

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

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

XI. Recruiting for Full-Time Open Positions

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

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

A position of Account Executive was opened October 1, 2013 and filled on November 18, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station’s local recruitment contact list (Attachment A). The posting on Disneycareers.com started on 9/20/13 and ended on 11/15/13. In addition, the Station ran 146 (:30) second on-air announcements between 10/4/13 and 11/13/13 in rotation day-parts to recruit the Account Executive position. The station also ran one print add in the Montgomery News on 10/20/13. Five candidates were interviewed for the position.

<u>Opening Date</u>	<u>Job Title</u>	<u>Department</u>	<u>Interview date</u>	<u>Source</u>	<u>Hired (H)/ Not Hired (NH)</u>	<u>Name of Candidate/ *Names withheld for Privacy</u>
10/1/13	Account Executive	Sales	10/9/13	Disney Job Portal	NH	*
10/1/13	Account Executive	Sales	10/11/13	Industry Referral	NH	*
10/1/13	Account Executive	Sales	10/14/13	Industry Referral	Hired 11/18/13	Kathy Weiss
10/1/13	Account Executive	Sales	10/16/13	Disney Job Portal	NH	*
10/1/13	Account Executive	Sales	11/6/13	Industry Referral	<u>NH</u>	*

XII. Long-Term Recruitment Measures

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

W. Job Fairs

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

1. March 5th 2013 – Arcadia University Career Fair- Attended Promotion Manager; Kelly Schempp
 2. April 3rd, 2013-The University of the Arts Career Fair- Attended Promotion Manager; Kelly Schempp
 3. June 21st, 2013 – Job Fair of Philadelphia – Attended Station Manager: James A. Boniface and Promotion Manager: Kelly Schempp
 4. October 22nd. 2013- Hiring Workers with Disabilities Career Fair- Attended by Station Manager; James Boniface and Promotion Manager Kelly Schempp
 5. October 23rd 2013 - Arcadia University Career Fair- Attended Promotion Manager; Kelly Schempp
- X. Media Trade Group Listings

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

- 1) American Women in Radio and Television Philadelphia
- 2) Philadelphia Association for Women in Communication
- 3) National Association of Hispanic Journalists

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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)

Organization: DeSales University

Where: 2755 Station Ave Center Valley, PA 18034

Description: University dedicated to higher learning

Contact: Scott Mattingly: 610.282.1100

Email: N/A

Organization: Neumann College

Where: One Neumann Drive Aston, Pa 19014

Description: College dedicated to higher learning

Contact: Carol Dogherty: 610.558.5537 Fax: 610.361.5475

Email: sherwinc@neumann.edu

Organization: Rowan University

Where: 201 Mullica Road Glassboro, NJ 8028

Description: University dedicated to higher learning

Contact: Ruben Britt: 856.256.4254 Fax: 856.256.5730 (Notify fax ONLY)

Email: britt@rowan.edu

Organization: Susquehanna University

Where: 514 University Ave Selinsgrove, PA 17870

Description: University dedicated to higher learning

Contact: Jodie Stauffer: 570.372.4482 Fax: 570.372.4482

Email: stauffer@susqu.edu

Organization: University of the Arts

Where: 320 S. Broad Street Philadelphia, PA 19102

Description: University dedicated to higher learning

Contact: Elisa Seeherman: 215.717.6075 Fax: 215.717.6611

Email: careerservices@uarts.edu

Organization: Ursinus College

Where: P.O Box 1000 Collegeville, PA 19426

Description: College dedicated to higher learning

Contact: Carla Mollins-Rinde: 610. 409.3599 X2274 Fax:610.409.3631

Email: N/A

Organization: West Chester University

Where: 225 Lawrence Center West Chester, PA 19383

Description: University dedicated to higher learning

Contact: Preeti Singh: 610.436.2501 Fax: 610.436.3160

Email: psingh@wcupa.edu (email ONLY)

Organization: FMQB: Friday Morning Quarterback

Where: Executive Mews, F36, 1930 E Marlton Pike Cherry Hill, NJ 080003

Description: Local Sports talk radio bringing live and local coverage to Philadelphia

Contact: Bob Burke

Email: N/A

Organization: American Women in Radio and Television

Where: 103 Rock Road Horsham, PA 19044

Description: Help to promote Women in the Philadelphia market in Radio and Television

Contact: Emilia Andrews: 703.370.7436 Fax: 703.342.4311

Email: emilia@phillyawrt.org

Organization: Philadelphia Association for Women in Communication

Where: 3337 Duke Street Alexandria, VA 22314

Description: To help women in Philadelphia learn and advance in the field of communications

Contact: Bea Tijerina

Email: btijerina@womcom.org

Organization: Council of Spanish Speaking Organizations

Where: 705 North Franklin Street Philadelphia, PA 19123

Description: Promote and advance Hispanic Journalist in the Philadelphia DMA

Contact: Luis Kelly: 310.627.3100 Fax: 215.627.7440

Email: concilio@elconcilio.net

Organization: NAACP of Bucks County National Alliance of Mark Developers

Where: P.O Box 1005 Levittown, PA 19058

Description: Improve and advancement of African American lives in Bucks County

Contact: John Jordan: 215.364.1057

Email: N/A

Organization: National Association of Hispanic Journalists

Where: 472200 Fletcher Avenue, 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 – KMIK (AM) 1580

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Phoenix AM 1580 Office - (480) 967-1580

4602 E. UNIVERSITY, STE 150
PHOENIX, AZ 85034

Job Information

Radio Disney Phoenix is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Phoenix at 480-967-1580 or mail a letter to 4602 E. University, Suite 150, Phoenix, AZ 85034 or email Radio Disney Phoenix Station Manager, Steve Earnhart, steve.earnhart@disney.com.

EEO Report

KMIK(AM) EEO Report

June 1st, 2013 – May 31st, 2014

Radio Disney, Tempe

This annual EEO Report is filed on behalf of KMIK(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMIK(AM) is a Radio Disney Group, LLC owned radio station and is located in Tempe, AZ. This report includes information from June 1st, 2013 through May 31st, 2014, and it will be placed in the Station's Public File and on the Station's page on www.music.disney.com/radio-disney. The Station had 5 full time employees as of May 31st, 2014.

XXIX. General Job Vacancy Information

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

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

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

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on www.music.disney.com/radio-disney. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired 6/1/2013 – 4/30/2014 from 6:00 am – 12:00 midnight, and a total of 336 announcements aired.

XXX. Record Keeping

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

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

XXXI. Recruiting for Full-Time Open Positions

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

A position of Account Executive was opened on January 14, 2014 and filled on April 7, 2014. Notice of job vacancy was posted on DisneyCareers.com, Ad2Phoenix, and distributed to the station's local recruitment contact list (Attachment A). Five candidates were interviewed for this position.

FULL-TIME OPEN POSITION INTERVIEW CHART

During this reporting period, recruitment and interviews for one full-time open position were conducted. The identity of the candidates interviewed, but not hired, have been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
1/14/2014	Account Executive	Sales	1/28/14	*	NH		Disneycareers.com
			1/31/14	Jennifer Craft-Hurst	H	4/7/14	Disneycareers.com
			2/4/14	*	NH		ad2phx.com
			2/25/14	*	NH		Disneycareers.com
			2/26/14	*	NH		Disneycareers.com

XXXII. Long-Term Recruitment Measures

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

Y. Job Fairs

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

Diversity Employment Day Career Fair – September 26, 2013; 11:00 AM-3:00PM Steve Earnhart (Station Manager) and Armando Sanchez (Promotions Manager) attended the event, held at Sheraton Phoenix Downtown.

Station personnel collected resumes, provided information about Radio Disney, and answered questions.

Diversity Employment Day Career Fair – April 16, 2013; 11:00AM-3:00PM

Armando Sanchez (Promotions Manager) attended this event, held at Sheraton Phoenix Downtown. Station personnel collected resumes, provided information about Radio Disney, and answered questions.

Z. Media Trade Group Listings

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

Arizona Broadcasters Association

AA. Other Menu Options

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

Steve Earnhart (Station Manager) and Armando Sanchez (Promotions Manager) attended a Diversity Training Roundtable at The Sheraton Phoenix Downtown on September 26, 2013; 8:00AM-10:00AM. Armando Espinoza, Site Diversity Manger, Global Diversity & Employees Rights at Boeing, was the moderator.

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

Attachment A - LOCAL RECRUITMENT sources CONTACT LIST

American Marketing Association

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

Shea Stickler

Email: Shea.stickler@gmail.com

Arizona Broadcasters Association

426 N. 44th Street, Suite 310,

Phoenix, AZ 85008

Tel: 602-252-4833

Fax: 602-252-5265

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

Arizona State University

PO Box 871312

Tempe, AZ 85287

Tel: 480.965.2350

Fax: 480.965.2120

E-mail: careerservices@asu.edu

[http://www.students.asu.edu/](http://www.students.asu.edu/career/tempe)

[career/tempe](http://www.students.asu.edu/career/tempe)

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

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>

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

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Radio Disney Pittsburgh WDDZ (AM) 1250

Station Information

WDDZ AM 1250

Address: 400 Ardmore Boulevard

Pittsburgh, PA 15221

To contact Radio Disney programming personnel regarding the Pittsburgh market, call 412-244-4550 or email: Laura.Varner-Norman@disney.com. To contact the Radio Disney Request Line, call 877-870-5678.

Job Information

Radio Disney Pittsburgh is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Pittsburgh at 412-244-4586 or mail a letter to 400 Ardmore Boulevard, Pittsburgh, PA 15221 or email Radio Disney Pittsburgh Station Manager, Laura Varner-Norman, Laura.Varner-Norman@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WDDZ(AM), Pittsburgh, Pennsylvania, April 1, 2014

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

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Radio Disney Portland – KDZR (AM) 1640

Station Information

Radio Disney Request Line - (877) 870-5678
Radio Disney Portland AM 1640 Office - (503) 228-4322

8285 SW Nimbus Avenue
Suite 148
Beaverton, OR 97008

Job Information

Radio Disney Portland is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Portland at 503-228-4322 or mail a letter to 8285 SW Nimbus Avenue, Suite 148, Beaverton, OR 97008 or email Radio Disney Portland Station Manager, Stacey Bailey, Stacey.a.bailey@disney.com.

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.

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. 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.

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. 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

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

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.

required record keeping documentation for its recruitment initiatives in this reporting year.

III. 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.

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		Portlandcraigslis.com
			9/7/12	*	NH		Portlandcraigslis.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 Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9-20-12	Promotions Coordinator	Promotions	Interview process is on-going.				

IV. 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.

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

African American Chamber of Commerce

PO Box 5488

Portland, OR 97228

Contact: Roy Jay

Phone: (503) 796-0777

E-Mail: blackchamber@usa.net

Website: www.blackchamber.info

Albertina Kerr Center

424 NE 22nd Ave

Portland, OR 97232

Contact: Annie Gannon

Phone: (503) 239-8101

Website: www.albertinakerr.org

American Women in Radio and Television, Western Chapter

Contact: Kristie Gong, President

Email: Kgong@hearst.com

Art Institute of Portland

1122 NW Davis

Portland, OR 97209

Phone: (503) 228-6528

E-Mail: aipdjobs@aii.edu

Contact: Julie Williamson

Email: jwilliamson@aii.edu

Website: www.artinstitutes.edu/portland

Asian Reporter

922 N. Killingsworth St., Suite 1A
Portland, OR 97217
Contact: Jennifer
Phone: (503) 283-4440
E-Mail: ads@asianreporter.com
Website: www.asianreporter.com

Black United Fund of Oregon

2828 NE Alberta St.
Portland, OR 97211
Contact: Adrienne Livingston / Louis Gillette
Phone: (503) 282-7973
E-Mail: bufor@bufor.org
Website: www.bufor.org

Bureau of Indian Affairs - Portland

912 East 11th Ave.
Portland, OR 97232
Contact: Danielle Dutt
Phone: (503) 231-6702
Website: www.bia.gov

Business Education Compact, The

12655 SW Center St.
Suite 430
Beaverton, OR 97005
Contact: Joyce Hays
Phone: (503) 646-0242
Website: www.becpdx.org

Catholic Youth Organization

825 NE 20th #120
Portland, OR 97232
Contact: Krista Van Borstel
Phone: (503) 231-9484

Chinese Social Service Center

3633 SE 35th Place
Portland, OR 97202
Contact: Christine Lau
Phone: (503) 872-8822
E-Mail: info@ahscpx.org
Website: ahscpx.org

**Clackamas Community College
Career Resource Center**

19600 S. Molalla Ave.
Career Resource Center
Oregon City, OR 97045
Contact: Jackie Hubka
Phone: (503) 657-6958 ext. 2409

Clark College

1933 Fort Vancouver Way
Vancouver, WA 98663
Contact: Michele O-Rourke
Phone: 360.992.2154

Community Action Organization

1001 SW Baseline St
Hillsboro, OR 97123
Contact: Winnie Althizer
Phone: (503) 648-6646
E-Mail: contact@caowash.org

Concordia University

2811 NE Holman St
Portland, OR 97211
Contact: Megan Bouslaugh
Phone: (503) 288-9371
E-Mail: mbouslaugh@cu-portland.edu
Website: www.cu-portland.edu

East Portland OVRs

305 NE 102nd Ave, Suite 200
Portland, OR 97220
Phone: (971) 673-5858

El Hispanic News

6700 N. New York Ave
Suite 212
Portland, OR 97207
Contact: Daniel Torres
Phone: (503) 228-3139
Website: www.elhispanicnews.com

George Fox University - Career Center

414 N Meridian St. #6009
Newberg, OR 97132
Contact: Christee Wise
Phone: (503) 538-8383 / (503) 554-2330
E-Mail: careers@georgefox.edu
Website: georgefox.edu/offices/career_services

Hispanic Metropolitan Chamber of Commerce

PO Box 1837
Portland, OR 97207
Contact: Gale Castillo
Phone: (503) 222-0280
Website: www.hmccoregon.com

Hispanic Outreach Program

8 Yorick
Lake Oswego, OR 97035
Contact: Erin Maclean
Phone: (503) 697-7159

Human Solutions

12350 SE Powell Blvd
Portland, OR 97236
Contact: Fran Weick
Phone: (503) 548-0233 / (503) 548-0200
Website: www.humansolutions.org

Japan-America Society of Oregon

312 NW Second Ave.
Portland, OR 97209
Contact: Dixie McKeel
Phone: (503) 228-9411
Website: www.jaso.org

Korean Society of Oregon

7650 SW 81st Avenue
Portland, OR 97223
Phone: (503) 977-2617
Contact: Chris Kang
Website: www.koregon.org

Lewis and Clark College - Career Center

0615 SW Palantine Hill Rd
Portland, OR 97219
Phone: (503) 786-7000
Website: legacy.lclark.edu/~csaw

Linfield College - Career Center**Post:**

<https://linfield-csm.symplicity.com>
Career Center Phone: (503) 883-2733
E-Mail: career@linfield.edu
Website: www.linfield.edu/ccs

Maryhurst - Career Center

17600 Hwy 43
Marylhurst, OR 97036
Contact: Lynn Brown
Phone: (503) 699-6271 / (503) 636-8141
E-Mail: lbrown@marylhurst.edu
Website: www.marylhurst.edu/careerservices

Mount Hood Community College - Career Planning & Counseling Center

26000 SE Stark
Gresham, OR 97030
Contact: Christy Weigel
Email: mhcareer@mhcc.edu
Phone: (503) 491-7432
Website: www.mhcc.edu

Northwest China Council

127 NW Third Avenue
Portland, OR 97209
Contact: Rosario Aglialoro
Phone: (503) 973-5451
Website: nwchina.org

Oregon Associate of Minority Entrepreneurs

4134 N. Vancouver
Portland, OR 97217
Contact: Vanessa Turner
Phone: (503) 249-7744
E-Mail: vanessa@oame.org
Website: www.oame.org

Oregon Association of Broadcasters

7150 SW Hampton Street
Suite 240
Portland, OR 97223
Email: theoab@theoab

Oregon Commission for the Blind

535 SE 12th Ave.
Portland, OR 97214
Phone: (971) 673-1588 / (888) 202-5463
E-Mail: ocb.mail@das.state.or.us
Website: www.oregon.gov/Blind

Oregon Commission for Women

P.O. Box 751-CW
Portland, OR 97207
Phone: (503) 378-2139
E-Mail: OACO.mail@das.state.or.us
Website: www.oregon.gov/women

Oregon Council for Hispanic Advancement

108 NW 9th, #201
Portland, OR 97209
Phone: (503) 228-4131

Oregon DHS: SMS Services

2101 NE Flanders
Portland, OR 97232
Contact: Don Walters
Phone: (503) 232-7684

Oregon State University Career Services

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

Oregon Tradeswomen Network

1714 NE Alberta St.
Portland, OR 97211
Contact: Linda
Phone: (503) 335-8200
Website: www.tradeswomen.net

Pacific University

Career Development Center
2043 College Way
Forest Grove, OR 97116
Phone: (503) 352-2877
Online posting: careercenterjobs.org

Pacific NW College of Art

1219 SW Park Ave
Portland, OR 97205
Contact: Tom Manley
Phone: (503) 226-4391
Website: www.pnca.edu

PCC Willow Creek Center

241 SW Edgeway Drive
Beaverton, OR 97006
Contact: Kurt Carlsen
Phone: (503) 526-2711

Pioneer Pacific College

25195 SW Parkway Ave
Wilsonville, OR 97070
Phone: (503) 682-3903
E-Mail: cplacement@pioneerpacific.edu
Website: www.pioneerpacific.edu

Portland Ad Federation

PO Box 8338
Portland, OR 97209
Contact: Jamie Sexton
Phone: (503) 224-2623
E-Mail: jamie@portlandadfed.com
Website: www.portlandadfed.com

Portland Area Radio Council

P.O. Box 30897
Portland, OR 97294
Phone: (503) 261-1880
President: Jerome LaChance
E-Mail: jlachance@entercom.com
Website: www.portlandradio.org

Portland Business Journal

851 SW Sixth Ave., Ste 500
Portland, OR 97204
Phone: (503) 274-8733
Website: portland.bizjournals.com

**Portland Community College
Student Employment Services**

PO Box 19000
Portland, OR 97280
Contact: Becky Washington
Phone: (503) 978-5600
E-Mail: stujobs@pcc.edu
Website: www.pcc.edu/resources/careers

Portland Habilitation Center, Inc

5312 NE 148th Ave
Portland, OR 97230
Contact: Marina Rikker
Phone: (503) 261-1266
Website: www.phcnw.com

Portland Impact

10055 E Burnside
Portland, OR 97216
Contact: Anne Gately
Phone: (503) 988-4996 ext.265
Website: www.impactnw.org

Portland Observer

4747 NE Martin Luther King Jr Blvd
Portland, OR 97212
Contact: Mark Washington
Phone: (503) 288-0015
E-Mail: ads@portlandobserver.com
Website: www.portlandobserver.com

Portland State University

P.O. Box 751

Portland, OR 97207

Contact: Dee Thompson / Becky Einolf

Phone: (503) 725-4613 / (503) 725-3699

E-Mail: beckye@pdx.edu

Website: www.sba.pdx.edu/careersrvs

Portland Tribune

PO Box 22109

Portland, OR 97269

Contact: Sherry Carsten

Phone: (503) 546-0755

E-Mail: scarsten@commnewspapers.com

Website: www.portlandtribune.com

Reed Career Services

3203 SE Woodstock Blvd

Portland, OR 97202

Contact: Brooke Hunter

Phone: (503) 777-7550

E-Mail: career.services@reed.edu

Website: www.reed.edu/career

Post Online:

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

SE Works, Inc.

6927 SE Foster Rd.

Portland, OR 97206

Contact: Liz Eslinger

Phone: (503) 772-2315

Website: www.seworks.org

Self Enhancement, Inc (SEI)

3920 N. Kerby Avenue

Portland, OR 97227

Contact: Rachael Berry

Sponsors Organized to Assist Refugees

2906 NE Glisan St.
Portland, OR 97232
Contact: Olga Dedulin
Phone: (503) 284-3002
Website: www.emoregon.org/soar

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

Urban League of Portland

10 N. Russel
Portland, OR 97227
Contact: Deborah Lindsay
Phone: (503) 280-2626
Website: www.ulpdx.org
Email: DLindsay@ulpdx.org

**Warner Pacific College
Career Planning Office**

2219 SE 68th Ave
Portland, OR 97215
Contact: Rod Johanson
Phone: (503) 517-1000
Email: rjohanson@warnerpacific.edu

Willamette University

University Center, 3rd Floor
900 State Street
Salem, OR 97301

Willamette Week

2220 NW Quimby
Portland, OR 97210
Phone: (503) 243-2122
Website: www.wweek.com

WorkSource

Oregon Employment Department-
30 N. Webster St., Ste. E
Portland, OR 97217
Phone: (503) 280-6046
Website: www.WorkingInOregon.com

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

Youth Employment Institute

1704 NE 26th Ave
Portland, OR 97212
Contact: Sherri Luru
Phone: (503) 280-1058
E-Mail: tjones@yei.org
Website: www.yei.org

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Radio Disney Sacramento – KIID (AM) 1470

Station Information

Contact Us

Radio Disney Request Line - (877) 870-5678

Radio Disney Sacramento AM 1470 Office - (916) 780-1470

8265 SIERRA COLLEGE BLVD SUITE 312
ROSEVILLE, CA 95661

Job Information

Radio Disney Sacramento is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Sacramento at 916-780-1470 or mail a letter to 8265 Sierra College Boulevard, Suite 312, Roseville, CA 95661 or email Radio Disney Sacramento Station Manager, Judy Remy, judy.l.remy@disney.com.

EEO Report

KIID(AM) EEO Report

August 1, 2013 – July 31, 2014

Radio Disney, Sacramento

This annual EEO Report is filed on behalf of KIID(AM), (the "Station") in compliance with the FCC's EEO reporting requirements. KIID(AM) is a Radio Disney Sacramento, LLC owned radio station and is located in Sacramento, California. This report includes information from August 1, 2013 through July

31, 2014, and it will be placed in the Station's Public File and on the Station's information page on line at <http://music.disney.com/radio-disney>. As of this writing, the Station has 6 full time employees.

XXXIII. General Job Vacancy Information

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

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

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired August 2013 through July 2014, Monday through Sunday 6a-12 midnight, and a total of 450 announcements aired.

XXXIV. Record Keeping

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

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

XXXV. Recruiting for Full-Time Open Positions

During the reporting time frame, 4 positions were posted and 3 were filled. The charts at the end of this section have details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

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

A position of Promotions Coordinator was opened August 30, 2013 and filled on March 3, 2014. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Seven candidates were interviewed for the Promotions Coordinator position.

A position of Account Executive was opened August 31, 2013 and filled on October 28, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the Account Executive position.

A position of Promotions Manager was opened September 20, 2013 and filled on December 2, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Three candidates were interviewed for the Promotions Manager position.

A position of Account Executive was opened March 12, 2014 and it has not yet been filled as of this writing. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). To date, six candidates were interviewed for the Account Executive position and interviews remain ongoing.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
8/30/2013	Promotions Coordinator	Promotions	9/4/2013	*	NH		Industry Referral
			9/6/2013	*	NH		Industry Referral
			10/16/2013	*	NH		Industry Referral
			12/9/2013	*	NH		Internal Candidate
			12/11/2013	*	NH		Internal Candidate
			12/10/2013	*	NH		Internal Candidate
			1/7/2014	Meagan Luevano	H	3/3/2014	Industry Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names	Hired (H) or Not	Date Hired	Source*
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FULL-TIME OPEN POSITION INTERVIEW CHARTS

During the reporting period, recruitment and interviews for 4 full-time positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.

				privacy			
8/31/2013	Account Executive	Sales	9/10/2013	*	NH		Industry Referral
			9/10/2013	Sean Stanfield	H	10/28/2013	Industry Referral
			10/16/2013	*	NH		Industry Referral
			10/24/2013	*	NH		Disney Careers.com

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
9/20/2013	Promotions Manager	Promotions	9/25/2013	Carlene Minyen	H	12/2/2013	Industry Referral
			10/8/2013	*	NH		Disney Careers.com
			10/11/2013	*	NH		Internal Candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for	Hired (H) or Not	Date Hired	Source*
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				privacy	(NH)		
3/12/2014	Account Executive	Sales	4/1/2014	*			Industry Referral
			4/10/2014	*			On-line
			4/29/2014	*			DisneyCareers.com
			4/29/2014	*			Industry Referral
			4/13/2014	*			Industry Referral
			7/10/2014	*			DisneyCarrers.com
			additional interviews planned				

XXXVI. Long-Term Recruitment Measures

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

BB. Job Fairs

Station personnel with hiring responsibilities attended the following Education and Career Fair during the reporting period: Diversity Employment Day Career Job Fair. The Diversity Career Fair was held at the Holiday Inn Capitol Plaza in Downtown Sacramento on May 9, 2014. Judy Remy, Station Manager represented the Station. She educated attendees about the career opportunities with Radio Disney in the Sacramento market.

CC. Diversity Hiring Training Seminar

Judy Remy, Station Manager, attended a Diversity training seminar that educated participants on laws and rules for diversity hiring. It also covered upcoming changes and trends in the law and in best hiring practices. The seminar took place May 9, 2014 at the Holiday Inn Capitol Plaza prior to the Diversity and Career Job Fair. It was led by Neal Morrison and included a roundtable with area guest speakers.

DD. Station Internships

The Station participated in an internship programs during the reported time period. Rachel Schmidt from San Diego State University completed her internship August 1 through August 16th. She was exposed to all facets of running the local Radio Disney station, including sales and promotions as well as public affairs and engineering. She worked 20 hours per week and had management training access to information and programs. This was a paid internship.

EE. Media Trade Group Listings

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

Sacramento American Women in Radio and Television,
Black College Radio,

Latino Journalist of California,

Latinos in Communications,

AAF Sacramento Ad Club.

FF. Training Classes

Judy Remy participated in various training classes offered by the company to acquire skill for future high-level positions.

- MEDIA – “Generations in the Workplace,” October 22, 2013
4 credit hours. Training included skills and tools to communicate different generations in the workplace. Emphasis was on achieving a better understanding of communication tools based upon demographics.

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

<u>Organizations</u>		<u>Address & Contact</u>
Sacramento Hispanic Chamber of Commerce		1491 River Park, Dr., Ste 101

		Sacramento, CA 95815
		Info@sachcc.org
Sacramento Black Chamber of Commerce		2655 Del Monte St
		W Sacramento, CA 95691
Sacramento Asian Pacific Chamber of Commerce		2012 H Street, Suite 202
		Sacramento, CA. 95811
		tmorrison@sacasiancc.org
Sacramento Rainbow Chamber of Commerce		1710 Broadway #8,
		Sacramento, CA 95818
		president@rainbowchamber.com
Sacramento NAACP		P.O. Box 188231
		Sacramento, CA 95818
		sacnaacp@sbcglobal.net
100 Black Men of Sacramento		2251 Florin Rd,
		Sacramento, CA 95822
		sac100blkmen@sbcglobal.net
National Coalition of 100 Black Women		P.O. Box 7814

Sacramento Chapter		Citrus Heights, CA 95621
		nc100bw@aol.com
The Organization of Chinese Americans		P.O. Box 904
Sacramento Chapter		Sacramento, CA 95814
		mai@dcpcenter.com
Elk Grove Chinese Association		6908 Sandy Souza Way
		Elk Grove, CA 95758
		jhliang77@yahoo.com
California Black Chamber of Commerce		2951 Sunrise Blvd. Ste 175
Foundation		Rancho Cordova, CA 95742
		cbcc@calbcc.org
Greater Sacramento Urban League		3725 Marysville Blvd.
		Sacramento, CA 95820
		info@gsul.org
Lambda Community Center		1927 L Street
		Sacramento, CA 95814

Mutual Assistance Network		Youth Investment Center
		577 Las Palmas Ave
		Del Paso Heights, CA 95815
		lindagutierrez@grant.k12.ca.us
Opening Doors, Inc		2118 K Street
		Sacramento, CA 95816
		info@openingdoorsinc.com
The Association of African American		2208 Gateway Oaks Dr
Single Mothers		#394
		Sacramento, CA 95833
		solutions@volunteermatch.org
Tubman House		PO Box 160085
		Sacramento, CA 95816
Turning Point Community Programs		3440 Viking Drive, Suite 114
		Sacramento, CA 95827

		joyatienza@tcp.org
YWCA of Sacramento		1122 17th Street
		Sacramento, CA 95814
		jlowden@norcalymca.org
Croatian-American Cultural Center		3730 Auburn Blvd
		Sacramento, CA 95821
		info@cacc.com
National Assoc of Black Journalism		nabj@nabj.org
Latino Journalists of California		ccnmainfo@cnma.org
Latinos in Communications		110 Pacific Ave #150
		San Francisco, CA 94117
B.A. Black Media Coalition		P.O. Box 2383

		Oakland, CA 94612
Black College Radio		bcrmail@blackcollegeradio.com
Sacramento State University		Posted via KIID job listing account
William Jessup University		Posted via KIID job listing account
UC Davis		Posted via KIID job listing account
Sierra College		Posted via KIID job listing account
La Raza Galeria Sacramento		larazagaleria@gmail.com
Sacramento Cultural Hub		info@sacculturalhub.com
Lambda Community Fund		president@lambdasac.org

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Radio Disney Salt Lake City – KWDZ (AM) 910

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Salt Lake City AM 910 Office - (801) 908-5152

2801 DECKER LAKE DR STE 100
SALT LAKE CITY, UT 84119

Job Information

Radio Disney Salt Lake City is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Salt Lake City at 801-908-5152 or mail a letter to 2801 Decker Lake Drive, Suite 100, Salt Lake City, UT 84119 or email Radio Disney West Region Director, Pamela Ketel, Pamela.j.ketel@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KWDZ, Salt Lake City, Utah, June 1, 2013

Radio Disney Group, LLC, licensee of KWDZ, Salt Lake City, Utah (the "Station"), which is an equal opportunity employer, hereby certifies that as of June 1, 2013, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this June 1, 2013.

Even though the Station is not required to file an EEO public file report, Radio Disney Group, LLC adheres to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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Radio Disney San Francisco KMKY (AM) 1310

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney San Francisco AM 1310 Office - (650) 637-8800

900 FRONT ST
SAN FRANCISCO, CA 94111

Job Information

Radio Disney San Francisco is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney San Francisco at 650-637-8800 or mail a letter to 900 Front Street, San Francisco, CA 94111 or email Radio Disney West Region Director, Pamela Ketel, Pamela.j.ketel@disney.com.

EEO Report

KMKY(AM) EEO Report
August 1st, 2013 – July 31st, 2014
Radio Disney, Oakland

This annual EEO Report is filed on behalf of KMKY(AM) (the "Station") in compliance with the FCC's EEO reporting requirements. KMKY(AM) is a RD San Francisco Assets, LLC owned radio station and is located in Oakland, CA. This report includes information from August 1, 2013, through July 31, 2014,

and it will be placed in the Station's Public File and on the Station's information page online at <http://music.disney.com/radio-disney>. The Station had 7 full time employees as of July 31, 2014.

XXXVII. General Job Vacancy Information

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

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

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's information page at <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These fifteen-second announcements aired August 4, 2013 through July 31, 2014, during the 8AM-6PM time slot and a total of 75 announcements aired.

XXXVIII. Record Keeping

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

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

XXXIX. Recruiting for Full-Time Open Positions

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

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

A position of Account Executive was opened on November 6, 2013, and filled on December 16, 2013. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Four candidates were interviewed for the position.

A position of Account Executive was opened in the prior reporting period on January 14, 2013, and was filled on October 29 2014. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for this position during the reporting time frame. Twelve candidates had been previously interviewed during the prior reporting time frame.

A position of Account Executive was opened in the prior reporting period on May 10, 2013 and was filled on November 18, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for this position during the reporting time frame. One candidate had been previously interviewed in the prior reporting time frame.

A position of Station Manager was opened in the prior reporting period on July 8, 2013, and was filled on September 20, 2013. Notice of this job vacancy was posted on DisneyCareers.com, and distributed to the station's local recruitment contact list (Attachment A). One candidate was interviewed for the position during the reporting time frame. Two candidates had been previously interviewed in the prior reporting time frame.

Full Time Open Position Interview Chart

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

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
11/6/2013	Account Executive	Sales	10/3/2013	*	NH		Client Referral
			10/4/2013	*	NH		Internal Referral
			10/15/2013	Melvin Bacon	H	12/16/2013	Industry Colleague Referral
			10/18/2013	*	NH		Industry Colleague Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
1/14/2013	Account Executive	Sales	9/20/2013	Nikki Gelardi	H	10/29/2013	Industry Colleague Referral

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
5/10/2013	Account Executive	Sales	10/9/2013	Maryann Sampognaro	H	11/18/2013	Industry Colleague

							Referral
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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
7/8/2013	Station Manager	Management	8/29/2013	Aaron Blas	H	9/20/2013	Industry Colleague Referral

XL. Long-Term Recruitment Measures

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

GG. Job Fairs

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

Diversity Employment Day Career Fair, January 23, 2014

Alameda County Training & Education Center – Oakland, CA

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Las Positas College Career Fair, March 26, 2014

Attended by Shalon Rogers, Promotions Manager

Station information was given out, resumes were collected.

Holy Names University Career Fair, April 15, 2014

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Diversity Employment Day Career Fair, May 29, 2014

St. Mary's Cathedral – San Francisco, CA

Attended by Aaron Blas, Station Manager

Station information was given out, resumes were collected.

Diversity Employment Day Career Fair, June 25, 2014

Double Tree by Hilton – San Jose, CA

Attended by Shalon Rogers, Promotion Manager

Station information was given out, resumes were collected.

HH. Media Trade Group Listings

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

- Emma J. Bowen Foundation for Minority Interests in Media
- Local branch of the National Hispanic Media Coalition.

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

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

AFT RA National losangeles@aftra.com

Career Center DeAnza College careercenter@deanza.edu

CBA MPowers@yourCBA.com

Center for Independent Living chouston@cilberkeley.org

Drake Beam Morin, Inc. inquiries@dbm.com

Filipinos for Affirm Act Lgaledo@filipinos4action.org

Foundation for Minority Interests in Media/Emma J Bowen Foundation

contact: rita.torres@mptp.com

Japanese American citizens natdir@jacl.org

Jewish Vocational Services hire@jvs.org

La Raza Information Center info@larazacrc.org

NAACP naacpsfbr@att.net

NAB Human Resources hr@nab.org

Rose Resnick Lighthouse executive@lighthouse-sf.org

The Oakland Career Center edmcm@eastbayworks.com

Work Exp Coordinator jpstuden@solano.edu

National Hispanic Media Coalition rtenorio@nhmc.org

Colleges

Cabrillo College studentjobs@cabrillo.edu

College of San Mateo burnse@smccd.net

Gavilan College jstewart@gavilan.edu

Laney College cgriffin@peralta.edu

Menlo College careers@menlo.edu

San Francisco State University recruit@sfsu.edu

Santa Rosa Junior College cmercerc@santarosa.edu

Skyline College skycareers@smccd.edu

Solano Community College jpstuden@solano.edu

UC Santa Cruz sheilar@cats.ucsc.edu

University of Pacific dfarrell@pacific.edu

USC Career Center sblopez@usc.edu

West Valley College geri_peterson@westvalley.edu

Heald College Veronica_Meneses@heald.edu

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

(UPDATED: 7/22/2014)

AFT RA National
350 Sansome Street, Suite 900, San Francisco, CA 94104
(415) 391-7510
(415) 391-1108 fax
Email: SF@aftra.com

Filipino Advocates for Justice
310 8th Street, Suite 308
Oakland CA 94607
(510) 465-9876
Contact: Exec. Dir: Lillian Galeo
Email: Lgaledo@filipinos4action.org

Jewish Vocational Services
225 Bush Street, Suite 400
San Francisco, CA 94104
(415)391-3600
(415)391-3617 fax
Email: hire@jvs.org

California Broadcasters Association
915 L Street, Suite 1150
Sacramento, CA 95814
(916) 444-2237
Email: MPowers@yourCBA.com

Emma J Bowen – Foundation for Minority Interests in Media
CBS Studio Center, Editorial 2, Suite 1
4024 Radford Avenue
Studio City, CA 91604
818-655-5708
818-655-8358 Fax
Email: rita.torres@mptp.com

La Raza Community Resource Center
474 Valencia, Suite 100
San Francisco, CA. 94103
415.863.0764
415.863.1690 fax
Email: info@larazacrc.org

Center for Independent Living
3075 Adeline St, Ste 100
Berkeley, Ca 94703
510-841-4776
(510) 841-6168 fax
Email: HR@cilberkeley.org

Japanese American Citizens League - NCWNP
1765 Sutter Street
San Francisco, CA 94115
(415) 345-1075
(415) 345-1077 fax
Patty Wada – Regional Director
Email: JACL-ncwnpro@msn.com

NAACP – San Francisco
1290 Fillmore Street, Ste. 109
San Francisco, CA 94115
Phone: (415) 922 0650
Fax: (415) 922 0856
E-mail: naacpsfbr@att.net

National Hispanic Media Coalition

South Grand Ave
Pasadena, CA 91105
(626) 792-6462
(626) 792-6051 Fax
Email: brivas@nhmc.org

Cabrillo College

6500 Soquel Drive
Aptos, CA 95003
831.479.6100
Email: studentjobs@cabrillo.edu

Laney College

Student Employment
900 Fallon Street
Oakland, CA 94607
(510) 834-5740
Email: cgriffin@peralta.edu

West Valley College

14000 Fruitvale Avenue
Saratoga, CA 95070
(408) 867-2200
<https://www.aftercollege.com/career-networks/west-valley-college/post-a-job/?groupid=2136935642>
Sign-in/Post Job Online

UC – Santa Cruz

1156 High Street
Santa Cruz, Ca 95064
https://ucsc-csm.symplicity.com/employers/index.php?signin_tab=0

55

National Association of Broadcasters

Email: HR@NAB.org

College of San Mateo

1700 W. Hillsdale Boulevard
San Mateo, CA 94402
(650) 574-6161
Sign in/ Post Job Online

Menlo College

1000 El Camino Real
Atherton, CA 94027-4301
650.543.3735
Email: mrobins@menlo.edu

Skyline College

3300 College Drive
San Bruno, CA 94066
(650) 738-4100
<https://skyline-csm.symplicity.com/employers/index.php>
Sign-in/Post Job Online

University of the Pacific

3601 Pacific Avenue
Stockton, California 95211
209.946.2285
Email: mroberts1@pacific.edu

LightHouse for the Blind and Visually Impaired

214 Van Ness Avenue
San Francisco, CA 94102
(415) 431-1481
(415) 863-7568 Fax
Email: cgodwin@lighthouse-sf.org

Gavilan College

5055 Santa Teresa Boulevard
Gilroy, CA 95020
(408) 848-4800
Email: vparakati@gavilan.edu

San Francisco State University

1600 Holloway Avenue
San Francisco, CA 94132
(415) 338-1111
Post Job Online:
<https://www.myinterfase.com/sfsu/employer/>

Solano Community College

SCC Career Center
4000 Suisun Valley Road
Fairfield, CA 94534
(707) 646-2070
Email: patricia.young@solano.edu

Heald College

Email: veronica_meneses@heald.edu

Sign-in/Post Job Online
USC – Career Center
[https://usc-
csm.symplicity.com/employers/](https://usc-csm.symplicity.com/employers/)
Sign-in/Post Job Online

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Radio Disney Seattle KKDZ (AM) 1250

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Seattle AM 1250 Office - (206) 281-5300

200 1ST AVE W STE 104
SEATTLE, WA 98119

Job Information

Radio Disney Seattle is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Seattle at 206-281-5300 or mail a letter to 200 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.

I. General Job Vacancy Information

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

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

The Station’s local recruitment sources contact list (“Contact List”) has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be

added to our mailing list via a website posting on the Station's page on RadioDisney.com. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 15-second announcements aired October 1, 2012 through September 30, 2013 from 6:00AM to 8:00PM, and a total of 940 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, 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
			9/20/13 ²⁶⁰	*	NH		Emailed Station Manager directly on 9/8/13

			The Interviewing process is continuing				
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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:

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.

B. 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.

C. 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: wsajobbank@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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Radio Disney St. Louis – WSDZ (AM) 1260

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney St. Louis AM 1260 Office - (314) 428-4023

Radio Disney St. Louis AM 1260 Toll Free - (866) 872-7968

1978 INNERBELT BUSINESS CTR DR
SAINT LOUIS, MO 63114

Job Information

Radio Disney St. Louis is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney St. Louis at 314-428-4023 or mail a letter to 1978 Innerbelt Business Center Drive, Saint Louis, MO 63114 or email Radio Disney St. Louis Station Manager, Jeff Laramie, jeff.laramie@disney.com.

EEO Report

Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WSDZ(AM), Belleville, Illinois August 1, 2014

Radio Disney Group, LLC, licensee of WSDZ(AM), Belleville, Illinois (the "Station"), which is an equal opportunity employer, hereby certifies that as of August 1, 2014, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this August 1, 2014. Even though the Station is not

required to file an EEO public file report, Radio Disney Group, LLC adheres to its policy regarding equal employment opportunity. Our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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Radio Disney Tampa – WWMI (AM) 1380

Station Information

Radio Disney Request Line - (877) 870-5678

Radio Disney Tampa AM 1380 Office - (727) 577-4500

11300 4TH ST N STE 143
ST. PETERSBURG, FL 33176

Job Information

Radio Disney Tampa is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Tampa at 727-577-4500 or mail a letter to 11300 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 **as Amended 03/28/14**

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.

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, 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 169 announcements aired.¹

¹ WWMI(AM)'s original October 1, 2013 EEO report indicated 208 announcements aired between October 1, 2012 and September 2013, however, due to pre-emptions and other production changes, 169 announcements in fact aired.

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.

II. 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
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III. 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:

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.

B. 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 February 27, 2013². 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.

² Due to administrative error, WWMI(AM) incorrectly reported this date as April 27, 2013 in its original EEO report filed on October 1, 2013.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST³

Goodwill Industries Suncoast
Attn: Program Manager/Lynnette Lacy
10596 Gandy Blvd.
St. Petersburg, FL 33702
Phone: 727.523.1512
Email: Lynnette.lacy@goodwill-suncoast.com

Brevard Community College
Attn: Career Center/Richard Belton
250 Community College Parkway Bldg. 2 Room 161
Palm Bay, FL 32909
Phone: 321.433.7503
Fax: 321.433.4214
Email: beltonr@brevardcc.edu

Brevard Community College
Attn: Career Center/Linda DeAngelis
3865 N Wickham Rd
Melbourne, FL 32935
Phone: 321.632.1111
Email: deangelisl@brevardcc.edu

³ Due to an administrative error, WWMI(AM) did not perform outreach to all of the contacts on its "Local Recruitment Sources Contact List" as set forth in Attachment A of the Station's EEO report originally filed on October 1, 2013. It did send notice to thirteen (13) of the twenty-eight (28) contacts on Attachment A from the original October 1, 2013 report in addition to twenty-two (22) additional contacts on a separate list maintained by the promotions department. The contacts to which WWMI(AM) actually sent notice are listed here.

Strayer University
Attn: LRC Manager/Michael Baybayan
2200 N Alafaya Trail Suite 500
Orlando, FL 32826
Phone: 407.926.2029
Fax: 407.926.2030
Email: michael.baybayan@strayer.edu

Business and Professional Women's Foundation
Attn: Mentoring Liaison/Joan Grey
1718 M Street NW #148
Washington, DC 20036
Phone: 202.293.1100
Email: foundation@bpwfoundation.org

City of Orlando
Attn: Special Projects Coordinator/Vivian Tindal
Phone: 407.399.1618
Email: viviantindal@yahoo.com

University of Central Florida
Nicholson School of Communications
Attn: Instructor & Ad-PR Area Coordinator/Joan McCain
12405 Aquarius Agora Drive
Orlando, FL 32816-1344
Phone: 407.823.2852
Fax: 407.823.6360
Email: jmwrites@aol.com

Hillsborough Community College/Davis Island Campus
Attn: Executive Director for Marketing & Public Relations/John Huerta
39 Colimbia Dr.
Tampa, FL 33606

Phone: 813.253.7158
Email: jhuerta@hccfl.edu

University of South Florida
School of Mass Communications
Attn: Director B.A. Mass Communications/ Edward Jay Friedlander
4202 E Fowler Ave. CIS 1040
Tampa, FL 33620
Phone: 813.974.2597
Fax: 813.974.2592
Email: mcom@cas.usf.edu

Seminole State College of Florida
Attn: Coordinator - Student Activities/Jennifer Bielen
100 Weldon Blvd.
Sanford, FL 32773
Phone: 407.404.6143
Fax: 407.404.6201
Email: bielenj@seminolestate.edu

Seminole State College of Florida
Attn: Assistant Director – Career Development Services Department/Lissette Guillen-Dolby
100 Weldon Blvd.
Sanford, FL 32773
Phone: 407.708.2515
Fax: 407.708.2034
Email: dolbyl@seminolestate.edu

Seminole State College of Florida
Attn: Director – Career Development Services Department/Christy King
100 Weldon Blvd.
Sanford, FL 32773
Phone: 407.708.2103
Fax: 407.708.2034

Email: kingck@seimolestate.edu

Corinthian Colleges, Inc.
Attn: Director - Career Planning & Placement Services/Regina Hudson
3319 W Hillsborough Avenue
Tampa, FL 33614
Phone: 813.879.6000
Fax: 813.871.2483
Email: dthornton@cci.edu

Valencia College – East Campus
Attn: Coordinator – Career Development Services/Enid Rosa
701 N Conlockhatchee Trail
Orlando, FL 32825
Phone: 407.582.2259
Fax: 407.528.8906
Email: erosa@valenciacc.edu

Southern Technical College
Attn: Career Services/Thomas Parsons
1485 Florida Mall Avenue
Orlando, FL 32809
Phone: 407.438.6000
Email: tparsons@soutehrntech.edu

Nova Southeastern University
Attn: Assistant Director of Employer Relations & Internships/Diane Klein
3301 College Avenue
Ft. Lauderdale-Davie, FL 33314
Phone: 954.262.7201
Fax: 954.262.3897
Email: career@nova.edu

Valencia College – Osceola Campus
Attn: Career Center Advisor/Eva Alipieva
1800 Denn John Lane

Kissimmee, FL 34744
Phone: 407.582.4897
Email: ecalipieva@valenciacc.edu

Keiser University
Attn: Director of Student Services/Nicole Goodman
5600 Lake Underhill Rd
Orlando, FL 32807
Phone: 407.279.5800
Fax: 407.381.1233
Email: ngoodman@keiseruniversity.edu

Valencia College – West Campus
Attn: Career Center Manager/Andrea Bealler
1800 s Kirkman Road
Orlando, FL 32811
Phone: 407.582.1464
Fax: 407.582.1864
Email: abealler@valenciacc.edu

Compass Training Center
Attn: Director/Andy Tolbert
1499 W SR434
Longwood, FL 32750
Phone: 407.328.0970
Fax: 407.842.7669
Email: andy@andytolbert.com

Valencia College – Winter Park Campus
Attn: Student Services Manager/Julie Corderman
850 W Morse Blvd.
Winter Park, FL 32789

Phone: 407.299.5000
Email: jcorderman@valenciacc.edu

Devry University
Attn: Career Service Department Employer Liaison/Dena Sandy
4000 Millenia Blvd
Orlando, FL 32839
Phone: 407.226.6402
Fax: 407.226.6413
Email: dsandy@devry.edu

Bachman Lear & Co. Inc.
Attn: Director/Cindy Argerious
4253 W Kennedy Blvd.
Tampa, FL 33609
Phone: 813.289.2727
Fax: 800.870.1942
Email: cindy@bachmanlear.com

Fullsail University
Attn: Career Development Department/Teresa Gilbert
3300 University Blvd.
Winter Park, FL 32792
Phone: 407.679.0100
Email: tgilbert@fullsail.com

U.S. Chamber of Commerce Foundation
Attn: Hiring Our Heroes Program Manager/Virginia Carpenter
1615 H Street NW
Washington, DC 20062-2000
Email: hiringourheroes@uschamber.com

Connecticut School of Broadcasting

Steve Clark

35014 Coconut Palm Dr, Suite 105

Tampa, FL 33619 / 813-740-0990

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

Katie Ramsberger/ Career Development

University of South Florida – St. Pete

140 7th Avenue South – TER200

St. Petersburg, FL 33701 / 727-873-4129

[Stefanie Silvers](#)

St. Petersburg College

P.O. Box 13489

St. Petersburg, FL 33733 / 727-341-4772

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

Ray Thomas – Campus Coordinator

Connecticut School of Broadcasting

5323 Millennium Lakes Blvd.; Suite #120

Orlando, FL 32839 / 407-704-8910

Brevard Community College Cocoa Campus Career Services

Beverly Payne

1519 Clearlake Road

Cocoa, FL 32922 / 321-433-7325

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

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.

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, 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.

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, 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 297	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

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:

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.

B. 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 33801-5698 / 863-680-4131

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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