

KDZR

Annual EEO Report

Radio Disney/ABC Radio, Portland

September 17, 2007

This Annual EEO Report is filed on behalf of KDZR (AM) (the “Station”) in compliance with the FCC’s EEO reporting requirements. The licensee of KDZR (AM) is Radio Disney Group, LLC, and the Station is located in the Portland, Oregon area (KDZR’s city of license is Lake Oswego, Oregon). Thus, the Station is a “single employment unit”. This report includes information October 1, 2006, through October 1, 2007 and it will be placed in the Station’s public files and on the Station’s respective websites. The Station has six full time employees.

Job Vacancy Information

KDZR is an equal opportunity employer committed to meeting the Station’s EEO obligations. The Station’s list of recruitment sources has been updated and has been used to notify potential applicants for every full-time vacancy since October, 2006 (See Attachment A1). 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 mailing list to receive notification of future vacancies and the station’s community notification list.

Notification to Community

KDZR maintains a distribution/contact list of local community based organizations and local colleges and Universities to which we send notices of available positions. (The distribution/contact list is attached in an Appendix). This list is updated annually and additions are made periodically. Notification to the community on how to be placed on the distribution/contact list was completed in the form of on-air announcements from April 9-25th and September 26-29th. Job opportunities were also posted on Portland’s Craigslist and OregonLive.com. Emails were sent out to the remaining agencies listed in Attachment A-1 of

job opportunities. Portland Family Magazine included a classified ad per Radio Disney job employment opportunities.

Attachment A-1

Oregon Association of Broadcaster
7150 SW Hampton Street
Suite 240
Portland, OR 97223

Portland Jobfinder.com
lori@PortlandJobFinder.com

Jobdango
2717 SW Kelly Ave.
Portland, OR 97201

Employment Trends
1001 SW 5th Ave., Suite 1100
Portland, OR 97204

Oregon Live
921 SW Washington Street, Ste. 550
Portland, OR 97205
www.oregonlive.com

Portland Craigslist
www.portland.craigslist.org

Record Keeping

In compliance with the EEO record keeping requirements, the Station understands a file for each position to be filled. The file to include: copies of the job listings and other communications for all full-time job vacancies used to recruit interviewees for the position for each such vacancy, the names, addresses, contact persons and phone numbers of the recruitment sources used to fill it (including any organizations entitled to notification, which should be separately identified); the total number of interviews for each vacancy and the referral source for each interviewee; the date each vacancy was filled and the recruitment source that referred the hiree.

The Station's procedures require approval by the Station's General Manager and applicable Department Head prior to extending a job offer.

Long-Term Recruitment Measures

The Station participates in long-term recruitment measures both individually and as a group. The station participated in two job fairs in 2007 and the Station Manager was on site as a decision maker. Job Fairs included Spring Career Fair at Mt. Hood Community College on March 8, 2007. The second was the 20th Annual Pathway to Your Future at the Vancouver Hilton on May 2, 2007.

The Station continued their Internship Program for qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. The average college internship program varies from 3 to 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. Each department utilizes established guidelines to create a program specific to the department. The Station strives to teach interns how the world of radio sales and promotions works and to provide them with valuable experience to facilitate the pursuit of a career in broadcasting, marketing or sales. An intern’s duties range from helping out at promotional events to assisting with on-air PA Shows or various sales related duties. (See Attachment A-2 for summary of intern activity through September 17, 2007).

Radio Disney Portland participated in a company-wide initiative this year which is a Training Program called Performance Connection. Full-time employees are evaluated on their current skill set and work alongside the Station Manager to identify skills that employees would improve upon to better their level of performance and enable them to be more qualified for higher-level positions.

Radio Disney Portland also is in the process of becoming a member of the Oregon Association of Broadcaster and station information will be posted on their website as a continual outreach effort.

Specific Positions Filled

During the reporting period of October 1 - September 17, 2007, one position was filled. (See Attachment A-3 for details about the Station, type of position, and referral source for each position). The position, Account Manager, was filled on September 15, 2007. On June 18, 2007, notice of the job vacancy was filed with Disney Recruiting Services so it was posted internally so it was posted in a company-wide weekly job newsletter and on Monster.com. Five candidates were interviewed for the position. For details on the referral sources for interviewees, please see Attachment A-3 below.

ATTACHMENT A-2

KDZR
SUMMARY OF INTERN ACTIVITY THROUGH September, 2007

KDZR PROMOTIONS DEPT.

One intern served a timeframe from January 2007 – May 2007

College Source: Washington State University – Vancouver Campus

ATTACHMENT A-3

1 FULL-TIME JOB VACANCY (Identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources For Interviewees
6/18/07	Account Executive	KDZR Sales	8/24	1. Christina Herrle	H	9/15/07	Monster.com
			8/1	2. *	NH		Monster.com
			8/28	3. *	NH		Monster.com
			8/30	4. *	NH		Monster.com
			8/9	5. *	NH		Monster.com

