

WRDZ-FM
Radio Disney LLC, Indianapolis, Indiana

Annual EEO Report
March 24, 2008

This Annual EEO Report is filed on behalf of WRDZ-FM in compliance with the FCC's EEO reporting requirements. WRDZ-FM is a Radio Disney Group, LLC, owned radio station located in the Indianapolis Indiana area (city of license White Plains, Indiana). This report includes information from April 1, 2007, and ending on April 1, 2008. It will be placed in the Station's public files and on the Station's website. The Station had seven full time employees during this past reporting period.

Job Vacancy Information

WRDZ-FM is an equal opportunity employer that is committed to meeting the Station's EEO obligations. Full-time job vacancies are posted with several sources, including national, regional, and local minority organizations, schools and newspapers. The Stations' list of recruitment sources has been updated and has been used to notify all potential applicants for full-time vacancies during this past year (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. An open invitation is posted periodically on WRDZ-FM's website at Radiodisney.com. The station this year ran a nine (9) week on air campaign, from October 30th, 2007 through December 31st, 2007, with information for organizations on how to receive notification of future vacancies at the radio station. A total of 63 thirty second messages aired during this time.

Record Keeping

In compliance with the EEO record keeping requirements, the Station has created a file for each job vacancy position to be filled. The file contains, among other documents, copies of

the job listings, all sources used to recruit interviewees for the position, resumes of candidates, and interview logs. The Station's procedures require job postings and hiring approval by the station's General Manager and applicable Department Head, and final approval by Radio Disney's Regional Manager, prior to extending a job offer.

Long-Term Recruitment Measures

In addition, the Station will document its long-term recruitment initiatives. The station will keep on file the nature and date of each activity, the scope of the Station's participation and the names and titles of the Station personnel involved.

The Station participates in long-term recruitment measures, including but not limited to job fairs, career "shadowing" days, internships, and publicizing industry scholarship programs available.

The Station participated in three local recruiting fairs this past year: 1) The 5th Annual U.S. Senator Evan Bayh and Mayor Bart Peterson Job Fair, and Small Business Summit, sponsored by the Indianapolis Private Industry Council, August 23rd, 2007 @ Conseco Fieldhouse, 2) A Broadcaster Job Fair, hosted by the Indiana Broadcasters Association October 25th, 2007, @ the Sheraton Hotel, and 3) A Broadcaster Job Fair, hosted by the Indiana Broadcasters Association February 23, 2008, @ the Sheraton Hotel, Indianapolis Indiana. Station Manager James McConville, responsible for local hiring decisions at WRDZ-FM, participated in all three events.

The Station worked closely with Carmel High School, Carmel, Indiana, during this time period to support their Careers program. The school and WRDZ afforded two students, Sonam Nayar and Gauri Bajpai, the opportunity of a job shadow day at the radio station, so that they might have a better appreciation for the skill sets necessary to be successful in our industry. This was the station's third year facilitating high school job shadow days, and the station expects to continue this in future years.

The station also again participated in this year's Indiana Broadcasters Association's Annual Educational Scholarship Program for High School & College EEO Credit Assistance campaign. The program was offered January 2nd, 2008 through March 3rd, 2008, and invited soon-to-be high school graduates, or current college students in telecommunications or Broadcast Journalism studies to pick up college scholarship applications funded by the Association at Radio Disney. WRDZ-FM Radio Disney Indianapolis aired 36 30 second commercials from February 11th through March 3rd, 2008.

The Station also provides information regarding each upper-level opening to media trade groups with a broad-based membership that includes women and minorities, including but not limited to A.W.R.T., Indiana Black Expo, Inc., Indianapolis National Organization of Women, and the Asian Help Services. (see **Attachment A1** for a complete listing).

Specific Positions Filled

During this reporting time frame of April 1, 2007 through April 1, 2008 one full time employment position was open, and filled. This position of Account Executive was posted March 2nd, 2008, and filled March 17th, 2008. (See Attachment A-3 for details about the type of position, and referral source for each candidate considered for the opening). Notice of the job vacancy was placed on the Station's web site, on Disney.com, on Monster.com, on the ABC Job Listing, which is a company-wide weekly job newsletter, and with the Direct Employers Associates list. The station also distributes notices of openings to organizations through the Station mailing list (Attachment A1).

The Stations will regularly assess and improve recruitment methods and sources by analyzing their effectiveness and making changes as appropriate. This list was updated in February, 2008, with all contacts/addressed checked for accuracy. **Attachment A1** is our current contact listings:

ATTACHMENT A:

Franklin College Placement Office,
101 Branigan Blvd.
Franklin, Indiana 46131-2623

Asian Help Services
609 E 29th St., 2nd Floor
Indianapolis, IN 46205

African Missionary Ba
2407 Station St
Indianapolis, IN 46

A.W.R.T.
1650 Tysons Blvd Suite 200
McLean, VA 22102

Civic Rights Commission
State Office Building
100 N. Senate #103
Indianapolis, IN 46204

Eastside Employme
2525 N Shadeland /
Indianapolis, IN 46

Equal Employment Office
Lavette Gladney
200 E Washington
Indianapolis, IN 46204

Experience Works Senior
Workforce Solutions
PO Box 687
Seymour, IN 47274

Goodwill Industries
Gretchen Neubauer
1635 W Michigan S
Indianapolis, IN 46

I.D.E.T.S.
10 N. Senate
Indianapolis, IN 46204

Indiana Black Expo
3145 N Meridian St
Indianapolis, IN 46208

Indiana Business Co
550 East Washingtc
Indianapolis, IN 46

IU Placement Office
10th and Fee Lane
Bloomington, IN 47405

International Business College
Lori Fisher
7205 Shadeland Station
Indianapolis, IN 46256

ITT Technical Instit
Darlene Blanford
9511 Angola Court
Indianapolis, IN 46

Ivy Tech College Placement Office
Jody Whitmore
One W 26th Street
Indianapolis, IN 46206

N.A.A.C.P
300 E. Fall Creek Pkwy North
Indianapolis, IN 46205

National Assoc. of M
157 W 126th St.
New York, NY 100

National Council of Negro
Women
633 Pennsylvania Ave
Washington, DC 20004

Indianapolis National
Organization of Women
P.O. Box 20601
Indianapolis, IN 46220

Professional Caree
Placement Center
7302 Woodland Dr
Indianapolis, IN 4

Purdue Placement Office
1904 Stewart Center
West Lafayette, IN 47907

The Indianapolis Plan
445 N Pennsylvania
Suite 610
Indianapolis, IN 46204

Tammy Green
Goodwill Industri
1635 W. Michigai
Indianapolis, IN

Indianapolis Business Journal
Patrick Bates
41 E. Washington St., Ste 200
Indianapolis, IN 46204

Cincinnati Business Courier
Susie Rail
101 E. 7th St.
Cincinnati, OH 45202

Business First of Lc
Danette Morrision
501 S. 4th St.
Louisville, KY 402

	Butler Placement Office 4600 Sunset Blvd. Indianapolis, IN 46208	Nashville Business Tamara Boe P.O.Box 23229 Nashville, TN 37203
Urban League of Indianapolis Sam H. Jones Center 777 Indiana Avenue Indianapolis, IN 46202	Boston Career Link 281 Huntington Ave. Boston, MA 02115	Wilson College Placement 5425 S. East St. Indianapolis, IN 46205
Vincennes Placement Office Al Rerko 1002 N. 1 st St. Vincennes, IN 47591	Indiana Broadcasters Association Linda Compton 11919 Brookshire Pkwy. Carmel, IN 46033	Southern Christian Leadership Conference Charles Coleman P.O. Box 92544 Atlanta, GA 30329
Citizen's Multi-Service Center Raegan Evans 609 E. 17 th St. Indianapolis, IN 46202	Catholic Archdiocese 1400 N Meridian St. Indianapolis, IN 46202	Martin University 2171 Avondale Pl Indianapolis, IN 46202
Exodus Refugee 4550 Central Ave. Indianapolis, IN 46205	Jewish Community Center 6701 Hoover Rd. Indianapolis, IN 46240	Futureworks 1635 W. Michigan Indianapolis, IN 46204
Jewish Community Relations 1100 W. 42 nd St., Suite 240 Indianapolis, IN 46208	The Damian Center Career Development Network 1350 N. Pennsylvania St. Indianapolis, IN 46202	Midtown Economic Industrial Corporation 617 Indiana Ave., Indianapolis, IN 46204
Noble of Indiana 201 S. Capitol, Suite 800 Indianapolis, IN 46225	United Way of Central Indiana 3901 N. Meridian St. Indianapolis, IN 46208	Supported Employment 710 E. 64 th St. Indianapolis, IN 46204
Hispanic Education Center 580 Stevens St. Indianapolis, IN 46203		Vocational Rehabilitation VA Medical Center 1481 W. 10 th St. Indianapolis, IN 46204

MLK Multi-Services Center
 40 W. 40th St., 1st Fl.
 Indianapolis, IN 46208

INET
 2525 N. Shadeland Ave.
 Indianapolis, IN 46219

The Indianapolis
 307 N. Pennsylvania
 Indianapolis, IN 46204

INET
 805 Beachway Dr., Suite 110
 Indianapolis, IN 46224

Bethel AME
 414 W. Vermont
 Indianapolis, IN 46202

Allen Chapel AME
 637 E. 11th St.
 Indianapolis, IN 46203

IUPUI Career Counseling Office
 801 W. Michigan
 Indianapolis, IN 46202

Latin Workforce Connection
 Airport Office Park
 2346 Lynhurst Dr., Suite 407G
 Indianapolis, IN 46241

U Of I Placement
 1400 E Hanna Ave
 Indianapolis, IN 46203

ATTACHMENT A-3

1 FULL-TIME JOB VACANCY FILLED, 3/17/08 (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
3/2/08	Account Executive	Sales	3/4/08	1. Travis Wilkinson	H	3/17/08	Referral
			3/12/08	2. M, W	NH		Referral
			3/4/08	3. F, W	NH		Job Failed
			3/7/08	4. F, W	NH		Referral
			3/4/08	5. M, W	NH		Referral
			3/13/08	6. F, W	NH		Referral