

ANNUAL EEO PUBLIC FILE REPORT

WMVP(AM) and WRDZ(AM)

8/1/2012

(Period covered: 7/16/11 – 7/15/12)

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, 2011 through July 15, 2012. This report will be placed in WMVP’s and WRDZ’s respective public inspection files and posted on their websites as of August 1, 2012.

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

John Cravens, 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. Matt Frischia, 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 7/16/11 to 7/15/12, ABC Radio Chicago, in accordance with the FCC's EEO rules, widely publicized their job vacancies. Nine jobs vacancies - seven at WMVP, and two at WRDZ - were filled during this past year. The individual positions and the recruiting methods utilized to fill the vacancies, are listed below:

WMVP

1- Traffic Manager: This position was open on 6/17/11 and filled on 7/18/11. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com and
- 3) Posted the position at ESPNCareers.com.

Four people were interviewed for this position. The hired candidate was an industry referral. Referral sources of the other candidates interviewed were as follows: Industry referrals (1); Internal candidate (1) and ESPNCareers.com (1).

2-Account Executive: This position was open on 5/19/11 and filled on 7/25/11. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com and
- 3) Posted the position at ESPNCareers.com.

Seven people were interviewed for this position. The hired candidate was an industry referral. Referral sources of the other candidates interviewed were as follows: Former WMVP intern (1); Internet job search engine (1); Industry referrals (3) and ESPNCareers.com.

3-Local Sales Manager: This position was open on 7/8/11 and filled on 8/28/11. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and

professional, minority, and women's organizations;

- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com and
- 3) Posted the position at ESPNCareers.com.

Six people were interviewed for this position. The hired candidate was an internal candidate (Internal transition from National Sales Manager of the O&O National Radio Sales Department). Referral sources of the other candidates interviewed were as follows: Industry referrals (3); Internet job search engine (1) and ESPNCareers.com (1).

4- Sales Assistant: This position was open on 8/25/11 and was filled on 10/3/2011. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com and
- 3) Posted the position at ESPNCareers.com.

Five people were interviewed for this position. The hired candidate had learned of the position through the Northwestern University Job Board. Referral sources of the other candidates interviewed were as follows: Internet job search engine (2); Former WMVP intern (1); and ESPN outreach event (1).

5 & 6 - Two Account Executives: These two positions were open on 10/24/11. One was filled on 11/14/11 and the other on 1/3/12. To fill the vacancies, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com;
- 3) Posted the position at ESPNCareers.com and
- 4) Posted the position online for the Ability Links Job Fair 10/24/11-10/28/11.

Eleven people were interviewed for these positions. The hired candidates were an industry referral and a candidate who learned about the position from ESPNCareers.com. Referral sources of the other candidates interviewed were as follows: Industry referrals (9); Internet job search engine (1) and ESPNCareers.com (1).

7- Account Executive: This position was open on 3/28/12 and filled on 5/7/12. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed or faxed the job vacancy to an ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on DisneyJobs.com and/or DisneyCareers.com and
- 3) Posted the position at ESPNCareers.com.

Seven people were interviewed for this position. The hired candidate learned of the position from ESPNCareers.com. Referral sources of the other candidates interviewed were as follows: Industry referrals (1); Internet job search engine (2); ESPN outreach event (1); online college job search (1) and Former WMVP employee (1).

WRDZ

During the reporting period, WRDZ posted all of its openings in the following ways:

- 1) E-mailed or faxed the job vacancy to a ABC Radio Chicago list of approximately 85 local organizations, including universities and professional, minority, and women's organizations;
- 2) Posted the position internally and externally on disneyjobs.com and/or disneycareers.com;
- 3) Posted the position on Monster.com; and
- 4) Posted the position on the Illinois Department of Employment's Illinois Skills Match website.

In addition, the ABC Media Networks Human Resources Department has contracted with the Direct Employers Association to distribute notices of all full-time Radio Disney positions throughout the year to Direct Employers' network of hundreds of organizations that cater to students, alumni, veterans, minorities, disabled individuals and individuals seeking employment information.

What follow is a list of positions filled at WRDZ during the reporting period, along with information about recruitment conducted specifically for that job.

8- Account Executive for WRDZ (AM). This position was open on 1/12/12 and filled on 3/12/12. To fill the vacancy, WRDZ utilized the standard recruitment methods described above and also the following:

- 1) Took out an ad in the 1/19/12 issue of the Chicago Reader, which also posted the vacancy on its website and
- 2) Placed a digital ad on Radio Ink Magazine.

Ten people were interviewed for this position. The hired candidate was from an industry referral. Referral sources of the other candidates interviewed were as follows: Industry referrals (3); Internal Candidate (3); Monster.com posting (1); Disneyjobs.com (1); Careerbuilder.com(1); Previously had applied for another Disney job vacancy (1).

9- Operations Manager for WRDZ(AM). This position was posted 3/26/12 and filled on 6/4/12. To fill the vacancy, WRDZ utilized the standard recruitment methods described above and also:

- 1) Placed an ad in the 4/29/12 issue of the Chicago Reader, which also posted the vacancy on their website.

Sixteen people were interviewed for this position. The hired candidate was an industry referral. Referral sources of the other candidates interview were as follows: Industry referrals (6), Disneyjobs.com (4), internal candidate (2), client referrals (2), previously applied for other Disney job vacancy (2).

IV. LONG-TERM RECRUITMENT INITIATIVES

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. During the one-year period from July 16, 2011 through July 15, 2012, 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 for distribution to appropriate station hiring managers, soliciting applications, and informing attendees of current job postings at the stations.

During this reporting period, ABC Radio Chicago attended the following three job fairs:

Period: 7/16/11 to 7/15/12

Name of Job Fair	Date of Job Fair	Station Personnel Who Attended *	Title

Loyola University, Career and Internship Event	2/7/2012	Mary Cooke-Hall	WRDZ-AM Promotions Manager
Benedictine University, Career Fair	4/27/12	Mary Cooke-Hall	WRDZ-AM Promotions Manager
Ability Links Career Fair Online Career Fair	10/24/12- 10/28/12	Hannah Stanley	WMVP-AM Public Affairs 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.

Six (6) part-time employees were hired by WRDZ as a result of our recruitment at the job fairs listed above. Currently, intern candidates are being interviewed at least in part as a result of our recruitment at the job fairs listed above by WMVP.

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 typically lasts 10 weeks, depending on the school requirements and student’s availability. Participants work an average of 15-20 hours per week. Each intern is assigned a base department, but has multiple opportunities throughout the other departments. In addition to the summer 2011 interns listed on our 2011 annual EEO report, who were still completing their internships during the period covered by this report, we also had interns in the fall of 2011, the winter of 2011-12, and the spring of 2012, and we currently have interns for the summer of 2012. Listed below are the 36 individuals who interned at ABC Radio Chicago during the terms listed above.

Internship Supervisor for WMVP-AM: Hannah Stanley, Public Affairs Manager Internship Supervisor for WRDZ-AM: Phoebe Wainright, Operations Manager					
Period: 7/16/11 - 7/15/12					
Name of Intern	College and Location	Dates of Internship	Hours/Week	Station	Base Field
Olivia Marek	Northern Illinois University	5/22/11-8/8/11	15-20	WRDZ-AM	Programming / Sales
Annie Costabile	University of Iowa	5/16/11 – 7/29/11	15-20	WMVP-AM	Programming
Kristin Gobberg	Villanova	5/17/11 – 7/29/11	15-20	WMVP-AM	Programming
Alex Maragos	William & Lee	6/1/11 – 8/12/11	15-20	WMVP-AM	Programming
James Moody	Columbia College Chicago	6/6/11 – 8/12/11	15-20	WMVP-AM	Programming
Max Moline	Northwestern University	6/16/11 - 8/25/11	15-20	WMVP-AM	Programming
Matt Levine	Indiana University	5/23/11 - 7/25/11	15-20	WMVP-AM	Promotions
Nancy Ngo	Loyola University	5/23/11 - 7/29/11	15-20	WMVP-AM	Promotions
Sean Enright	University of Iowa	5/23/11 - 7/29/11	15-20	WMVP-AM	Promotions
Sean Smales	Oklahoma State University	5/23/11 - 7/29/11	15-20	WMVP-AM	Promotions

Diana Jacklin	Carthage College	7/07/11 - 9/01/11	15-20	WMVP-AM	Promotions
Ashley Prendergast	Saint Mary's College	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Alan Dukor	University of Texas-Austin	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Amy Wallace	Illinois State University	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Ellen Schram	University of IL- Champaign/Urbana	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Allison Horne	DePaul University	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Zach Gropper	Indiana University	5/14/12 – 7/16/12	15-20	WMVP-AM	Programming
Brett Addis	Bradley University	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Ryan Stern	University of Illinois	5/14/12 – 7/16/12	15-20	WMVP-AM	Promotions
Joe Olmo	Illinois Center for Broadcasting	3/5/12 – 5/11/12	15-20	WMVP-AM	Programming
Lauren Klopmeier	DePaul University	3/5/12 – 5/11/12	15-20	WMVP-AM	Programming
Lauren Jacus	Columbia College Chicago	3/5/12 – 5/11/12	15-20	WMVP-AM	Promotions
Christian Dear	Concordia University	3/5/12 – 5/11/12	15-20	WMVP-AM	Promotions
Brittany Collett	DePaul University	3/5/12 – 5/11/12	15-20	WMVP-AM	Promotions
Felix Reyes	Illinois Center for Broadcasting	3/5/12 – 5/11/12	15-20	WMVP-AM	Programming
Sean Palacios	Illinois Center for Broadcasting	3/5/12 – 5/11/12	15-20	WMVP-AM	Programming
Shahin Keihani	Illinois Center for Broadcasting	1/2/12 – 3/2/12	15-20	WMVP-AM	Programming
Nick Sergakis	Illinois Center for Broadcasting	1/2/12 – 3/2/12	15-20	WMVP-AM	Programming
Zack Roach	Illinois Center for Broadcasting	12/19/11 – 2/24/12	15-20	WMVP-AM	Programming
Jerry Finger	Illinois Center for Broadcasting	10/21/11 – 12/29/11	15-20	WMVP-AM	Programming
Ben Force	Illinois Center for Broadcasting	10/21/11 – 12/29/11	15-20	WMVP-AM	Programming
Shaun Davis	Illinois Center for Broadcasting	10/21/11 – 12/29/11	15-20	WMVP-AM	Programming
Justin Singer	Illinois Center for Broadcasting	10/21/11 – 12/29/11	15-20	WMVP-AM	Programming
James Whitgrove	University of IL Chicago	10/21/11 – 12/29/11	15-20	WMVP-AM	Promotions
Amra Quadrat	Columbia College	10/21/11 – 12/29/11	15-20	WMVP-AM	Promotions
Kendra Woodard	Columbia College	10/21/11 – 12/29/11	15-20	WMVP-AM	Promotions

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 ABC Radio Chicago intern is an on-air host of WMVP's afternoon show. Other former ABC Radio Chicago interns have gone on to full-time positions as Account Executive, Producer, Senior Editor (ESPNChicago.com), Promotions Coordinator, Administrative Assistant and Production Assistant at WMVP and/or WRDZ.

Educational Outreach (Career Days/School Visits) – During the reporting period, ABC Radio Chicago was represented by personnel on behalf of both stations at various schools within the Chicagoland area to talk to 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 are necessary to break into the business. At times, WMVP and WRDZ 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 thirteen 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
Angela Pargas WRDZ Promotions Coordinator	4/27/12	Forest Trail School	Chicago Heights, IL	Spoke to several classes of middle school students about careers in radio and broadcasting
Matt Friscia WRDZ Station Manager	3/23/12	Wredling Middle School	St. Charles, IL	Spoke to the students about a typical work day in promotions at Radio Disney
Angela Pargas WRDZ Promotions Coordinator	4/5/12	Boy Scout Troop #3213 (Group 1)	Chicago, IL	Group of pre-teen and teen Boy Scouts participated in a job shadow experience at the Radio Disney station – we hosted mock interviews and a spokesperson from each department in the station spoke to the group
Angela Pargas WRDZ Promotions Coordinator	4/11/12	Boy Scout Troop #3213 (Group 2)	Chicago, IL	Group of pre-teen and teen Boy Scouts participated in a job shadow experience at the Radio Disney station – we hosted mock interviews and a spokesperson from each department in the station spoke to the group
Angela Pargas WRDZ Promotions Coordinator	3/28/12	Chicago Public School District	Chicago IL	Gave an in studio tour of the Radio Disney station to teenage students from various Chicago High Schools and educated them on all aspects of radio. We set up a mock interview and recorded in the studio.
Dave Juday WMVP Anchor	1/21/12	IL Center for Broadcasting	Lombard, IL	Keynote speaker at an outreach career event
Adam Abdalla WMVP Producer	9/8/11	IL Center for Broadcasting	Chicago, IL	Tour of adult, college-level students through WMVP studios
Sarah Spain WMVP On-Air Talent	9/12/11	Bowen High School	Chicago, IL	Spoke to about 110 students regarding careers in radio and broadcasting

Hannah Stanley WMVP Public Affairs Manager	12/7/11	Roosevelt University	Chicago, IL	Gave a tour to 12 students and conducted an hour-long question & answer session regarding careers in broadcasting.
Tim Weaver WMVP Account Executive	1/25/12	DePaul University	Chicago, IL	Served as panelist on an Alumni Panel regarding careers
Chris Bleck WMVP Producer	2/21/12	Columbia College	Chicago, IL	Gave a tour of the station to a radio class of approx 15 students
Dave Scharf WMVP Senior Account Executive Carmen DeFalco WMVP Host	4/20/12	Nequa Valley High School	Naperville, IL	Both spoke to students during an all-school career fair regarding careers in broadcasting.
Harry Teinowitz WMVP Host	5/2/12	Abraham Lincoln Elementary School	Skokie, IL	Spoke to students about careers in broadcasting.

V. OUTREACH TO COMMUNITY ORGANIZATIONS AND SELF-ASSESSMENT

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.) No organizations contacted the station during the reporting period regarding this form on WMVP’s website.
- 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 a minimum of ten times a week, in varying day parts throughout the reporting period on both WMVP and WRDZ. Again, no organizations contacted ABC Radio Chicago as a result of these on-air announcements.
- C. Individual Outreach – During this reporting period both WRDZ and WMVP reached out personally to approximately 80 organizations, including minority and women organizations, via phone, e-mail, US mail, and fax, informing them that they could remain on or be added to the company’s mailing lists for job vacancies. This

resulted in an expanded and updated local organization mailing list for WRDZ and WMVP.

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.