

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

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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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WMKI(AM), Boston, Massachusetts, December 1, 2014**

Radio Disney Group, LLC, licensee of WMKI(AM), Boston, Massachusetts (the "Station"), which is an equal opportunity employer, hereby certifies that as of December 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 December 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@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.

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

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

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and

Attachments A, B & 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.

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 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

#### 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:

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

**B. Media Trade Group Listings**

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

National Lesbian and Gay Journalist Association

South Asian Journalist Association (SAJA)

National Association of Hispanic Journalists

Native American Public Telecommunications

**C. Other Menu Options**

Internship Program –WRDZ continues to offer college and university undergraduates the opportunity to learn the day-to-day process and workings of a radio station for school credit. The internship typically lasts 10 weeks, depending on the school requirements and student’s availability. Participants work an average of 15-20 hours per week. Each intern is assigned a base department, but has multiple opportunities throughout the other departments. In addition to the summer 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.

<b>Internship Supervisor for WRDZ-AM: Phoebe Wainwright, Operations Manager</b>					
<b>Period: 8/1/13 - 7/31/14</b>					
<b>Name of Intern</b>	<b>College and Location</b>	<b>Dates of Internship</b>	<b>Hours/Week</b>	<b>Station</b>	<b>Base Field</b>
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**

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<b>Company</b>	<b>E-mail</b>	<b>Fax</b>	<b>Address</b>	<b>City</b>	<b>State</b>	<b>ZIP</b>
Arab-American Action Network	hatem85@yahoo.com	773-436-6460	3148 W. 63rd Street	Chicago	IL	60629
Asian American Institute	aai@aaichicago.org	773-271-1982	4753 N. Broadway Suite 200	Chicago	IL	60640
Bradley University	<a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	309-677-2611	1501 W Bradley Avenue	Peoria	IL	61625
Capital Area Career Center	wqnaradio@aol.com	217-529-7861	2201 Toronto Road	Springfield	IL	62712
Columbia College Chicago	<a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	312-369-8007	33 E Congress	Chicago	IL	60605
Columbia University Graduate School of Journalism	mgh2@columbia.edu & jh548@columbia.edu		2950 Broadway	New York	NY	10027
DePaul University	<a href="mailto:recruitstudents@depaul.edu">recruitstudents@depaul.edu</a>	312-362-8565	1 E Jackson Boulevard, Suite 9500	Chicago	IL	60604
Dominican University	<a href="mailto:careers@dom.edu">careers@dom.edu</a>	708-488-5075	7900 W Division St, Parmer 010	River Forest	IL	60305
Eastern Illinois University	<a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a>	217-581-2222	600 Lincoln Ave 1301 Human Servs. Cntr	Charleston	IL	61920
Freedom Temple Church	<a href="mailto:msbrownplease@yahoo.com">msbrownplease@yahoo.com</a>		1459 W. 74th St.	Chicago	IL	60636

Illinois Wesleyan University	<a href="mailto:snoonan@iwu.edu">snoonan@iwu.edu</a> <a href="http://iwu.edu/ccenter">u/ccenter</a>	309-556-3065	PO Box 2900 109 E University, Lower Level Gulick Hall	Bloomington	IL	61701
Japanese American Citizens Leg.	<a href="mailto:midwest@jacl.org">midwest@jacl.org</a>	773-728-7231	5415 N. Clark Street	Chicago	IL	60640
Jewish Vocational Service	<a href="mailto:sallyyarberry@jvsc-chicago.org">sallyyarberry@jvsc-chicago.org</a>	312-553-5544	216 W Jackson Blvd, Suite 700	Chicago	IL	60606
Kane County Dept. of Employment & Education	<a href="mailto:kathleenwall@kcde.e.org">kathleenwall@kcde.e.org</a>	630-897-7953	1 Smoke Tree Plaza	North Aurora	IL	60542
Moody Bible Institute	<a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a>	312-329-8976	820 N. LaSalle Blvd. Career Development Center	Chicago	IL	60610
National Lesbian and Gay Journalist Association	<a href="mailto:info@nljja.org">info@nljja.org</a>		1420 K Street, NW Suite 910	Washington	DC	20005
Northwestern University	<a href="mailto:d-siekmann@northwestern.edu">d-siekmann@northwestern.edu</a>	847-491-2573	620 Lincoln Street	Evanston	IL	60208
Phalanx Family Services	<a href="mailto:lbailey@phalanxgrpservices.org">lbailey@phalanxgrpservices.org</a>	773-261-5100	4628 W. Washington BLVD.	Chicago	IL	60624
Saint Hubert Job Ministry	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193
South Asian Journalists Association (SAJA)	<a href="mailto:saja@columbia.edu">saja@columbia.edu</a>	212-854-5979	c/o Columbia Graduate School of Journalism, 2950	New York	NY	10027

			Broadway			
Southern Illinois University Carbondale Career Services	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	<a href="mailto:elmore.bianca@dol.gov">elmore.bianca@dol.gov</a>	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640
Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605
State Representative 34th District IL	<a href="mailto:staterep-constance-a-howard@comcast.net">staterep-constance-a-howard@comcast.net</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619
Archdiocesan Latin American Company		312-948-6993	126 N des Plaines St	Chicago	IL	60661

Diversity/Careers in Engineering & Information Technology		973-912-8599	197 Mountain Ave	Springfield	NJ	07081
Illinois Employment Training Center	<a href="mailto:cunder@ides.state.il.us">cunder@ides.state.il.us</a>	773-538-8857	715 E 47th St	Chicago	IL	60653
Joel Hall Dancers & Center		773-293-1130	1511 W Berwyn Ave	Chicago	IL	60640
Korean American Community		773-583-7009	4300 N. California	Chicago	IL	60618
League of Women Voters		312-939-6887	332 S Michigan Ave, #1050	Chicago	IL	60604
MacCormac Business College		312-922-3196	29 E Madison	Chicago	IL	60602
Madison Media Institute		608-442-0141	2702 Agriculture Dr	Madison	WI	53718
Mayor's Office for Ppl w Disabilities	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612
Mayor's Office of 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	<a href="mailto:clopez@nlei.org">clopez@nlei.org</a>	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609

Institute						
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chicago	IL	60626
Professional Convention Management Association	<a href="mailto:slewis@pcma.org">slewis@pcma.org</a>	312-423-7222	1113 S Whipple	Chicago	IL	60655
Puerto Rican Coalition	<a href="mailto:aandrade@wpost.depaul.edu">aandrade@wpost.depaul.edu</a>	773-325-7304	2320 N Kenmore	Chicago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chicago	IL	60605
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition for Jobs	<a href="mailto:fsanchez@sci-usa.org">fsanchez@sci-usa.org</a>	773-247-4975	2011 W Pershing Rd	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	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409
Wheaton College Career Services	<a href="mailto:career.services@wheaton.edu">career.services@wheaton.edu</a>	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	<a href="mailto:mgonzalez@womenemployed.org">mgonzalez@womenemployed.org</a>	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	<a href="mailto:rgray@anizlet.org">rgray@anizlet.org</a>		2001 n Clybourne, Suite 302	Chicago	IL	60614

Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640
Chicago State University	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	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chicago	IL	60630
Olive-Harvey College	dbatiste@ccc.edu		10001 S. Woodlawn Avenue	Chicago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chicago	IL	60615
The Knowledge Group., Inc.	rbeaupre@tkginc.com		177 Firth Rd	Palatine	IL	60067

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

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

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



Saint Hubert Job Ministry	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193
South Asian Journalists Association (SAJA)	<a href="mailto:saja@columbia.edu">saja@columbia.edu</a>	212-854-5979	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027
Southern Illinois University Carbondale Career Svcs	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	<a href="mailto:elmore.bianca@dol.gov">elmore.bianca@dol.gov</a>	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640
Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605
State Representative 34th	<a href="mailto:staterep-constance-a-howard@comcas">staterep-constance-a-howard@comcas</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619

District IL	<a href="#">t.net</a>					
Oakton Community College	careerservices@oakton.edu	847-635-2636	1600 E. Golf Road, Room 1125	Des Plaines	IL	60016
Archdiocesan Latin American Company		312-948-6993	126 N des Plaines St	Chicago	IL	60661
Diversity/Careers in Engineering & Information Technology		973-912-8599	197 Mountain Ave	Springfield	NJ	07081
Illinois Employment Training Center	cunder@ides.state.il.us	773-538-8857	715 E 47th St	Chicago	IL	60653
Illinois Employment Training Center - West Suburban Location		708-338-6942	35 S 19th Ave	Maywood	IL	60153
Joel Hall Dancers & Ctr		773-293-1130	1511 W Berwyn Ave	Chicago	IL	60640
Korean American Cty		773-583-7009	4300 N. California	Chicago	IL	60618
League of Women Voters		312-939-6887	332 S Michigan Ave, #1050	Chicago	IL	60604
MacCormac Business College		312-922-3196	29 E Madison	Chicago	IL	60602
Madison Media Institute		608-442-0141	2702 Agriculture Dr	Madison	WI	53718

Mayor's Office for Ppl w Disabilities	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612
Mayor's Office of Workforce development		312-746-7773	1615 W Chicago Ave, 5th Floor	Chicago	IL	60622
National Council of La Raza		312-269-9260	203 N Wabash	Chicago	IL	60601
National Latino Education Institute	<a href="mailto:clopez@nlei.org">clopez@nlei.org</a>	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chicago	IL	60626
Native American Public Telecommunications		402-472-8675	PO Box 83111	Lincoln	NE	68501
Professional Convention Management Association	<a href="mailto:slewis@pcma.org">slewis@pcma.org</a>	312-423-7222	1113 S Whipple	Chicago	IL	60655
Puerto Rican Coalition	<a href="mailto:aandrade@wpost.depaul.edu">aandrade@wpost.depaul.edu</a>	773-325-7304	2320 N Kenmore	Chicago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chicago	IL	60605
Robert Morris College, Lake County	<a href="mailto:jbedbnarz@robertmorris.edu">jbedbnarz@robertmorris.edu</a>	847-578-7127	1507 S Waukegan Rd	Waukegan	IL	60085
Harold Washington		312-553-3130		Chicago	IL	60601

College						
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition	fsanchez@sci-usa.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chicago	IL	60603
Us Job Corps		312-596-5471	343 S Dearborn	Chicago	IL	60604
Veterans Outreach Program of Illinois	v-o-p5038@yahoo.com	708-371-1150	5038 W 127th St	Alsip	IL	60803
Westwood College of Technology	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409
Wheaton College Career Services	career.services@wheaton.edu	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	mgonzalez@womemploymed.org	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	rgray@anizlet.org		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640
Chicago State University	amahdi@csu.edu	773-995-2329	9501 S King Dr	Chicago	IL	60628
Emma L Bowen Foundation of Minority Interests in	jromero@cbs.com		524 W 57th St	New York	NY	10019

Media						
Fox College	hta@foxcollege.edu		6640 S Cicero Ave	Bedford Park	IL	60638
Italian Cultural Center			1621 N 39th Ave	Stone Park	IL	60165
Latinas en Action			1823 W 17th St	Chicago	IL	60608
Malcolm X College		312-850-7484	1900 W. VanBuren Room 2307	Chicago	IL	60612
National Association of Broadcast	khunter@nab.org		1771 N St NW	Washington	DC	20036
Northwestern Business College	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chicago	IL	60630
Olive-Harvey College	dbatiste@ccc.edu		10001 S. Woodlawn Avenue	Chicago	IL	60628
Rainbow/PUSH Coalition			930 East 50th Street	Chicago	IL	60615
The Knowledge Group., Inc.	rbeaupre@tkginc.com		177 Firth Rd	Palatine	IL	60067

**ATTACHMENT C - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR  
STATION MANAGER OPEN POSITION**

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<b>Company</b>	<b>E-mail</b>	<b>Fax</b>	<b>Address</b>	<b>City</b>	<b>State</b>	<b>ZIP</b>
Arab-American Action	hatem85@yahoo.com	773-436-6460	3148 W. 63rd Street	Chicago	IL	60629

Network						
Asian American Institute	<a href="mailto:aai@aaichicago.org">aai@aaichicago.org</a>	773-271-1982	4753 N. Broadway Suite 200	Chicago	IL	60640
Bradley University	<a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	309-677-2611	1501 W Bradley Avenue	Peoria	IL	61625
Capital Area Career Center	<a href="mailto:wqnaradio@aol.com">wqnaradio@aol.com</a>	217-529-7861	2201 Toronto Road	Springfield	IL	62712
Columbia College Chicago	<a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	312-369-8007	33 E Congress	Chicago	IL	60605
Columbia University Graduate School of Journalism	<a href="mailto:mgh2@columbia.edu">mgh2@columbia.edu</a> & <a href="mailto:jh548@columbia.edu">jh548@columbia.edu</a>		2950 Broadway	New York	NY	10027
DePaul University	<a href="mailto:recruitstudents@depaul.edu">recruitstudents@depaul.edu</a>	312-362-8565	1 E Jackson Boulevard, Suite 9500	Chicago	IL	60604
Dominican University	<a href="mailto:careers@dom.edu">careers@dom.edu</a>	708-488-5075	7900 W Division St, Parmer 010	River Forest	IL	60305
Eastern Illinois University	<a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a>	217-581-2222	600 Lincoln Ave 1301 Human Servs. Cntr	Charleston	IL	61920
Freedom Temple Church	<a href="mailto:msbrownplease@yahoo.com">msbrownplease@yahoo.com</a>		1459 W. 74th St.	Chicago	IL	60636
Illinois Wesleyan University	<a href="mailto:snoonan@iwu.edu">snoonan@iwu.edu</a> <a href="mailto:u/ccenter">u/ccenter</a>	309-556-3065	PO Box 2900 109 E University, Lower Level	Bloomington	IL	61701
Japanese	<a href="mailto:midwest@jacl.org">midwest@jacl.org</a>	773-728-	5415 N. Clark	Chicago	IL	60640

American Citizens Leg.		7231	Street	ago		
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@nlga.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	<a href="mailto:brucehuchro@hotmail.com">brucehuchro@hotmail.com</a>		426 Andrew Lane	Schaumburg	IL	60193
South Asian Journalists Association (SAJA)	saja@columbia.edu	212-854-5979	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027
Southern Illinois University Carbondale Career	<a href="mailto:sronline@siu.edu">sronline@siu.edu</a>	618-453-1924	900 S Normal Ave Mailcode 4703	Carbondale	IL	62901

Services						
University of Illinois - Urbana-Champaign, Educational Career Services	<a href="mailto:ecso@illinois.edu">ecso@illinois.edu</a>	217-333-5689	505 E Green Street, Suite 202	Champaign	IL	61820
US Veterans Employment Service	<a href="mailto:elmore.bianca@dol.gov">elmore.bianca@dol.gov</a>	312-596-5471	401 S. State St.	Chicago	IL	60604
Western Illinois University	<a href="mailto:careers@doss.wiu.edu">careers@doss.wiu.edu</a>	309-298-2838	Sherman Hall 116 1 University Circle	Macomb	IL	61455-1390
California Indian Manpower Consortium	<a href="mailto:elizabethm@cimcinc.com">elizabethm@cimcinc.com</a>	773-271-3729	1630 W Wilson	Chicago	IL	60640
Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	312-566-4200	530 South State St.	Chicago	IL	60605
State Representative 34th District IL	<a href="mailto:staterep-constance-a-howard@comcast.net">staterep-constance-a-howard@comcast.net</a>	773-783-8773	8729 S. State Street	Chicago	IL	60619
Oakton Community College	<a href="mailto:careerservices@oakton.edu">careerservices@oakton.edu</a>	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		973-912-8599	197 Mountain Ave	Springfield	NJ	07081



Technology						
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 w Disabilities	<a href="mailto:lavonzell.paige@cityofchicago.org">lavonzell.paige@cityofchicago.org</a>	312-746-5787	2102 W. Ogden Avenue	Chicago	IL	60612
Mayor's Office of Workforce development		312-746-7773	1615 W Chicago Ave, 5th Floor	Chicago	IL	60622
National Council of La Raza		312-269-9260	203 N Wabash	Chicago	IL	60601
National Latino	<a href="mailto:clopez@nlei.org">clopez@nlei.org</a>	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609

Education Institute						
National Student Partnerships		773-303-0702	4750 N. Sheridan Avenue	Chicago	IL	60626
Native American Public Telecommunications		402-472-8675	PO Box 83111	Lincoln	NE	68501
Puerto Rican Coalition	aandrade@wpost.depaul.edu	773-325-7304	2320 N Kenmore	Chicago	IL	60614
Robert Morris College	<a href="mailto:aboer@robertmorris.edu">aboer@robertmorris.edu</a>	312-935-4043	401 S State St	Chicago	IL	60605
Robert Morris College, Lake County	jbedbnarz@robertmorris.edu	847-578-7127	1507 S Waukegan Rd	Waukegan	IL	60085
South Central Community Service		773-602-8175	8316 W Ellis	Chicago	IL	60619
Spanish Coalition for Jobs	fsanchez@sci-usa.org	773-247-4975	2011 W Pershing Rd	Chicago	IL	60609
United Negro College Fund		312-263-2750	55 east Monroe	Chicago	IL	60603
Us Job Corps		312-596-5471	343 S Dearborn	Chicago	IL	60604
Veterans Outreach Program of Illinois	v-o-p5038@yahoo.com	708-371-1150	5038 W 127th St	Alsip	IL	60803
Westwood College of Technology	<a href="mailto:dturnbull@westwood.edu">dturnbull@westwood.edu</a>	708-832-9342	80 River Oaks Center, Suite 111	Calumet City	IL	60409

Wheaton College Career Services	career.services@wheaton.edu	630-752-5448	801 E College Ave	Wheaton	IL	60187
Women Employed	mgonzalez@womenemployed.org	312-782-5249	111 N Wabash, Suite 1300	Chicago	IL	60602
Anixter Center	rgray@anizlet.org		2001 n Clybourne, Suite 302	Chicago	IL	60614
Cambodian Association of Illinois			2831 W Lawrence	Chicago	IL	60640
Chicago State University	amahdi@csu.edu	773-995-2329	9501 S King Dr	Chicago	IL	60628
Emma L Bowen Foundation of Minority Interests in Media	jromero@cbs.com		524 W 57th St	New York	NY	10019
Fox College	kta@foxcollege.edu		6640 S Cicero Ave	Bedford Park	IL	60638
Italian Cultural Center			1621 N 39th Ave	Stone Park	IL	60165
Latinas en Action			1823 W 17th St	Chicago	IL	60608
Malcolm X College		312-850-7484	1900 W. VanBuren Room 2307	Chicago	IL	60612
National Association of Broadcast	khunter@nab.org		1771 N St NW	Washington	DC	20036
Northwestern Business	<a href="mailto:gnorton@nc.edu">gnorton@nc.edu</a>		4811 N. Milwaukee	Chicago	IL	60630

College						
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

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KMKI(AM), Plano, Texas, April 1, 2015**

Radio Disney Dallas LLC, licensee of KMKI(AM), Plano, Texas (the "Station"), which is an equal opportunity employer, hereby certifies that as of April 1, 2015, 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, 2015. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Dallas LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KDDZ(AM), Arvada, Colorado, December 1, 2014**

Radio Disney Group, LLC, licensee of KDDZ(AM), Arvada, Colorado (the "Station"), which is an equal opportunity employer, hereby certifies that as of December 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 December 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WRDZ-FM, Plainfield, Indiana, April 1, 2015**

Radio Disney Group LLC, licensee of WRDZ-FM, Plainfield, Indiana (the "Station"), which is an equal opportunity employer, hereby certifies that as of April 1, 2015, 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, 2015. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@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 espnjobs.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, toluquantimes.com, ESPN710.com, and placed an ad in the Tolucan Times on 8/28/13 and in the TolucanTimes.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, toluquantimes.com, ESPN710.com, and placed an ad in the Tolucan Times on 8/15/13 and in the TolucanTimes.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, toluquantimes.com, ESPN710.com, and placed an ad in the Tolucan Times on 5/29/13 and in the TolucanTimes.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, toluquantimes.com, ESPN710.com, amfmjobs.com, indeed.com and placed an ad in the Tolucan Times on 8/15/13 and in the TolucanTimes.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, toluquantimes.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**

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WMYM(AM) - Miami, Florida, October 1, 2014**

Radio Disney Group, LLC, licensee of WMYM(AM) Miami, Florida (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Radio Disney Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KDIZ(AM), Golden Valley, Minnesota, December 1, 2014**

RD Minneapolis Assets, LLC, licensee of KDIZ(AM), Golden Valley, Minnesota (the "Station"), which is an equal opportunity employer, hereby certifies that as of December 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 December 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and RD Minneapolis Assets, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Radio Disney Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WWJZ(AM), Mount Holly, New Jersey, February 1, 2015**

Radio Disney Group, LLC, licensee of WWJZ(AM), Mount Holly, New Jersey (the "Station"), which is an equal opportunity employer, hereby certifies that as of February 1, 2015, the Station had fewer than five full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this February 1, 2015. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

KMIK(AM) EEO Report

June 1<sup>st</sup>, 2013 – May 31<sup>st</sup>, 2014

Radio Disney, Tempe

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

#### **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 [www.music.disney.com/radio-disney](http://www.music.disney.com/radio-disney). The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired 6/1/2013 – 4/30/2014 from 6:00 am – 12:00 midnight, and a total of 336 announcements aired.

## 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 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

#### IV. Long-Term Recruitment Measures

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

##### A. 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.

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:

**Arizona Broadcasters Association**

C. Other Menu Options

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

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

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

Attachment A - LOCAL RECRUITMENT sources CONTACT LIST

**American Marketing Association**

<http://www.amaphoenix.org/>  
Shea Stickler  
Email: [Shea.stickler@gmail.com](mailto:Shea.stickler@gmail.com)

**Arizona Broadcasters Association**

426 N. 44th Street, Suite 310,  
Phoenix, AZ 85008  
Tel: 602-252-4833  
Fax: 602-252-5265  
<http://www.azbroadcasters.org/>

**Arizona State University**

PO Box 871312  
Tempe, AZ 85287  
Tel: 480.965.2350  
Fax: 480.965.2120  
E-mail: [careerservices@asu.edu](mailto:careerservices@asu.edu)  
<http://www.students.asu.edu/career/tempe>

**Arizona Women's Education & Employment**

640 N. 1<sup>st</sup> Ave  
Phoenix, AZ 85003  
Tel: 602-223-4333  
E-mail: [michelleharrison@awee.org](mailto:michelleharrison@awee.org)  
<http://www.awee.org/>

**Gateway Community College**

108 N. 40<sup>th</sup> St.  
Phoenix, AZ 85034  
Tel: 602-286-8000  
Email:  
[careercenter@gatewaycc.edu](mailto:careercenter@gatewaycc.edu)  
<http://www.gatewaycc.edu/>

**Governor's Office of Equal Opportunity**

State Capitol Building - Executive Tower  
1700 W. Washington Suite 156  
Phoenix, AZ 85007  
Telephone: 602-542-3711  
Fax: 602-542-3712  
E-mail: [EqualOpportunity@az.gov](mailto:EqualOpportunity@az.gov)  
<http://azgovernor.gov/eop/index.asp>

**Greater Phoenix Urban League**

1402 S. 7<sup>th</sup> Ave.  
Phoenix, AZ 85004  
Tel: 602-254-5611  
Fax: 602.253.7359  
Micah Peterson – Employment Specialist  
E-mail: [mpeterson@gphxul.org](mailto:mpeterson@gphxul.org)  
<http://gphxul.org>

**Job Service of Arizona**

4635 S. Central Ave.  
Phoenix, AZ 85040  
Tel: 602-276-5587  
Email: [Mariavelasquez@azdes.gov](mailto:Mariavelasquez@azdes.gov)

**Maricopa County Workforce Connections**

1840 n. 95<sup>th</sup> Ave., #160  
Phoenix, AZ 85037  
Tel: 623-934-2331  
MWC East Valley Career Center/Gilbert  
Dennis Cleveland  
[clevelandd@mail.maricopa.gov](mailto:clevelandd@mail.maricopa.gov)  
PH 602/372-9739

**NAACP**

1818 S. 16<sup>th</sup> St.  
Phoenix, AZ 85034  
Tel: 602-252-4064  
Rev. Oscar Tillman – President NAACP Maricopa County Branch  
E-mail: [tillmannaacp@aol.com](mailto: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](mailto: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. 24<sup>th</sup> St.

Phoenix, AZ 85042

Tel: 602.243.8153

Fax: 602.243.8383

[Suzanne.hipps@smcmail.maricopa.edu](mailto:Suzanne.hipps@smcmail.maricopa.edu)

<http://students.southmountaincc.edu/Services/CareerServices/>

**The Greater Phoenix Black  
Chamber of Commerce**

201 E. Washington, Suite 350

Phoenix, Arizona 85004

Phone: 602-307-5200

Fax: 602-307-5204

<http://.phoenixblackchamber.com>

Email:

[channel@phoenixblackchamber.com](mailto:channel@phoenixblackchamber.com)

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KDZR(AM) – Lake Oswego, Oregon, October 1, 2014**

Radio Disney Group, LLC, licensee of KDZR(AM) Lake Oswego, Oregon (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@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.

#### 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 (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.

## 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, 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.

#### 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.

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 withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
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

V. 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 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.

B. 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.

#### A. 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.

#### 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:

Sacramento American Women in Radio and Television,  
Black College Radio,

Latino Journalist of California,

Latinos in Communications,

AAF Sacramento Ad Club.

### C. 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.

## **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 Manager, Steve Brodsky, at [Steve.brodsky@disney.com](mailto:Steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KWDZ, Salt Lake City, Utah**

Radio Disney Group, LLC, licensee of KWDZ(AM), Salt Lake City, Utah (the "Station"), which is an equal opportunity employer, hereby certifies that as of June 1, 2014, the Station had fewer than five full-time employees exempting it from the requirement of filing an EEO public file report. 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.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

KMKY(AM) EEO Report  
August 1<sup>st</sup>, 2013 – July 31<sup>st</sup>, 2014  
Radio Disney, Oakland

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

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

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

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

## 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 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	Candidate Interviewed	Hired (H) or	Date Hired	Source*
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			Interview	*Names withheld for privacy	Not (NH)		
1/14/2013	Account Executive	Sales	9/20/2013	Nikki Gelardi	H	10/29/2013	Industry Colleague Referral

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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
5/10/2013	Account Executive	Sales	10/9/2013	Maryann Sampognaro	H	11/18/2013	Industry Colleague Referral

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

IV. 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.

A. 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.

#### 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:

- Emma J. Bowen Foundation for Minority Interests in Media
- Local branch of the National Hispanic Media Coalition.

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

## ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

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AFT RA National [losangeles@aftra.com](mailto:losangeles@aftra.com)

Career Center DeAnza College [careercenter@deanza.edu](mailto:careercenter@deanza.edu)

CBA [MPowers@yourCBA.com](mailto:MPowers@yourCBA.com)

Center for Independent Living [chouston@cilberkeley.org](mailto:chouston@cilberkeley.org)

Drake Beam Morin, Inc. [inquiries@dbm.com](mailto:inquiries@dbm.com)

Filipinos for Affirm Act [Lgaledo@filipinos4action.org](mailto:Lgaledo@filipinos4action.org)

Foundation for Minority Interests in Media/Emma J Bowen Foundation

contact: [rita.torres@mptp.com](mailto:rita.torres@mptp.com)

Japanese American citizens [natdir@jacl.org](mailto:natdir@jacl.org)

Jewish Vocational Services [hire@jvs.org](mailto:hire@jvs.org)

La Raza Information Center [info@larazacrc.org](mailto:info@larazacrc.org)

NAACP [naacpsfbr@att.net](mailto:naacpsfbr@att.net)

NAB Human Resources [hr@nab.org](mailto:hr@nab.org)

Rose Resnick Lighthouse [executive@lighthouse-sf.org](mailto:executive@lighthouse-sf.org)

The Oakland Career Center [edmcm@eastbayworks.com](mailto:edmcm@eastbayworks.com)

Work Exp Coordinator [jpstudent@solano.edu](mailto:jpstudent@solano.edu)

National Hispanic Media Coalition [rtenorio@nhmc.org](mailto:rtenorio@nhmc.org)

### **Colleges**

Cabrillo College [studentjobs@cabrillo.edu](mailto:studentjobs@cabrillo.edu)

College of San Mateo [burnse@smccd.net](mailto:burnse@smccd.net)

Gavilan College [jstewart@gavilan.edu](mailto:jstewart@gavilan.edu)

Laney College [cgriffin@peralta.edu](mailto:cgriffin@peralta.edu)

Menlo College [careers@menlo.edu](mailto:careers@menlo.edu)  
San Francisco State University [recruit@sfsu.edu](mailto:recruit@sfsu.edu)  
Santa Rosa Junior College [cmrcer@santarosa.edu](mailto:cmrcer@santarosa.edu)  
Skyline College [skycareers@smccd.edu](mailto:skycareers@smccd.edu)  
Solano Community College [jpstuden@solano.edu](mailto:jpstuden@solano.edu)  
UC Santa Cruz [sheilar@cats.ucsc.edu](mailto:sheilar@cats.ucsc.edu)  
University of Pacific [dfarrell@pacific.edu](mailto:dfarrell@pacific.edu)  
USC Career Center [sblopez@usc.edu](mailto:sblopez@usc.edu)  
West Valley College [geri\\_peterson@westvalley.edu](mailto:geri_peterson@westvalley.edu)  
Heald College [Veronica\\_Meneses@heald.edu](mailto:Veronica_Meneses@heald.edu)

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST

(UPDATED: 7/22/2014)

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**AFT RA National**  
350 Sansome Street, Suite 900, San  
Francisco, CA 94104  
(415) 391-7510  
(415) 391-1108 fax  
Email: [SF@aftra.com](mailto:SF@aftra.com)

**Filipino Advocates for Justice**  
310 8th Street, Suite 308  
Oakland CA 94607  
(510) 465-9876  
Contact: Exec. Dir: Lillian Galeo  
Email: [Lgaleo@filipinos4action.org](mailto:Lgaleo@filipinos4action.org)

**California Broadcasters Association**  
915 L Street, Suite 1150  
Sacramento, CA 95814  
(916) 444-2237  
Email: [MPowers@yourCBA.com](mailto:MPowers@yourCBA.com)

**Emma J Bowen – Foundation for  
Minority Interests in Media**  
CBS Studio Center, Editorial 2, Suite 1  
4024 Radford Avenue  
Studio City, CA 91604  
818-655-5708

**Center for Independent Living**  
3075 Adeline St, Ste 100  
Berkeley, Ca 94703  
510-841-4776  
(510) 841-6168 fax  
Email: [HR@cilberkeley.org](mailto:HR@cilberkeley.org)

**Japanese American Citizens  
League - NCWNP**  
1765 Sutter Street  
San Francisco, CA 94115  
(415) 345-1075

818-655-8358 Fax  
Email: [rita.torres@mptp.com](mailto:rita.torres@mptp.com)

(415) 345-1077 fax  
Patty Wada – Regional Director  
Email: [JACL-ncwnpro@msn.com](mailto:JACL-ncwnpro@msn.com)

**Jewish Vocational Services**  
225 Bush Street, Suite 400  
San Francisco, CA 94104  
(415)391-3600  
(415)391-3617 fax  
Email: [hire@jvs.org](mailto:hire@jvs.org)

**La Raza Community Resource Center**  
474 Valencia, Suite 100  
San Francisco, CA. 94103  
415.863.0764  
415.863.1690 fax  
Email: [info@larazacrc.org](mailto:info@larazacrc.org)

**NAACP – San Francisco**  
1290 Fillmore Street, Ste. 109  
San Francisco, CA 94115  
Phone: (415) 922 0650  
Fax: (415) 922 0856  
E-mail: [naacpsfbr@att.net](mailto:naacpsfbr@att.net)

**National Hispanic Media Coalition**  
South Grand Ave  
Pasadena, CA 91105  
(626) 792-6462  
(626) 792-6051 Fax  
Email: [brivas@nhmc.org](mailto:brivas@nhmc.org)

55 **National Association of Broadcasters**  
Email: [HR@NAB.org](mailto:HR@NAB.org)

**LightHouse for the Blind and Visually Impaired** 214 Van  
Ness Avenue  
San Francisco, CA 94102  
(415) 431-1481  
(415) 863-7568 Fax  
Email: [cgodwin@lighthouse-sf.org](mailto:cgodwin@lighthouse-sf.org)

**Cabrillo College**  
6500 Soquel Drive  
Aptos, CA 95003  
831.479.6100  
Email: [studentjobs@cabrillo.edu](mailto:studentjobs@cabrillo.edu)

**College of San Mateo**  
1700 W. Hillside Boulevard  
San Mateo, CA 94402  
(650) 574-6161  
Sign in/ Post Job Online

**Gavilan College**  
5055 Santa Teresa Boulevard  
Gilroy, CA 95020  
(408) 848-4800  
Email: [vparakati@gavilan.edu](mailto:vparakati@gavilan.edu)

**Laney College**  
Student Employment  
900 Fallon Street  
Oakland, CA 94607  
(510) 834-5740  
Email: [cgriffin@peralta.edu](mailto:cgriffin@peralta.edu)

**Menlo College**  
1000 El Camino Real  
Atherton, CA 94027-4301  
650.543.3735  
Email: [mrobins@menlo.edu](mailto:mrobins@menlo.edu)

**San Francisco State University**  
1600 Holloway Avenue  
San Francisco, CA 94132  
(415) 338-1111  
Post Job Online:  
<https://www.myinterfase.com/sfsu/employer/>

**West Valley College**  
14000 Fruitvale Avenue  
Saratoga, CA 95070  
(408) 867-2200  
<https://www.aftercollege.com/career-networks/west-valley-college/post-a-job/?groupid=2136935642>  
Sign-in/Post Job Online

**Skyline College**  
3300 College Drive  
San Bruno, CA 94066  
(650) 738-4100  
<https://skyline-csm.symplicity.com/employers/index.php>  
Sign-in/Post Job Online

**Solano Community College**  
SCC Career Center  
4000 Suisun Valley Road  
Fairfield, CA 94534  
(707) 646-2070  
Email: [patricia.young@solano.edu](mailto:patricia.young@solano.edu)

**UC – Santa Cruz**  
1156 High Street

**University of the Pacific**  
3601 Pacific Avenue  
Stockton, California 95211

**Heald College**  
Email: [veronica\\_meneses@heald.edu](mailto:veronica_meneses@heald.edu)

Santa Cruz, Ca 95064

[https://usc-csm.symlicity.com/employers/index.php?signin\\_tab=0](https://usc-csm.symlicity.com/employers/index.php?signin_tab=0)

209.946.2285

Email: [mroberts1@pacific.edu](mailto:mroberts1@pacific.edu)

Sign-in/Post Job Online

**USC – Career Center**

<https://usc-csm.symlicity.com/employers/>

Sign-in/Post Job Online



## **Radio Disney Seattle KKDZ(AM) 1250**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Seattle AM 1250 Office - (206) 281-5300

200 1ST AVE W STE 104  
SEATTLE, WA 98119

### **Job Information**

Radio Disney Seattle is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Seattle at 206-281-5300 or mail a letter to 200 1<sup>st</sup> Avenue, W Suite 104, Seattle, WA, 98119 or email Radio Disney Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to KKDZ(AM) - Seattle, Washington, October 1, 2014**

RD Seattle Assets LLC, licensee of KKDZ(AM) Seattle, Washington (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and RD Seattle Assets LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

## **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 Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@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.

## **Radio Disney Tampa – WWMI(AM) 1380**

### **Station Information**

Radio Disney Request Line - (877) 870-5678

Radio Disney Tampa AM 1380 Office - (727) 577-4500

11300 4TH ST N STE 143  
ST. PETERSBURG, FL 33176

### **Job Information**

Radio Disney Tampa is an Equal Opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our Employment Contact List to receive information about our station's job vacancies. For further information, please call Radio Disney Tampa at 727-577-4500 or mail a letter to 11300 4<sup>th</sup> Street, N Suite 143, St. Petersburg, FL, 33176 or email Radio Disney Manager, Steve Brodsky, at [steve.brodsky@disney.com](mailto:steve.brodsky@disney.com).

### **EEO Report**

#### **Report Regarding Applicability of FCC Equal Employment Opportunity Rules to WWMI(AM) – St. Petersburg, Florida, October 1, 2014**

Radio Disney Group, LLC, licensee of WWMI(AM) St. Petersburg, Florida (the "Station"), which is an equal opportunity employer, hereby certifies that as of October 1, 2014, the Station has fewer than five (5) full-time employees. Therefore, pursuant to the FCC's equal employment opportunity ("EEO") rules, the Station will not be filing an annual EEO public file report this October 1, 2014. Even though the Station is not required to file an EEO public file report, Radio Disney and Radio Disney Group, LLC adhere to a policy to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.