

ANNUAL EEO PUBLIC FILE REPORT

WMVP(AM) and WRDZ(AM)

8/1/09

(Period covered: 7/16/08 – 7/15/09)

I. INTRODUCTION AND GENERAL POLICY

This Annual EEO Public File Report covers the equal employment opportunity efforts of WMVP(AM) (“WMVP”) and WRDZ(AM) (“WRDZ”) (collectively, “ABC Radio Chicago”) for the one-year period from July 16, 2008 through July 15, 2009. This report will be placed in WMVP’s and WRDZ’s respective public inspection files and posted on their websites as of August 1, 2009.

Sports Radio Chicago, LLC, licensee of WMVP, and Radio Disney Chicago, LLC, licensee of WRDZ, 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, gender, 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 ABC Radio Chicago’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

James Pastor, Vice President and General Manager of WMVP, is the EEO officer responsible for the administration and implementation of WMVP’s equal employment opportunity program and the accuracy of the information about WMVP documented in this report. David Pawelek, Station Manager

of WRDZ, is the EEO officer responsible for the administration and implementation of the equal employment opportunity program at WRDZ and the accuracy of the information about WRDZ documented in this report.

III. JOB-SPECIFIC RECRUITMENT AND POSITIONS FILLED

During the reporting period of 7/16/08 to 7/15/09, ABC Radio Chicago, in accordance with the FCC's EEO rules, widely publicized their job vacancies. Only one job vacancy was filled during the reporting period, that of an on-site talent at WRDZ. This position was open on 7/9/08 and filled on 8/25/08. To fill the vacancy, WRDZ utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 100 local organizations, including universities and professional, minority, and women organizations;
- 2) Posted the position internally and externally on disneyjobs.com and/or disneycareers.com, from where it is picked up by the Direct Employers Association, a nonprofit consortium of leading U.S. corporations that collects postings from member websites and distributes them to approximately 700 diversity, disabled Americans, unemployment, schools, state organizations and veteran sites;
- 3) Sent the listing to American Women in Radio and Television for them to post on their website (www.awrt.org);
- 4) Took out ads in two different industry publications, DJ Times and Mobile Beat;
- 5) Had the posting sent by WRDZ's sound system vendor, who runs a mobile DJ service, by email blast to his mailing list of approximately 10,000; and
- 6) Posted the position on the following local institution and university websites:
 - Moody Bible Institute
 - School of the Art Institute of Chicago
 - College of DuPage
 - Roosevelt University
 - Harper College
 - Northwestern University.

Twenty seven people were interviewed for this position, and of those, eleven

people were invited to audition. The hired candidate learned of the position through the Northwestern University job posting. Referral sources of the other candidates interviewed were as follows: Industry referral (1); Internal Candidate (5); Disneyjobs.com posting (6); Other on-line postings (4); vendor e-blast (1); Word of mouth (5); not available (4). Unfortunately, more detailed referral source information was lost as the person who initially screened the candidates has since left the company. Since discovering this gap in the company records, we have been working with the departed employee's successors and superiors to ensure better record keeping by our corporate recruiters in the future.

IV. SUPPLEMENTAL RECRUITMENT MEASURES

In compliance with the FCC's EEO rules and as part of a continuing long-term effort to expand and enhance its recruitment sources, ABC Radio Chicago has made the following efforts to inform qualifying groups how they can be placed on the stations' mailing lists to learn of future vacancies:

- A. Internet – ABC Radio Chicago created a form letter that organizations can print out, complete, and mail/fax back to ABC Radio Chicago to be placed on the stations' job vacancy mailing lists. This form letter has been placed on WMVP's station website. (WRDZ is geared strictly toward children and therefore does not have this form posted on its own website.) Two organizations contacted the station after seeing the form on WMVP's website. Both organizations were promptly added to ABC Radio Chicago's mailing list for job openings.
- B. On-Air Announcements – ABC Radio Chicago aired announcements on each of its stations stating that the station is an equal opportunity employer and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the station. These announcements ran at least two days per week, during varied time slots throughout each station's schedule.
- C. Individual Outreach – During this reporting period, ABC Radio Chicago reached out individually to approximately 100 organizations, including minority and women organizations, via phone, e-mail, and fax, informing them that they can remain on or be added to the company's mailing lists for job vacancies.

Announcements regarding future job openings have been sent and will continue to be sent to all of these organizations.

ABC Radio Chicago continually reviews its recruitment methods to ensure that it is receiving qualified applicants from a wide array of sources. ABC Radio Chicago will also continue to strive to update, refine, and expand its mailing lists through further efforts like these in the months and years ahead and to use the improved mailing lists for virtually all full-time job openings.

V. LONG-TERM RECRUITMENT INITIATIVES

In addition to the Supplemental Recruitment measures listed above, ABC Radio Chicago is committed to performing at least four of the long-term EEO recruitment initiatives set forth in the FCC's EEO rules within a two-year period. Indeed, during the one-year period from July 16, 2008 through July 15, 2009, ABC Radio Chicago participated in the following long-term recruitment initiatives:

Participation in Job Fairs – ABC Radio Chicago participates in various job fairs throughout the year by staffing a table at the event with company personnel responsible for hiring decisions, distributing information about careers in radio, encouraging attendees to go to school and participate in internships, answering questions about the different departments at the radio stations, collecting résumés, soliciting applications, and informing attendees of current job postings at the stations.

Four (4) part-time employees were hired by WRDZ as a result of our recruitment at the job fairs listed below.

The two stations collectively attended the following four job fairs:

Period: 7/16/08 to 7/15/09

| Name of Job Fair | Date of Job Fair | Station Personnel Who Attended * | Title |
|---------------------------------|-------------------------|---|---|
| Loyola University Job Fair | 2/24/09 | Justin Craig John Cravens | WMVP-AM Program Director WMVP-AM Director of Sales |
| DePaul Music Business Job Fair | 2/17/09 | Mary Cooke-Hall | WRDZ-AM Promotions Manager |
| Benedictine University Job Fair | 3/19/09 | Mary Cooke-Hall | WRDZ-AM Promotions Manager |
| Loyola University Job Fair | 9/3/08 | Cat Wolfe | WRDZ-AM Operations Manager |

* All personnel who attended these job fairs have hiring responsibilities for full-time and/or part-time employees and/or interns for their respective station.

Internship Program – ABC Radio Chicago 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 lasts 12-14 weeks or more, depending on the student’s availability. Participants work an average of 15-20 hours per week. Each intern is assigned a base department, but will spend at least 1 week working in other departments. Listed below are the interns for both WMVP and WRDZ, during the period of 7/16/08 – 7/15/09.

| Internship Supervisor for WMVP-AM: Hannah Stanley, Public Affairs Manager Internship Supervisor for WRDZ-AM: Cat Wolfe, Operations Manager | | | | | |
|---|-----------------------------|----------------------------|-------------------|----------------|-------------------|
| Period: 7/16/08 - 7/15/09 | | | | | |
| Name of Intern | College and Location | Dates of Internship | Hours/Week | Station | Base Field |
| Ashley Wieckiewicz | Indiana University | 6/21/2009 - 9/28/09 | 15-20 | WRDZ-AM | Promotions |
| Lenny Goldman | University of Missouri | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Benjamin Andrew | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Misty Callahan | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Frank DeCicco | Elmhurst | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Andrew Gier | USC | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Steve Grisko | IL Wesleyan | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Adam Hainsfurther | Maimi-Ohio | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Justin Hood | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| David Jaffe | University of Iowa | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Edward Kendrella | University of Dayton | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Nicholas Morrissey | Northern IL Univ | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Elliott Nemzin | Wisconsin | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Matthew Russ | Bradley | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Andrew Selby | University of Illinois | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Tim Shaw | Hamilton College | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Mitch Smith | University of Iowa | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Tim Thompson | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Jason Walek | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Kevin Ware | Syracuse | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Jake Watts | Ohio State University | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Bradley Whitlock | Ball State | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Catie Wojciehowski | University of IL | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Brian Yarbrough | IL Center for Broadcasting | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |

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|-------------------|----------------------------|---------------------|-------|---------|-------------|
| David Albrecht | Eastern IL Univ | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Brittney Anderson | Purdue | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Grace Brennan | Georgetown | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Nicole Krashen | Indiana University | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Jason Krawetz | Univ of Illinois | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Carlyle McCoy | Univ of North Carolina | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Sarah Santi | Northern IL Univ | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Michael Schwartz | IL State Univ. | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Harrison Shamberg | Drake Univ | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Robert Taylor | Loyola University | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Meggie Thomas | Univ of Missouri | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Eric Turner | Loyola University | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Laura Von Schaak | Bucknell | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Ashley Zielinsky | Loyola University | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Promotions |
| Rich Mayor | Univ of IL | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Digital |
| Nico Perrino | Indiana Univ. | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Digital |
| Abigail Szram | Purdue | 6/21/2009 - 9/28/09 | 15-20 | WMVP-AM | Programming |
| Kelly McDoniel | DePaul University | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Promotions |
| Joe Millonzi | DePaul University | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Lukas Phillips | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Rikki Greenberg | Columbia College | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Scott Adduci | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Theodore Chase | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Pat Chase | Columbia College | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Kevin Murphy | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Promotions |
| Emily Keene | University of TN | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Promotions |
| Justin Haras | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |
| Caesar Perez | IL Center for Broadcasting | 9/01/08- 11/24/08 | 15-20 | WMVP-AM | Programming |

Over the years, many of the ABC Radio Chicago interns have gone on to secure full-time positions within the company and/or other radio stations in major markets. For example, one former intern is an On-Air Host on WMVP's afternoon show. Other former ABC Radio Chicago interns have gone on to full-time positions as Account Executive, Producer, Webmaster, Promotions Coordinator and Production Assistant at WMVP and/or WRDZ.

Educational Outreach (Career Days/School Visits) – During the reporting period, ABC Radio Chicago sent personnel on behalf of both stations to various schools within the Chicagoland area to talk to the students about pursuing career opportunities in broadcast radio generally, and at ABC Radio in particular. In each case, the representative discussed the different departments within the radio station and what kind of education and experience is necessary to break into the business. At times, WMVP employees also arranged for groups of students to visit the stations so they could see first-hand how a radio station runs. Afterwards, the students met with various personnel who talked about their particular departments as well as the many different career paths available in Radio.

The seven educational career events/programs for this purpose in which ABC Radio Chicago employees participated this year are listed below.

| ABC Radio Chicago Representative & Title | Date Visited | Name of School/ Organization | City and State | Type |
|--|---------------------|---|-----------------------|--|
| John Hurni, Director of Engineering, WMVP | 11/01/08 | Elmhurst College Communication | Elmhurst, IL | Station tour and discussion for 14 Elmhurst college students |
| Kate Neiman, Account Executive, WRDZ | 1/22/09 | Girl Scout Career Night Jefferson Jr. High | Woodridge, IL | Spoke at career night for Junior High Girl Scout event |
| Justin Craig, Program Director WMVP, and Adam Delevitt, Asst Program Director WMVP | 2/13/09 | Illinois Center for Broadcasting | Lombard, IL | Spoke to college broadcasting class of over 30 students |
| Patty Kan, On Air Talent, WRDZ | 4/22/09 | Blaine School | Chicago, IL | Spoke at career day about careers in radio |
| Matt Friscia, Account Executive, WRDZ | 4/23/09 | Wredling Middle School | St Charles, IL | Spoke at middle school career day |
| Ernie Scatton, On-Air Talent, WMVP | 5/27/09 | Fairfield Academy | Chicago, IL | Tour and discussion for 28 |
| John Cravens, Director of Sales, WMVP | 6/23/09 | Juvenile Diabetes Research Foundation | Chicago, IL | Tour and discussion with 10 high school athletes |
| Dave Juday, On-Air Talent, WMVP | 07/01/09 | Lyons Township High School | LaGrange, IL | Spoke at high school career day |
| Hannah Stanley, Public Affairs Manager, WMVP | 07/06/09 | DePaul University | Chicago, IL | Station tour and career discussion to college age students |