

**KDIZ (AM) Annual EEO Report
Radio Disney Minneapolis, LLC, Minneapolis, MN
December 14, 2007**

This annual EEO Report is filed on behalf of KDIZ (AM) (“KDIZ” or the “Station”), in connection with the FCC’s EEO reporting requirements. KDIZ’s licensee is currently RD Minneapolis Assets, LLC, located in Minneapolis, MN.

Prior to June 12, 2007, KDIZ was part of a larger Minneapolis station group for EEO recruiting and reporting purposes. The licensee of this station group was Radio License Holding III, LLC, which was the licensee of KDIZ along with KQRS, KXXR, WGVX, WGVY, and WGVZ. As of June 12, 2007, KQRS-FM, KXXR, WGVX, WGVY, and WGVZ were subject to a transfer of control (as defined by the FCC) from The Walt Disney Company to the shareholders of Walt Disney Co. and Citadel Broadcasting Corporation.

This report includes information from December 1, 2006 to December 1, 2007, and will be placed in the Station’s public files and on the Station’s website.

Posted Positions Information

KDIZ is an equal opportunity employer that is committed to meeting and surpassing the Station’ EEO information dissemination obligations. A mailing list of community organizations will be used by the Station as a source for recruitment of all full-time positions from this date forward. The Station will periodically update the mailing list as needed and will continue to actively seek out new sources within the community.

Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file includes copies of the job listings for all sources used to recruit interviewees for the position as well as the total number of interviewees, as well as the referral source for each interviewee, and the date each vacancy was filled. In addition, from this date forward the Station will document the supplemental outreach initiatives. These files will include the nature and date of each activity, the scope of the Station’ participation and the names and titles of the Station personnel involved.

Supplemental Recruitment Procedures

The Station has participated in the following Non Vacancy Specific Outreach Options.

The Station has established a college Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. In 2007 there were 3 intern positions within the Station. All were in promotions. The interns were:

Dayln Sebastian from Hennepin County Technical, who interned 6/19/07 – 11/12/07

Brandon Ezuk from University of Minnesota, who interned 6/19/07 – 11/12/07
Megan O’Laughlin from University of Minnesota, who interned 2/05/07 – 5/02/07

Gwen Dietenberger, promotions manager, is our intern coordinator. The average college internship runs 3-4 months, depending on the length of the school semester. Interns are recruited by notifying area colleges/universities regarding Internship openings and from student-initiated contacts. The goal of the Internship Programs is to expose students to the “real life” world of the field they are pursuing. The Station strives to teach interns how the world of radio works and provide them with the valuable experience to facilitate the pursuit of a career in radio. An intern’s duties range from helping out at promotional and in-school events to assisting in executing promotional programs in the office.

In the future the Station will participate in some local job fairs within the community among other non-vacancy specific outreach options. We are currently in contact with other groups to be a part of any future job fairs to be held over the upcoming year.

Positions Filled

We have filled one sales positions and one promotions position since December 1, 2006. We have kept folders for each position that contains the pertinent information (see attached charts below). We require each manager to fill out the applicant tracking log that records the name, sex, race, date of interview, and source of recruitment. We further require each manager to have the applicant fill out an application and self identification card so we will better be able to track the source that informed the interviewees of the open position. When positions become available the Station has them posted on DisneyCareers.com, and in turn the posting is distributed to over a hundred national organizations’ websites. The Station also sends out email notices to the staff’s colleagues and business partners.

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

Applicant Flow Log

Position Title Promotions Manager Date Posted 8/30/07 Date Filled 11/5/07
 Dept Radio Disney 5435006 (Cost Center) EEO Job Category Promotions

Candidates

Applicant Name	Date	Source	Status
Gwen Dietenberger	10/24/06	Employee Referral from Kendal Glyden	H
***	9/4/07	College/UN of Minnesota	NH
***	9/7/07	Advertisement (hotjobs.com)	NH
***	9/10/07	Disney Jobs Online	NH
***	9/12/07	Disney jobs Online	NH
***	9/13/07	Advertisement (hotjobs.com)	NH
***	9/20/07	Advertisement (hotjobs.com)	NH
***	10/17/07	Part Time Employee	NH
Total	8		

Position Filled By: GWEN DIETENBERGER

Status: Not Hired-better qualified person selected, Hired, Applicant refused offer

Referral Source:

File/Database Search, Rehire, Advertisement, Agency (Name)

College/University (Name), Employee Referral (Name of employee)

Community Outreach (Name of Agency), Other

Applicant Flow Log

Position Title Account Executive Date Posted 7/5/07 Date Filled 8/27/07
 Dept Radio Disney 5435005 (Cost Center) EEO Job Category Sales

Candidates

Applicant Name	Date	Source	Status
Shelly Wanserski	8/15	Employee Referral	H
***	7/9/07	College/ University of MN	NH
***	7/9/07	Employee Referral	NH
***	7/9/07	Advertisement (hotjobs.com)	NH
***	7/19/07	Disney Jobs	NH
***	7/20/07	Disney Jobs	NH
***	7/20/07	Advertisement (hotjobs.com)	NH
***	7/23/07	Disney Jobs	NH
***	7/23/07	Advertisement (hotjobs.com)	NH
Total	9		

Position Filled By: SHELLY WANSERSKI

Status: Not Hired-better qualified person selected, Hired, Applicant refused offer

Referral Source: File/Database Search, Rehire, Advertisement, Agency (Name) College/University (Name), Employee Referral (Name of Employee) Community Outreach (Name of Agency), Other