

I. INTRODUCTION AND GENERAL POLICY

The ABC Radio Station Group of Arlington, Texas consists of WBAP News-Talk 820 AM, KESN (ESPN) 103.3 FM, KSCS 96.3 FM, KTYS (The Twister) 96.7 FM, and KMKI (Radio Disney) 620 AM. The stations are owned and operated by ABC, Inc., WBAP-KSCS Operating, Ltd. and Radio Disney Dallas, LLC. The stations broadcast from Arlington, Texas.

The ABC Radio Station Group of Arlington, Texas is an equal opportunity employer and follows a consistent practice of outreach to the community and work force regarding broadcast career and job opportunities. Our longstanding policy is to provide equal opportunity 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 report includes information from April 1, 2006 – March 31, 2007. This report includes information from April 1, 2006 – March 31, 2007.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, the ABC Radio Station Group – Arlington creates a file for each full-time vacancy. The stations' EEO file contains copies of the job listing for all sources used to recruit applications. The EEO File also includes information on the stations' long-term recruitment initiatives.

III. VACANCY SPECIFIC RECRUITMENT MEASURES

The ABC Radio Station Group – Arlington is committed to meeting its' EEO obligations. The Group has a Diversity Recruitment Coordinator, who has primary responsibility for implementing, monitoring and improving compliance with company EEO policies and those of the Commission. The Diversity Recruitment Coordinator acts as a liaison to the community at large and ensures that the Group's job openings are disseminated widely.

The Station Group's extensive recruitment list is set forth in Section VII. The list is updated when someone on the list notifies the Diversity Recruitment Coordinator of a change in address or if a job notice is returned as undeliverable. Each organization (except websites) is contacted by phone at least once and sometimes twice per year to confirm contact information and continued interest. Research is conducted on a regular basis in an attempt to discover new organizations and educational institutions with which to work.

Additionally, position announcements are forwarded to ABC, Inc.'s Human Resources Department. In the middle part of 2006, the weekly printing of the ABC Corporate Job Listing ceased. All open positions through that date were published in it, as well as being posted online at Disney Careers and ABC Jobs. After that date, TWDC/ABC, Inc. went to online recruitment methods only (see Section VIII).

These resources were utilized to notify potential applicants of full-time vacancies that occurred during the current reporting period.

IV. FULL-TIME POSITIONS FILLED (APRIL 1, 2006 TO MARCH 31, 2007)

During the period covered by this report, a total of **26** vacancies have occurred at the ABC Radio Group – Arlington. All have been filled.

DATE OF OPENING	JOB TITLE	STATION & DEPT.	INTER-VIEW DATE	CANDIDATE INTERVIEWED	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCE	SOURCES CONTACTED
12/28/05	Production Director	KTYS/KSCS	12/29/05	*	NH		Referred from Industry Colleague	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			1/3/06	*	NH		Referred from Industry Colleague	
			1/11/06	Ryan Drean	H	4/13/06	Referred from Industry Colleague	
			1/20/06	*	NH		Referred from Industry Colleague	
			1/20/06	*	NH		Referred from Industry Colleague	
			2/9/06	*	NH		ABC Posting	
3/28/06	Production Director	ESPN	4/10/06	*	NH		PT ESPN Program Employee	ABC/Disney, Internal Promotion
			4/13/06	*	NH		ESPN Website	
			4/24/06	*	NH		Outside Referral	
			5/2/06	*	NH		PT ABC Employee	
			5/11/06	*	NH		PT ESPN Employee	
			6/16/06	Josiah Miller **	H	7/5/06	PT ESPN Programming Board Operator	ABC/Disney, Internal Promotion
3/3/06	Account Executives	WBAP	4/13/06	*	NH		WBAP Website	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			3/22/06	*	NH		Employee Referral	
			4/13/06	*	NH		WBAP Website	
			3/23/06	*	NH		WBAP Website	
			4/7/06	Nicole Tilford	H	4/17/06	Employee Referral	
			5/30/06	*	NH		Employee Referral	
			5/24/06	*	NH		Outside Referral	
			6/8/06	*	NH		WBAP Website-Phone Interview	
			6/16/06	Karen Grabow	H	7/3/06	Outside Referral	
			6/22/06	*	NH		ESPN Station Referral	
			6/23/06	*	NH		ABC Posting/Hot Jobs	
			6/27/06	Gordon Connally	H	7/10/06	Outside Referral	
4/10/06	Sales Assistant	WBAP	4/11/06	*	NH		Employee Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			4/13/06	*	NH		WBAP Website	

			4/17/06		NH		WBAP website	
			4/19/06	*	NH		Employee Referral	
			4/27/06	Samantha Gangaram **	H	5/15/06	Internal Promotion	
3/3/06	Account Executives	KTYS/KSCS	4/6/06	*	NH		Internal Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			5/17/06	*	NH		Internal Referral	
		KSCS	5/25/06	Shane Todd	H	6/8/06	Internal Referral	
		KTYS	5/26/06	Belinda Kelley	H	6/1/06	Part-time w/ Radio Disney	
		KSCS	4/18/06	Melissa Folk Pritchett	H	7/5/06	Client – Don Pelham	
		KSCS	6/22/06	*	NH		Internal Referral	
		KSCS	7/10/06	Ronda Joines	H	8/10/06	Internal Referral	
		KSCS	7/17/06	*	NH		Internal Referral	
6/12/06	Operations Manager/Program Director	WBAP	7/6/06	*	NH		Internal Candidate	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			7/10/06	*	NH		Industry Colleague	
			7/14/06	*	NH		Industry Colleague	
			7/20/06	*	NH		Industry Colleague	
			7/26/06	*	NH		Industry Colleague	
				*	NH		Industry Colleague	
			8/16/06	*	NH		Not indicated	
			8/17/06	Tyler Cox	H	9/12/06	No indicated	
5/8/06	KSCS Program Director	KSCS	5/4/06	Tom Hunter	H	6/1/06	Referred by ABC Employee	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			5/23/06	*	NH		Internal Candidate	
			5/23/06	*	NH		Internal Candidate	
6/29/06	ESPN Program Director	KESN	6/29/06	John Lund	H	8/10/06	Internal Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			7/17/06	*	NH		Internal Employee	
			7/8/06	*	NH		Referred by Rick Scott & Associates Consulting Firm	
			7/18/06	*	NH		Referred by Rick Scott & Associates Consulting Firm	
			7/14/06	*	NH		Outside Referral	
			7/19/06	*	NH		Referred by ABC Employee	
8/10/06	Account Executives	KESN	8/16/06	*	NH		Referred from Industry Colleague	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting,

								TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			8/7/06	*	NH		Referred from Industry Colleague	
			8/1/06	*	NH		University of Dallas Referral	
			7/26/06	*	NH		Referred from Industry Colleague	
			8/4/06	*	NH		Monster.com	
			7/26/06	*	NH		Referred from Industry Colleague	
			7/26/06	*	NH		Station Website	
			8/2/06	Natalie Timms	H	9/5/06	Industry Colleague Referral	
			11/9/6	Jeff Stanley	H	1/2/07	Referral Industry Colleague	
			11/12/06	*	N		Monster.com	
			11/3/06	*	N		Referral Industry Colleague	
			11/15/06	*	N		Referral Industry Colleague	
			11/6/06	*	N		Radiojobs.com	
8/10/06	Account Executives	WBAP	6/12/06	*	NH		WBAP Website	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			6/15/06	*	NH		Employee Referral	
			6/26/06	Autumn Caviness	H	8/21/06	Employee Referral	
			9/8/06	*	NH		Industry Referral	
			9/12/06	*	NH		WBAP Website	
			8/12/06	Leslie Garrett	H	9/11/06	Employee Referral	
			9/10/06	Don Feverborn	H	9/25/06	Employee Referral	
8/10/06	Account Executives	KSCS	8/8/06	*	NH		KSCS Website	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			8/11/06	*	NH		KSCS Website	
			8/18/06	*	NH		KSCS Website	
			8/24/06	*	NH		Texas Association of Broadcasters	
			9/28/06	*	NH		Not indicated	
			10/10/06	Rebecca Low	H	10/30/06	Internal Referral	
			10/4/06	*	NH		Not indicated	
			10/5/06	*	NH		KSCS Website	
			11/3/06	Lynn Craz	H	11/3/06	Outside Referral	
8/29/06	Local Sales Manager	KESN						ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
9/8/06	Business Manager	KESN	9/21/06	Brenda Lucas	H	12/18/06	Referred from ABC Radio Network Office	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI

							Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List	
			10/13/06	*	NH		Outside Referral	
			10/2/06	*	NH		Outside Referral	
			9/25/06	*	NH		HotJobs.com	
			9/28/06	*	NH		Outside Referral	
9/8/06	Business Manager Assistant	KESN	10/3/06	*	NH		Internal Employee	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			10/6/06	*	NH		KSCS Website	
			10/11/06	*	NH		ESPN, Bristol CT Referral	
			10/18/06	Daphne White	H	12/18/06	Internal ABC Employee	
9/19/06	Chief Engineer	KESN						ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Society of Broadcasting Engineers, Recruitment List
10/4/06	National Sales Manager	KESN	11/14/06	*	N		Outside Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			11/16/06	*	N		Outside Referral	
			11/8/06	Todd Tedder **	Y		Internal Promotion	
10/4/06	Sales Assistant	KESN	10/11/06	Maria Cobio	H	11/20/06	Monster.com	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			10/11/06	*	N		Internal Referral	
			10/12/06	*	N		Monster.com	
			10/13/06	*	N		Sportsjobs.com	
			10/16/06	*	N		Monster.com	
			10/17/06	*	N		ABC.com	
1/8/07	Production	WBAP	1/8/07	Gregory Chambless	Y	1/22/07	Former ABC Employee	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			1/10/07	*	N		Texas Association of Broadcasters	
			1/12/07	*	N		Texas Association of Broadcasters	
1/31/07	Board Operator	KESN						ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI

								Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
1/23/07	General Sales Manager	WBAP	2/15/07	*	N		Referral from Industry Colleague	Internal Promotion
			2/15/07	RJ Lane **	Y	2/23/07	WBAP Local Sales Manager – Promotion	Internal Promotion
3/14/07	Chief Engineer (Re-post)	KESN						ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Society of Broadcasting Engineers, Recruitment List
1/8/07	Account Executives	KTYS	2/6/07	Robert Chad Hoker	Y	3/5/07	Morrison & Abraham Training	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
		KTYS	2/12/07	Brandy Allen	Y	3/5/07	Internal Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			2/23/07	*	N		Industry Referral	
1/8/07	Account Executives	KSCS	2/7/07	*	N		KSCS Website	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			3/6/07	Kimberly Pawlus	Y	3/6/07	Called in to KSCS/Website Posting	
			2/27/07	*	N		Radio Advertising on Air	
			3/1/07	*	N		Southwest Media Group	
	Sales Assistant	KMKI		Karin Crosby ***	Y	12/4/06	ABC Employee	Internal Promotion
3/3/06	Account Executives	KMKI	6/6/06	*	N		Radio Jobs.com	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			6/13/06	*	N		Industry Referral	
			6/13/06	*	N		WBAP Website	
			6/26/06	Charlotte Bohl	H		Industry Referral	
			6/30/06	*	N		Radio Jobs.com	
7/6/06	Administrative Assistant	WBAP	10/9/06	*	N		Internal Referral	ABC/Disney, 4 Entertainment Jobs, Entertainment Careers.net, Texas' Job Bank, SportsCasting Jobs, Texas Association of Broadcasting, TVandRadioJobs.com, CBI Collegiate Broadcasters, ABC Radio Group Websites, Recruitment List
			12/14/06	*	N		Not indicated	
			12/14/06	*	N		Not indicated	

			12/0/00		N		Hotjobs.com
			11/15/06	*	N		Current WBAP Employee
			10/23/06	*	N		Current KMKI Intern
			10/16/06	*	N		Internal Referral
			11/10/06	*	N		Current ABC Employee
			10/16/06	*	N		Internal Referral
			9/12/06	*	N		Internal Referral
			10/26/06	*	N		Current Employee
			12/7/06	Pam Mollman	Y	1/2/07	Internal Referral

- *Identity of interviewed applicants not hired has been kept confidential*

INTERNAL PROMOTIONS (APRIL 1, 2006 – MARCH 31, 2007)

*** Josiah Miller PT ESPN Board Operator to FT ESPN Production Director*

*** Todd Tedder WBAP Account Executive to National Sales Manager ESPN*

*** Samantha Gangaram ESPN Promotions Assistant to WBAP Sales Assistant*

***Daphne White WBAP/KSCS/KTYS/KESN/KMKI Accounts Payable to KESN Business Manager Assistant*

*** RJ Lane WBAP Local Sales Manager to WBAP General Sales Manager*

**** Karin Crosby a full time employee with KSCS/KMKI internal promotion to GSM Administrative Assistant for KMKI*

I. LONG-TERM RECRUITMENT MEASURES

The ABC Radio Group – Arlington, Texas has engaged in the following long-term outreach initiatives during the period March 10, 2006 to April 1, 2007.

INTERNSHIP PROGRAMS

1. COLLEGE LEVEL OPPORTUNITIES

The ABC Radio Station Group – Arlington has a long-standing and extensive internship program open to college students. The stations strive to hire interns from diverse backgrounds and from a wide variety of educational institutions located within the community of license and around the United States. Although many interns attend schools outside our community of license, most call the Tri-State area “home.” Internship opportunities are posted in the “jobs” section of each station’s website. The information is also regularly disseminated to colleges and universities as well as posted on websites dedicated to gathering internship information. Students also initiate contact with the stations on their own. Students spend one semester in the program and receive college credit.

The group currently offers the following semester-long programs:

KMKI (Radio Disney) Internship

Supervisor: Tera Beall, Disney Coordinator, Host

Program Description: The program is open to undergraduate and graduate students interested in exploring a career in broadcasting and / or public relations. The Promotions Department produces, promotes and executes concerts, live broadcasts, movie screenings and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters.

WBAP News-Talk 820 Internship

Supervisor: Julianna Hagar, Promotion Director

Program Description: The program is open to undergraduate and graduate students interested in exploring a career in broadcasting and / or public relations. The Promotions Department produces, promotes and executes concerts, live broadcasts, movie screenings and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. Interns are encouraged to spend at least one day in the promotions, programming departments and traffic / continuity departments to learn how they function. This internship is available in all semesters.

KSCS Internship

Supervisor: Jim Bucek, Promotion Coordinator

Program Description: The program is open to undergraduate and graduate students interested in exploring a career in broadcasting and / or public relations. The Promotions Department produces, promotes and executes concerts, live broadcasts, movie screenings and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters.

KTYS (The Twister) Internship

Supervisor: Cari Swartzell, Promotion Director

Program Description: The program is open to undergraduate and graduate students interested in exploring a career in broadcasting and / or public relations. The Promotions Department produces, promotes and executes concerts, live broadcasts, movie screenings and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters.

KESN (ESPN 103.3FM) Internship

Supervisor: Lisa Dewey, Administrative Assistant* / Suzette Harris, Administrative Assistant

Program Description: An Internship with KESN (ESPN 103.3FM) entails responsibilities in several areas. Those areas include but are not limited to sales and marketing, production, traffic and administration. During the internship with ESPN 103.3FM you may be responsible for assisting with: preparing marketing books, designing and completing sales and promotional books, maintaining promotional materials, organizing and maintaining broadcast contracts and contract files, organizing and maintaining aging reports and financial records, assisting production, organizing and maintaining post logs and other administrative programs, reviewing on-air personalities (during the show), reviewing Sports Center Updates, and assisting Account Executives.

List of College Intern Participants and their Schools 15 Students from 5 Universities (April 1, 2006 to March 31, 2007):

1 Student	The University of Texas at Arlington	Summer '06	* ABC Radio Group
1 Student	Texas State University	Summer '06	* ABC Radio Group
1 Student	American Broadcast School	Summer '06	* ABC Radio Group
1 Student	W Virginia University	Summer '06	* ABC Radio Group
1 Student	Southwestern University	Summer '06	* ABC Radio Group
1 Student	Connecticut School of Broadcasting	Summer '06	WBAP News
1 Student	Connecticut School of Broadcasting	Fall '06	WBAP News
1 Student	Baylor University	Fall '06	ESPN/All Departments
1 Student	University of Texas at Arlington	Fall '06	ESPN/All Departments
1 Student	Tarrant County Community College	Winter '07	ESPN/All Departments

- ABC Radio Group – students are scheduled with each station during their internship (WBAP/KSCS/KTYS/KESN)

2. HIGH SCHOOL LEVEL OPPORTUNITIES

ABC Radio Group - Arlington participates in the Internship Program administered by the Arlington Independent School District open to the city's high school seniors, they are provided with full-time career experience in the "real world." During the program, high school seniors explore career goals by interning 3 days per week (Monday through Friday) at their work site. Interns work on projects and are assigned tasks based on interests and abilities.

List of Executive Internship Participants (April 1, 2006 – March 31, 2007)

1 Student	Lamar High School	Fall '06	ESPN Sales
1 Student	Lamar High School	Fall '06	ESPN Sales
1 Student	Lamar High School	Fall '06	ESPN Sales
1 Student	Lamar High School	Winter '07	ESPN Sales
1 Student	Lamar High School	Winter '07	ESPN Sales

Program Contact information:

M.B. Lamar High School
 Arlington Independent School District
 1400 Lamar Blvd. West
 Arlington, Texas 76012
 LaDean Houck, Coordinator, Business Executive Internship – 817.459.8300

A. CAREER DAYS/JOB FAIRS

Tera Beall is the ABC Radio Group – Arlington contact person for Job Fairs and Career Days.

Invitations to Job Fairs are regularly extended to the group's Diversity Recruitment Coordinator. The Diversity Recruitment Coordinator and/or other station personnel who have responsibility for hiring decisions attend all fairs. At the events, resumes are collected and short interviews conducted. If positions are open at the time of the fair, resumes of qualified candidates are referred to the proper hiring manager for action. Otherwise, resumes are kept on file and reviewed if an opening does occur within 3 months of the event. Attendees are also informed of the various careers in broadcasting and are provided with information on how to discover future openings with the group. Handouts are brought to each event listing the internet for each station's job information and the email and regular mail addresses to submit resumes.

Silent Auction – A Silent Auction for Leukemia and Lymphoma Society was held on July 26, 2006. WBAP AM and ESPN 103.3FM donated items valued at \$2,500.

B. MANAGEMENT AND EMPLOYEE TRAINING

The General Managers and department heads are aware that all hiring and promotion is to be conducted in a manner that is free of improper discrimination of any kind. The importance of equal opportunity is reinforced in management training periodically conducted by ABC, Inc.'s Legal Department and Human Resources Department, which explains the company's commitment to diversity and to avoiding all forms of discrimination and sexual harassment.

The Walt Disney Company maintains a strong equal opportunity policy, which is periodically mailed to all employees at their home addresses. All employees of The Walt Disney Company are also expected to be familiar with the company's Standards of Business Conduct, which contains a commitment to diversity and to a work environment that is free of discrimination and sexual harassment. All employees of The Walt Disney Company are required to complete on-line training periodically to ensure compliance with the Standards of Business Conduct. The most recent training six-week training commenced on January 17, 2007.

ABC, Inc.'s Human Resources Department conducts new employee orientation, which includes distribution of written copies of both The Walt Disney Company EEO policy and the ABC Inc. Fair Employment Policy.

C. NOTIFICATION OF UPPER LEVEL OPENINGS TO MEDIA ORGANIZATIONS WITH BROAD-BASED MEMBERSHIP

The ABC Radio Group – Arlington provides information regarding each upper-level opening to media trade groups with broad-based memberships that include women and minorities (see Section VII - VIII for list of groups).

Example: American Women in Radio & Television

VI. SELF-ASSESSMENT

The ABC Radio Station Group – Arlington is continually engaged in evaluating the effectiveness of its EEO outreach and recruitment programs. We strive to improve and refine our methods by monitoring responses received to ensure that our interview pool includes qualified applicants from diverse sources. Our recruitment list is regularly reviewed and updated and changes made where appropriate. As part of the ABC Radio Group – Arlington's commitment to publicize the procedure by which recruitment sources and community groups can get on our recruitment list for job vacancies, the station group engaged in the following outreach activities.

Station Website Outreach:

In an attempt to continually discover new community organizations / educational institutions to help publicize our job openings, the ABC Radio Station Group – Arlington utilizes the stations' websites. On top of our web page of the WBAP/KSCS/KTYS/KESN/KMKI Radio Disney websites under "Job Opportunities", the following message appears in an attempt to reach as many job banks or career services offices as possible:

The ABC Radio Group of Dallas/Fort Worth (WBAP News/Talk 820, 96.3 KSCS, KTYS (The Twister) 96.7, ESPN 103.3FM and Radio Disney AM620) is an equal opportunity employer. We would like to widely publicize our job openings. Do you work with or are you a member of an organization that provides employment information or job referrals? Do you work with a Career Services Office at a college or university? Any organization that regularly distributes employment information to job seekers or refers candidates to employers is eligible to receive information about our job vacancies. To receive our listings by fax, email or US Mail, please contact us! Provide us with your name, your organization's name, address, telephone number, fax number and email address and we'll contact you to confirm the information. You will then receive periodic announcements of jobs at all of our D/FW stations. You can [Email us](#) or call our jobs hotline at (817) 695-3512 with the information.

WBAP/KSCS/KTYS/KESN/KMKI is always looking for the best and brightest people to fill our open positions. We offer a variety of internships for college students.

**IF YOU'RE INTERESTED IN A CAREER IN RADIO,
THIS IS THE PLACE TO LOOK!**

Radio Advertising for Sales Recruitment

During the period of February 2, 2007 through February 16, 2007:

KSCS broadcast 75 spots Monday – Sunday from 5a – 12mid.

KTYS broadcast 130 spots Monday – Sunday from 6a – 12mid.

Job Bank – A free listings services on our WBAP/KSCS/KTYS/KESN/KMKI websites.

Jobs Hotline

The ABC Radio Station Group – Arlington maintains a dedicated jobs hotline at (817) 695.3512. The group's Diversity Recruitment Coordinator checks it for messages daily and all calls are returned promptly.

II. RECRUITMENT LIST (April 1, 2006 TO March 31, 2007) OF THE ABC RADIO STATION GROUP – ARLINGTON

Helen Sullivan
Arlington Baptist College
3001 West Division
Arlington, TX

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Arlington Workforce Solutions
140 W. Mitchell Street
Arlington, Texas

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Executive Director
Asian American Journalists Association
1765 Sutter Street
San Francisco, CA

Rudy Marshall
Bay Area Black Media Coalition
PO Box 2382
Oakland, CA

Temple Weiskopf
Baylor University
PO Box 97036
Waco, Texas

Employment Department
Bernard College
Career Development
Employment Services Department
649 Monroe St. Room 2813
Montgomery, AL

Norman Houston
Black Agenda
200 E. Slauson Avenue
Los Angeles, CA

Eddie Edwards
Black Broadcasters Alliance
711 W. 40th St., Suite 301
Baltimore, MD

Broadcast Association
Broadcast Education Association
1771 North Street NW
Washington, DC

Valee Bunting
BJASC Jobline
2621 W. 54th Street
Los Angeles, CA

Jennifer Buyten
Brookhaven College
3939 Valley View Lane
Farmers Branch, TX

c/o University of Southern California
PO Box 25
Los Angeles, CA

Black Journalists Association
PO Box 25
Los Angeles, CA

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California Chicano News Media Association
3800 South Figueroa Street
Los Angeles, CA

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California Poly Career Center
3801 W. Temple Avenue
Pomona, CA

Barbara Peete
Career Services
UT @ Arlington
800 South Cooper
Arlington, TX

Patti Everitt
Cassata Learning Center
1400 Hemphill Street
Fort Worth, Texas

Mike Alford
Cedar Valley College
3030 N. Dallas Avenue
Lancaster, TX

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Collegiate Broadcasters, Inc.
(Email)

Bill Butler
Columbia School of Broadcasting
3947 University Drive
2nd Floor
Fairfax, VA

Connecticut School of Broadcasting
Connecticut School of Broadcasting
Routh 17 South - Penthouse 377
Hasbrouck Heights, NJ

CSU Association
CSU - Northridge Chicano Business Association
Sierra South 242
18111 Nordhoff Street
Northridge, CA

Roz Harper
Department of Employment Services
500 C. Street
Washington, DC

Job Placement Director
DFW Association of Black Communicators %
DMN
1150 South Freeway
Suite 211
Ft. Worth, Texas

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3600 Alma #3221
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1075 S. Herbert Avenue
Los Angeles, CA

Patrick McCune
International Radio & Television Foundation
420 Lexington Avenue
Suite 1601
New York, NY

Laura Gilbreath
North Richland Hills Public Library
6720 NE Loop 820
North Richland Hills, TX

Loyola Marymount
Latins in Business
7101 W. 80th Street
Los Angeles, CA

Kathy Bonk
Media Project
1333 H St. NW 11th Floor
Washington, DC

National Alliance for Hispanic Health
1501 16th Street NW
Washington, DC

Minority Employment
National Association of Broadcasters
1771 N. Street NW #N
Washington, DC

Attn: HR Department
National Congress of American Indians
1301 Connecticut Avenue
Suite 200
Washington, DC

Ty Walker
Eastern New Mexico University
1500 S. Ave K
Station 34
Eastern New Mexico University
Protles, NM

Adam Goodman
Goods Entertainment
PO Box 1266
Weston, CT

Henry Guitierrez
Hispanic Urban Center
1075 S. Herbert Avenue
Los Angeles, CA

Attn: Executive Director
Japanese American Citizens League
244 S. San Pedro St.
Los Angeles, CA

Leslie Rigoulot
1201 Mockingbird Dr.
Grapevine, TX

Matt Boisvert
Abilene Christian University
(Email)

Mexican American Opportunity Foundation
401 N. Garfield Ave.
Montebello, CA

Lo Jelks
National Association of Black College
Broadcasters
PO Box 3191
Atlanta, GA

National Coalition
National Black Media Coalition
11120 New Hampshire Ave. Suite 204
Silver Springs, MD

New Mexico State University
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3701 S. Cooper
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Job Placement
Greater Dallas Comm.
400 S. Zang Blvd.
Suite 1025
Dallas, TX

Thelma Thomas
Houston Black Media Association
3825 Wichita St
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Attn: Center Director
Japanese Community Center
1203 W. Puente Avenue
West Covina, CA

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LeTourneau University
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North Lake College
5001 N. McArthur Blvd.
Irving, Texas

NABET
501 3rd St. NW
Washington, DC

Mervin Aubespain
National Association of Black Journalists
525 W. Broadway
Louisville, KY

Jim Olsen
National Broadcasting Society
NBS Business Office - Box 915
St. Charles, MO

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National Hispanic Media Coalition
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Suite 670
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Ron Whittaker
Pepperdine University
Prof of Broadcasting
Malibu, CA

Keith Jones
N A A C P
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Newark, NJ

Center Director
Pitzer College
Claremont, CA

Scott Jones
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5670 Wilshire Blvd., Suite 910
Los Angeles, CA

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5400 E. Olympic Blvd
#120
East Los Angeles, CA

Jonathan Patrick
Southwestern Baptist Seminary
Attn: Church Minister Relations
P O Box 22120
Fort Worth, TX

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100 W. Hillcrest
Keene, Texas

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State Department of Employment
1405 S. Broadway
Los Angeles, CA

Bill Stowe
Texas Christian University
TCU Box 297300
Fort Worth, TX

Job Service
Tarrant County Job Bank
6250 N.E. Loop 820
Fort Worth, TX

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Texas Association of Broadcasters
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1201 Wesleyan Street
Fort Worth, TX

Texas Workforce Commission
1050 N. Westmoreland Suite 432-B
Dallas, Texas

The School for Film & Television
39 West 19th Street, 12th Floor
New York, NY

Tim Nguyen
UC Berkeley Career Center
2111 Bancroft Way
Berkeley, CA

UCLA Latino Management Association
405 Hlgard Ave. - GSM Room 1387
Los Angeles, CA

University of California - Irvine
100 Studen Services
Irvine, CA

Richard Paterik
University of Dallas
1845 E. Northgate Drive
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Barbara Peete
UT @ Arlington
800 South Cooper
Arlington, Texas

Wanda Brooks
UT @ Arlington
UT @ Arlington
P O Box 19619
Arlington, TX

Veterans Administration Office
1100 Wilshire Blvd.
Los Angeles, CA

Oz Jakubik
Weatherford College
308 E. Park Avenue
Weatherford, TX

Pat Keichler
Women at Work
50 N. Hill Ave.
Suite 300
Pasadena, CA

Women's Center
1301 W. Brooklyn Ave.
Monterey Park, CA

Terri Rios
Women's Center of Tarrant County
PO Box 825
Fort Worth, Texas

Robert Oakley
Work in Sports, L.L.C.
(Email)

Kelly McGlothan
YWCA
Attn: Supporting Living Staff
512 West 4th Street
Fort Worth, TX

COMMUNITY ORGANIZATIONS / JOB REFERRAL SERVICES:

COMMUNITY ORGANIZATIONS / JOB REFERRAL SERVICES:

VIII. OTHER JOB SOURCES (APRIL 1, 2006 TO MARCH 31, 2007) OF THE ABC RADIO STATION GROUP – ARLINGTON (post jobs via website)

CSWork.com

4 Entertainment Jobs

Collegiate Broadcasters

American Job Bank (AJB) (Texas Job Bank)

Entertainment Jobs

New Mexico State University

Rick Scott & Associates

Sports Casting Jobs

TV and Radio Jobs

University of California – Berkeley

Jobs in Sports.com

Abilene Christian University

Contacted Radio Station:

Employment Transition Ministry – twatson600@tx.rr.com