

**ESPN RADIO - NEW YORK CITY  
ANNUAL EEO PUBLIC FILE REPORT 2017-18  
FEBRUARY 1, 2018**

**I. INTRODUCTION AND GENERAL POLICY**

This Annual Equal Employment Opportunity (“EEO”) Public File Report is filed on behalf of WEPN (AM), 1050 ESPN RADIO, New York, New York (“WEPN” or the “Station”), which is owned and operated by New York AM Radio, LLC, an indirect subsidiary of The Walt Disney Company, together with that Station as time broker for WEPN-FM (“WEPN Time Brokers”), a station licensed to Emmis License Corporation of New York.<sup>1</sup> (WEPN and WEPN Time Brokers are hereinafter collectively referred to as the “Stations.”) This report includes information from **February 1, 2017 through January 31, 2018**

The Stations are equal employment opportunity (“EEO”) employers and follow a consistent practice of outreach to the community and work force regarding broadcast career and job opportunities. The Station’s longstanding policy is to provide equal opportunity employment, development and advancement to all current and potential employees regardless of race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation or status as a Vietnam era or special disabled veteran.

**II. VACANCY-SPECIFIC RECRUITMENT MEASURES**

The Stations' job openings are disseminated widely with the goal of attracting a variety of qualified applicants from diverse sources. During the reporting period, the Stations had a total of **seven (7)** full-time vacancies. Notices of all positions were sent to ESPN’s Human Resources Department, which in turn posted the positions on ESPNcareers.com, Disneycareers.com and all Disney - affiliated websites for both internal and external job seekers. The Stations also sent notices of the vacancies to their local organizational recruitment list, which is set forth in Section VI below, to post continually during the time the positions were open.

The Stations endeavor to expand this mailing list through a continuous website posting and frequent on-air announcements inviting additional interested organizations to contact the Stations; see Section IV.D for details. The organizational mailing list is also updated if someone on the list notifies the Stations of a change in address or if a job notice is returned as undeliverable.

**III. FULL-TIME POSITIONS FILLED (FEBRUARY 1, 2017 TO JANUARY 31, 2018):**

The position title, open date, hire date, number of interviewees, interviewee referral source, name of candidate hired, and hiree source for each of the Station’s 7 vacancies during the reporting year are listed below. Unless otherwise specified, the employees were hired to work on WEPN-FM as well as WEPN (AM) matters.

<u>DATE OF OPENING</u>	<u>JOB TITLE</u>	<u>DEPARTMENT</u>	<u>CANDIDATE INTERVIEWED</u>	<u>HIRED (H) OR NOT HIRED (NH)</u>	<u>DATE HIRED</u>	<u>REFERRAL SOURCES FOR INTERVIEWEES</u>
11/14/16	Account Executive	Sales	Marlene Cadillo	H	1/9/17	Industry Referral
			Candidate 2	NH		NYMRAD website
			Candidate 3	NH		Employee referral
			Candidate 4	NH		Employee referral

<sup>1</sup> This time brokerage agreement with WEPN-FM went into effect on April 30, 2012. From then until September 7, 2012, WEPN (AM) and WEPN-FM simulcast essentially the same programming. Beginning September 7, 2012, WEPN (AM) switched to Spanish-language ESPN Deportes programming, while the brokered FM station continued to air English-language ESPN Radio programming.

<b>12/5/16</b>	<b>Account Executive</b>	<b>Sales</b>	<b>John Sardelis</b>	<b>H</b>	<b>1/23/17</b>	<b>Current Employee – Dept Transfer</b>
			Candidate 2	NH		NYMRAD website
			Candidate 3	NH		Employee referral
			Candidate 4	NH		Employee referral
<b>11/8/16</b>	<b>Promotions Manager</b>	<b>Sales</b>	<b>Troy Jefferson</b>	<b>H</b>	<b>2/13/17</b>	<b>Industry referral</b>
			Candidate 2	NH		Disney Careers website
			Candidate 3	NH		Industry referral
			Candidate 4	NH		Employee referral
<b>2/1/17</b>	<b>Assistant Program Director</b>	<b>Programming</b>	<b>Jon Winthrop</b>	<b>H</b>	<b>3/6/17</b>	<b>ESPN Employee Promotion</b>
			Candidate 2	NH		Disney Careers website
			Candidate 3	NH		Employee referral
				NH		
<b>1/11/17</b>	<b>Program Director</b>	<b>Programming</b>	<b>Ryan Hurley</b>	<b>H</b>	<b>3/6/17</b>	<b>ESPN Employee Promotion</b>
			Candidate 2	NH		NYMRAD website
			Candidate 3	NH		ESPN Careers website
			Candidate 4	NH		Employee referral
<b>2/24/17</b>	<b>Account Executive</b>	<b>Sales</b>	<b>Michael Dowd</b>	<b>H</b>	<b>5/10/17</b>	<b>ESPN Careers website</b>
			Candidate 2	NH		Employee referral
			Candidate 3	NH		Employee referral
<b>2/15/17</b>	<b>Account Executive</b>	<b>Sales</b>	<b>Catherine Deliberti</b>	<b>H</b>	<b>6/4/17</b>	<b>Industry referral</b>
			Candidate 2	NH		ESPN Careers website
			Candidate 3	NH		Employee referral

#### **IV. LONG-TERM RECRUITMENT MEASURES**

During the reporting period, the Station engaged in the following long-term outreach initiatives designed to help interest and inform young people about careers in broadcasting, to provide them with guidance and training to enhance their qualifications for such a career, and to educate and sensitize existing management and staff, including new hires, on all aspects of the FCC's and our company's EEO policies and goals.

#### **No interns\***

\*In September 2013 ESPN discontinued the hiring of interns.

#### **A. INFORMATIONAL INTERVIEWS / JOB SHADOWING / STATION TOURS**

During the reporting period, various members of the ESPN New York management team met with three (3) college and/or high school students, recent college graduates or job seekers for informal, informational interviews regarding careers in broadcasting, communications or sports marketing. In these meetings, which lasted approximately 30 minutes each, they advised interviewees on individual goals, their career path and future opportunities with ESPN. Below is the list of interviews conducted from February 1<sup>st</sup>, 2017 to January 31<sup>st</sup>, 2018:

June '17:	Senior / Garden City High School	Interviewed by Pete Doherty, General Sales Manager
November '17:	Senior / Nassau Community College	Shadowed RJ Santillo, Producer
January '18:	Junior / University at Albany	Shadowed Andrew Gundling, Senior Producer

#### **B. CAREER DAYS / JOB FAIRS**

During the reporting period, Station managers with hiring responsibilities attended two (2) job fairs or career-related community events:

- *October 2017 – Minority Career Workshop:* Two of WEPN employees attended the IRTS Multicultural Career Workshop at Y&R in New York, NY. The members were: Troy Jefferson / Promotions Manager and Kevin Mcardle / Promotions Coordinator. They spoke to students that were interested in career opportunities at ESPN Radio and collected resumes.
- *November 2017 – Manhattanville College Career Fair:* A couple of WEPN employees attended a career fair at Manhattanville College in Bronx, NY. The members were: Steven Kalman / Local Sales Manager and David Waters / Account Executive. They spoke to current students about future opportunities at ESPN Radio and referred interested candidates to the ESPN Careers website.

#### **C. EDUCATIONAL STATION TOURS**

There were a total of four (4) educational station tours given within the reporting period. Tours were granted to school organizations and educational groups. Locations that are traditionally visited include: The Programming Department,

The Control Room, The Promotions Department, Studios A & B, and the Sales Department. Along the way, the groups sometimes get to talk with Producers, Engineers, Marketing Staff and Account Executives. Guests can take pictures in the studios or sit and listen to a LIVE broadcast. The tour usually ends in the Conference Room where employees from different departments join in and discuss sports, marketing and/or the programming of ESPN Radio.

Organization/Person	# of Attendees	Tour Duration (hours)	Type
Richmond Hill High School	12	2.0	Junior Achievement Organization
Universidad La Salle Mexico	18	1.5	School Organization
Business of Sports School	15	1.0	School Organization
Murray Hill Academy	11	1.5	School Organization

#### D. OTHER OUTREACH

The Station aired the following thirty-second announcement in English on WEPN (AM) and/or WEPN-FM **470** times in varying dayparts from **February 1, 2017 to January 31, 2018**:

“ESPN New York is always looking for bright, qualified individuals to fill open job positions. If you are interested in being part of the ESPN team, visit [ESPNcareers.com](http://ESPNcareers.com) or call (646) 699-6876. Organizations that distribute employment information or refer job seekers to employers can also be included on our mailing list. ESPN New York is an equal opportunity employer.”

In addition, the following notice has been continually posted in English on our website, [ESPNNEWYORK.com](http://ESPNNEWYORK.com):

“WEPN is an equal opportunity employer. We would like to widely publicize our job openings to organizations and educational institutions that provide employment information and / or job referrals. If you work for a Career Services Office at a college or university or for an organization that regularly distributes employment information to job seekers, you can receive information about our job vacancies. To receive the listings by fax, email or US Mail, please contact us. Provide your organization's name, address, telephone number, fax number and email address and we'll contact you to confirm the information. You can Email us or call our jobs line at 646-699-6876 with the information. Please note that the mailing list is not intended for individuals seeking employment. Job seekers may access our job vacancy information at [ESPNcareers.com](http://ESPNcareers.com).”

#### E. MANAGEMENT AND EMPLOYEE TRAINING

All department heads at the Stations 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 The Walt Disney Company's Legal Department and Human Resources Department, which explains the company's commitment to diversity and avoiding all forms of discrimination and harassment.

All employees of The Walt Disney Company are expected to be familiar with the company's Standards of Business Conduct, which contain a commitment to diversity and to a work environment that is free of discrimination and harassment. All employees are required to complete on-line training yearly to ensure compliance with those standards. Disney'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 and a video presentation that covers, among other topics, the importance of avoiding discrimination and harassment in the workplace.

Finally, the ABC Law and Regulation Department periodically gives presentations, sends out memos and conducts conference calls and meetings with general managers and employees explaining the rules of the Federal Communications Commission ("FCC"), including EEO rules, and emphasizing the importance of strict compliance with them. The Legal Department works closely with Station group management on an ongoing basis to address any questions and facilitate and improve compliance.

### **Online Training / Career Workshops:**

*February 2017 – Preventing Harassment:* This course provides Disney employees with an overview of workplace harassment and prevention. By participating in this training, employees learn all about harassment in the office, what exactly is prohibited and unlawful, and who can be a harasser and/or victim. This training was completed by every WEPN full time employee in February 2017.

*February 2017 – Standards of Business Conduct:* This course provides Disney employees with an overview of the Standards of Business Conduct. By participating in this training, employees learn how to comply with applicable laws and Company policies, seek guidance when needed, and report violations if and when they occur. This training was completed by every WEPN full time employee in February 2017.

*February 2017 – Information Security and Content Protection:* This course provides an overview of information security best practices and basic privacy guidelines and how we can protect ourselves and our Company information assets. This training was completed by every WEPN full time employee in February 2017.

### **V. SELF- ASSESSMENT: RESPONSIBLE PERSONNEL**

Management at WEPN, including the Station's General Manager, Tim McCarthy, and its Chief Engineer, Rodney Belizaire, are responsible for overseeing, implementing, monitoring and improving compliance with FCC and company EEO policies. They are assisted in this effort by Ebony Spears, the Station's Account Services Representative, and by the department heads responsible for hiring and promotion within their areas. All Station employees, however, are expected to be aware of the company's EEO policies and to assist in effectively maintaining them.

Management periodically tracks and evaluates its EEO programs by monitoring responses to job postings. In conjunction with Legal and Human Resources, the Station is also engaged in an ongoing effort to analyze how it might improve and refine its recruitment methods and sources to try to attract qualified applicants from more diverse sources.

### **VI. JOB REFERRAL SERVICES:**

Notice of all full-time, non-temporary, job openings not filled through internal promotions during this reporting period were sent to the following sources, as well as all Disney owned and operated sites:

*New York Market Radio (NYMRAD)*  
Deborah Beagan, Executive Director  
New York, NY  
[www.nymrad.org](http://www.nymrad.org)

*New York State Broadcasters Association (NYSBA)*  
Sandy Messenio  
518-456-8888  
[sandy@nysbroadcastersassn.org](mailto:sandy@nysbroadcastersassn.org)

*National Hispanic Media Coalition (NHMC)*  
55 S. Grand Avenue  
Pasadena, CA 91105  
Programs & Outreach Coordinator  
[info@nhmc.org](mailto:info@nhmc.org)

*All Access Radio*  
www.Allaccess.com  
Malibu, CA 90265

**COLLEGES / TRADE SCHOOLS:**

*Connecticut School of Broadcasting*  
1400 Old Country Road, Suite 211  
Westbury, NY 11590  
csbwestbury@gocsb.com