

I. INTRODUCTION AND GENERAL POLICY

KMKI-AM/Radio Disney, LLC is owned and operated by The Walt Disney Company. The station broadcasts from Arlington, Texas.

KMKI-AM/Radio Disney Dallas, LLC 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, 2007 – March 31, 2008.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, KMKI-AM/Radio Disney Dallas, LLC 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

KMKI-AM/Radio Disney Dallas, LLC, position announcements are forwarded to The Walt Disney Corporation's Human Resources Department. TWDC/ABC, Inc. utilizes 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 POSTED (APRIL 1, 2007 TO MARCH 31, 2008)

During the period covered by this report, 1 vacancy occurred at KMKI-AM/Radio Disney Dallas, LLC. The position is still open..

DATE OF OPENING	JOB TITLE	STATION & DEPT.	INTER-VIEW DATE	CANDIDATE INTERVIEWE D	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCE	SOURCES CONTACT
01/25/08	Assistant Engineer	KMKI Engineering	tbd	Yet to be done				www.disneycareers.co www.monster.com Society of Broadcast E

INTERNAL PROMOTIONS (APRIL 1, 2007 – MARCH 31, 2008)

NONE

V. LONG-TERM RECRUITMENT MEASURES

KMKI-AM/Radio Disney, LLC has engaged in the following long-term outreach initiatives during the period March 31, 2007 to April 1, 2008.

A. INTERNSHIP PROGRAMS

1. COLLEGE LEVEL OPPORTUNITY

KMKI-AM/Radio Disney Dallas, LLC has a long-standing and extensive internship program open to college students. The station strives 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.

KMKI-AM/Radio Disney, LLC currently offers the following semester-long programs:

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.

**List of College Intern Participants and their Schools (5 Students from 2 Universities)
(April 1, 2007 to March 31, 2008):**

1 Student	The University of Texas at Arlington	Spring '07
2 Students	The University of Texas at Arlington	Summer '07
1 Student	Texas Christian University	Fall '07
1 Student	Texas Christian University	Spring '08

B. CAREER DAYS/JOB FAIRS

Tera Beall is the contact person for Job Fairs and Career Days.

Invitations to Job Fairs are regularly extended to the station’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 address station’s job information and the email and regular mail addresses to submit resumes.

Richland College Sprint Career Fair – March 21, 2007 - Attended by Molly Bunker / Promotions Manager and Tera Beall / Promotions Coordinator.

University of North Texas Career Fair – September 11, 2007 – Attended by Jamie Ramsey / Station Manager and Tera Beall / Promotions Coordinator.

C. MANAGEMENT AND EMPLOYEE TRAINING

The Station Manager 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 TWDC’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.

TWDC/KMKI-AM’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.

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

KMKI-AM/Radio Disney, LLC 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

KMKI-AM/Radio Disney, LLC 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 TWDC's commitment to publicize the procedure by which recruitment sources and community groups can get on our recruitment list for job vacancies, the station engages in the following outreach activities.

TWDC Website Outreach:

In an attempt to continually discover new community organizations / educational institutions to help publicize our job openings, KMKI-AM/Radio Disney Dallas, LLC utilizes the TWDC's Disney Careers website.

VII. RECRUITMENT LIST (April 1, 200 TO March 31, 2008) OF KMKI / RADIO DISNEY – ARLINGTON

Helen Sullivan
Arlington Baptist College
3001 West Division
Arlington, TX

Kimie Nguyen
Arlington Workforce Solutions
140 W. Mitchell Street
Arlington, Texas

Temple Weiskopf
Baylor University
PO Box 97036
Waco, Texas

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

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

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

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

Kimberly Prince
Express Personnel
3701 S. Cooper
Suite 233
Arlington, Texas

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

Christine Giles
Student
3600 Alma #3221
Richardson, Texas

Job Placement
Greater Dallas Comm.
400 S. Zang Blvd.
Suite 1025
Dallas, TX

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

Leslie Rigoulot
1201 Mockingbird Dr.
Grapevine, TX

Thelma Thomas
Houston Black Media Association
3825 Wichita St
Houston, Texas

Jannet Davis
LeTourneau University
PO Box 7001
Longview, TX

Alex Nogales
National Hispanic Media Coalition
3550 Wilshire Blvd
Suite 670
Los Angeles, CA

Attn: Center Director
Japanese Community Center
1203 W. Puente Avenue
West Covina, CA

Francienne Maynard
North Lake College
5001 N. McArthur Blvd.
Irving, Texas

Craig Bean
Texas Association of Broadcasters
502 E. 11th Street, Suite 200
Austin, Texas

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

Craig Bean
www.tab.org
502-322-9944 phone
Job Bank
Employer
Userid: KMIC
Password: KY.1830

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

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

Richard Paterik
University of Dallas
1845 E. Northgate Drive
Irving, TX

Lisa Vallejo
Texas State University
601 University Drive
San Marcos, Texas

Ms. Sherri Mata
Texas Wesleyan College
1201 Wesleyan Street
Fort Worth, TX

Barbara Peete
UT @ Arlington
800 South Cooper
Arlington, Texas

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

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

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

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

AWRT
www.awrt.org
703-506-3290 phone
703-506-3266 fax

VIII. OTHER JOB SOURCES (APRIL 1, 2007 TO MARCH 31, 2008) OF KMKI-AM/Radio Disney Dallas, LLC (post jobs via website)

www.disneycareers.com
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