

**ABC RADIO LOS ANGELES ASSETS, LLC, LICENSEE OF
KSPN (AM), ESPNLA 710, and of
KDIS (AM), Radio Disney AM 1110
ANNUAL EEO PUBLIC FILE REPORT
8/1/13**

I. GENERAL POLICY

This report covers the period from August 1, 2012 through July 31, 2013.

ABC Radio Los Angeles Assets, LLC, licensee of KSPN (AM) (“KSPN”), located in Los Angeles, CA, and ABC Radio Los Angeles Assets, LLC, Licensee of KDIS (AM) (“KDIS”), located in Pasadena, CA (collectively, the “Stations”) 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, 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 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 KSPN’s and KDIS’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

Scott McCarthy, Vice President and General Manager of KSPN, is the EEO officer at KSPN responsible for the administration and implementation of our Equal Employment Opportunity Program and the accuracy of the information documented in this report. Natalie Eig, Station Manager of KDIS, is the EEO officer at KDIS responsible for the administration and implementation of our Equal Employment Opportunity Program and the accuracy of the information documented in this report.

III. INTERNAL RECORD KEEPING, PUBLICITY AND POSITIONS FILLED

In compliance with EEO rules, the Stations have widely publicized all full-time job vacancies throughout the reporting year. All such vacancies, whether at KDIS or at KSPN, were posted on the KSPN website, ESPNLA.com. In addition, all such vacancies were posted on The Walt Disney Company websites disneycareers.com and/or disneyjobs.com, as well as (for ESPN jobs) on the ESPN career websites espncareers.com and/or espnjobs.com, for internal (existing employee) and external (prospective employee) access. They were also posted on the California Broadcasters Association (CBA) website yourcba.com.

KSPN and KDIS also maintain a distribution/contact list of local community-based organizations and schools to which notices of all available full-time positions are sent. The Stations' current local distribution/contact lists are included as Attachment "A" and "B". These lists are updated periodically.

The Stations have asked interested organizations to notify the Stations if they wish to be placed on the Stations' local distribution/contact list. During the reporting year, organizations for the Stations' mailing list were solicited through a combination of a notice on the KSPN website throughout the year, periodic on-air announcements on each of the Stations (KSPN airs two announcements per month, or 24 per year, while KDIS airs three announcements per month, or 26 per year) and a classified advertisement in the Toluca Times on January 30, 2013.

The following are the four job openings filled by the Stations during the period of 8/1/12 to 7/31/13:

KSPN

Sales Associate

Date position was open: 2/1/2013

Date position was filled: 4/7/2013

To fill these vacancies, KSPN utilized all of the standard recruitment and outreach measures described above. In addition, KSPN posted this position on allaccess.com. Eighteen candidates were interviewed. Referral sources of the candidates interviewed were as follows: ESPNCareers.com – 10; Contract KSPN Worker candidate – 4; Industry and Employee Referrals – 3; Current KSPN Employee candidate - 1. The candidate hired learned of the job from ESPNCareers.com.

KDIS

Account Executive

Date position was open: 02/26/13

Date position was filled: 5/2/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on indeed.com, LinkedIn.com; jobspider.com, amfmjobs.com and simplyhired.com and placed an ad in the Toluca Times on 3/6/13, in the TolucaTimes.com classifieds the week of 3/6/13,. The position was also announced at the USC Career Fair on 4/3/13. Seven candidates were interviewed. Referral sources of the candidates interviewed were as follows: LinkedIn – 1; Disneycareers.com – 1; Disney employee referral – 3; Industry Referral – 1; indeed.com - 1. The candidate hired was an Industry Candidate.

Promotion Manager

Date position was open: 04/5/13

Date position was filled: 5/28/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on jobspider.com, amfmjobs.com, and placed an ad in the Toluca Times on 4/17/13, in the TolucaTimes.com classifieds the week of 4/17/13. The position was also announced at the USC Career Fair on 4/3/13. Nine candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6; Disney employee referral – 2; The ladder.com – 1. The candidate hired learned of the job from Disneycareers.com.

Promotion Coordinator

Date position was open: 03/14/13

Date position was filled: 7/23/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on amfmjobs.com, indeed.com, jobspider.com and communicationsjobs.net, placed an ad in the Toluca Times on 3/20/13, and advertised in the TolucaTimes.com classifieds the week of 3/20/13. The position was also announced at the USC Career Fair on 4/3/13. Seven candidates were interviewed. Referral sources of the candidates interviewed were as follows: Internal candidate – 2; Disneycareers.com – 2; Disney employee referral – 1; Industry Referral – 1. The candidate hired was an internal candidate, and this represented an internal promotion for her, from part-time Sales Assistant to full-time Promotion Coordinator.

IV. LONG TERM RECRUITMENT INITIATIVES

KSPN and KDIS are committed to performing at least four of the long-term EEO recruitments set forth in the FCC's EEO rules within a two-year period. From August 1, 2012 through July 31, 2013, KSPN and KDIS participated in the following long-term recruitment initiatives:

A. **Training Programs** designed to enable station personnel to acquire skills that could qualify them for higher level positions:

- KSPN Staff Engineer Tim Ahern took the on-line computer networking class "Network+" from July 12-16, 2012 on work time at the station's expense. Course attendees explored network technologies, installation and configuration, media and topologies, management, and security. Tim sat for the test on 10/22/2012 and received his certificate.
- KDIS Promotion Manager, Jacqueline Evanado, took the Management Edge Training Program offered without charge on company time by The Walt Disney Company. This was a four-part training program designed to provide the essential knowledge, skills, abilities and tools to drive employee growth and improve personal career success. The classes were held on January 29, 2013 and January 30, 2013 at the ABC Riverside Building in Burbank.

B. **Participation in Job Fairs** – KSPN and KDIS participated in the following job fairs by staffing a booth with company personnel responsible for hiring decisions, distributing information about careers in radio, soliciting applications, informing attendees of job postings and encouraging them to go to school and participate in internships, collecting resumes for distribution to appropriate KDIS hiring managers, and answering questions:

- April 3, 2013 from 5-8pm, 29th Annual Annenberg Career Connection – USC Campus. Natalie Eig, Station Manager of KDIS, who has hiring responsibilities, attended this job fair, which draws professionals from entertainment, advertising and marketing agencies, public relations, corporations and industries such as consulting, healthcare, not-for-profit and technology. The professionals attending were given a book containing resumes of Annenberg students. The students had the opportunity to meet the professionals for one-on-one interaction and career advice.
- September 12, 2012 from 4pm to 6pm, The Sports and Entertainment Career Fair – LA Sparks at the Staples Center. George Flora, Local Sales Manager, KSPN and Jackie Evanado,

Promotion Manager of KDIS, who have hiring responsibilities, attended this job fair, which was designed by the LA Sparks to help individuals job search by offering networking sessions and talks on how to market oneself and by giving attendees the opportunity to meet with influential companies in the sports and entertainment industries. Other businesses attending included professionals from a wide variety of fields including sports, entertainment and communication companies. Attendees had the opportunity to meet with each business to ask questions, get career advice and submit resumes.

- C. **Internship Program** – During this reporting period KSPN and KDIS offered college students the opportunity to acquire skills needed for broadcast employment while obtaining course credit. KDIS attended the 29th Annual Annenberg Career Connection and worked with Disney Careers and Campus Recruitment to recruit interns for this program. KSPN accepted inquiries from college students.

Curriculum for the KSPN internship program is as follows: ESPN Overview, Production Training, Production Assignments, Beginning Producer Skills, New Media Training, and Shadowing Reporters. The KSPN internship program runs on a college semester basis. Each intern works approximately 15 hours a week. Over the reporting year, KSPN had six interns, whose career goals ranged from sports reporter or announcer to producer.

The KDIS Curriculum for the internship programs included working with the Promotions Department both in the office and in the field as well as Sales Training by attending weekly sales meetings. Over the reporting year, KDIS had one intern whose career goals included promotions and communications. The intern worked approximately 20 hours a week.

Following is a list of KSPN interns by semester:

Fall, September through December, 2012

- Nicolis Freeman, Journalism/Communications, Cal State University, Long Beach
- Carly Loddengaard, English, Cal State University, Dominguez Hills
- Jas Kang, Media Studies, Humber College in Toronto, Canada
- Kari Van Horn, Psychology/Social Sciences/ Sports Media Studies, USC
- Michael Schwartz, Communications, Santa Monica College
- Tigran Martirosyan, Broadcast Journalism, College of the Canyons

Winter, January through April, 2013

- Shuvo “Robi” Sircar, Political Science, LA Mission College
- Paul Pastora, Radio TV Broadcasting, LA Valley College
- John Engel, Communications, Boise State University
- Vanessa Lopiccolo, Communications/Political Science, Cal State Fullerton
- Monika Tam, Communications, Cal State Fullerton
- Daniel Quinones, Communications, Arizona State University

Summer , May through August, 2013

- Emily Albert, Marketing, University of Arizona

- Kamille Rascon, Business/Journalism minor , Cal State University Northridge
- David Renick, Computer Engineering, Cal State Fullerton
- Blake Cawood, Broadcast Journalism, University of Oklahoma
- Jeffrey Perez , Journalism, Cal State Fullerton
- Dean Berhow-Goll, Journalism, THE Iowa State University

Following is a list of KDIS interns by semester:

Summer, May through August, 2013

- Alexa Hong, Communication, Trinity University, Austin, TX

- D. **Participation in scholarship programs directed to students desiring a broadcast career** – Natalie Eig, Station Manager, KDIS, participated in the Southern California Broadcasters Association 2013 Scholarship Program. As an SCBA program participant, Ms. Eig reviewed nominations and applications and provided input to select one of the candidates provided by Cal State Los Angeles for SCBA's "Stan Spero Radio Broadcasting Award." The scholarship committee selected Brandon Lang from Cal State University Fullerton as the 2013 recipient of the Stan Spero Radio Broadcasting Award.
- E. **Participation in mentoring programs** – John Ireland, Talent, KSPN, participated in the Senior Mentor Project of Blake Grable from Corona Del Mar High School beginning on 1/14/2013. Blake spent many work hours shadowing John on his daily radio show and went with him to a Lakers game at Staples Center. Blake experienced what it was like to be a midday talk show host and Lakers Play-By-Play Announcer and met and talked with producers, co-anchors, statisticians, etc. John also communicated with Blake by email and phone numerous times.
- F. **Participation in programs sponsored by educational institutions and community groups** – KSPN and KDIS participated in the following mentoring program and events sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities:
- June 18-20, 2013, The Hispanic Youth Institute Symposium: Humberto Duran, Reporter at KSPN, was a mentor at the symposium. The Hispanic Youth Institute (HYI) is a three-day, two-night college empowerment program hosted on college campuses throughout the country. The HYI emphasizes college, career, and community. With hands-on sessions and workshops, the high school students who attend become committed to graduating from high school, achieving a four-year college education, pursuing a professional career in business or STEM, and giving back to their communities. Over three days, the students attend college and career workshops, meet with college admissions officers, develop relationships with adult and near-peer mentors and learn the importance of community service. Upon completion of the Kick-Off event, students are enrolled into year-round programs that reinforce the key themes of college, career and community. Students are also encouraged to promote a college-going culture with their peers through the remainder of their high school years.

- May 20, 2013, College of the Canyons: Tracy Murray, Senior Account Executive at KSPN, spoke to the college Communications Studies Club about her career path and how successful she has been in radio sales and what students will need to do to become radio salespeople.
- May 11, 2013, City of Carson 21st Annual Youth Conference: Humberto Duran spoke with 300 teens at their Career Fair.
- April 25, 2013, Westchester Enriched Sciences Magnet Spring College Fair: Humberto Duran, Reporter at KSPN, was on hand to speak with students about college and career options. The goal of the college fair was to ensure that all of the students were exposed to a variety of college and career options and could make informed decisions regarding their choices.
- April 15, 2013, USC Speed Panel Networking event: Heidi Loera, Digital Sales Manager, KSPN, had the pleasure of meeting and interacting with more than 80 students & alumni from the Latino Business Student Association (LBSA) & the Annenberg School for Communication and Journalism. She was able to share personal career insight and advice in preparation for corporate life.
- February 3, 2013, from 9am-noon, at CBS Studios in Studio City, CA: Natalie Eig, Station Manager, KDIS, participated in the Alliance for Women in Media (Southern California Chapter) Speed Mentoring Program. The mentoring program was designed to give the attendees a chance to meet and talk with media professionals on a one-to-one basis. Natalie and Jackie mentored industry professionals and participants who were interested in learning about broadcasting. Each mentor sat with a member of the community for ten minutes before meeting with the next person. During these one-on-one sessions, the mentors offered career advice, accepted resumes and answered questions that community members had.
- February 1, 2013, Carson High School: Humberto Duran, Talent, KSPN, spoke with the 11th-12th grade Journalism class about pursuing a career in the broadcast field, what classes they need to take in college and the day-to-day life of working at ESPN.
- January 23, 2013, USC Radio Career Panel: LaFern Cusack, Producer/Host, KSPN, spoke with USC Students about how she got started in radio, what skills are needed for a position, how the position relates with the various radio departments and how to work with advertising agencies.
- December 12, 2012, Segerstrom High School: Humberto Duran, Reporter at KSPN, spoke to high school seniors about broadcasting and various careers in radio and television.
- November 29, 2013, USC Communication Students: Jarred Diglio, Lakers Radio Executive Producer, KSPN, spoke on a panel about pro sports teams and their relationships with the media.
- November 27, 2012, The University of Southern California's Sports Business Association: Mark Willard, Talent. KSPN, spoke with a panel under the heading of "USC Football: How the Media Helped Dethrone the Preseason Top Seed." Mark spoke with students about media in Los Angeles, how it works, and how stories come together.
- September 12, 2012, USC: LaFern Cusack, Host-Southern California Experience, KSPN, and Host-Community Playground, KDIS, spoke with a class in "Managing Electronic Media, including TV Stations, Broadcast and Cable Networks, and the Internet" about her job and how it interacts with the rest of the station and the advertising community.

- G. **Participation in training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination** - During this reporting year, all KSPN and KDIS managers participated in a two-hour on-line training titled “TWDC Compliance - Preventing Harassment – 2 Hour Supervisor Enterprise.” The training covers critical learning points on sexual harassment, and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- H. **Staff anti-harassment training** - During this reporting year, all KSPN and KDIS employees participated in a two-hour on-line training titled “TWDC Compliance - Preventing Harassment - Enterprise.” The training covers critical learning points on sexual harassment and also trains learners on the fundamentals of broader workplace harassment prevention, addressing all of the federally protected categories under Title VII. The program is designed to ensure compliance and to help organizations establish a powerful affirmative defense to workplace harassment.
- I. **Listing Each Upper-Level Opening with Media Trade Group** – As mentioned in Section III above, all full-time positions at the Stations were posted with a wide variety of job banks and newsletters of media trade groups with a broad-based membership that includes women and minorities. These included the California Broadcasters Association (yourCBA.com) website. See Attachments A and B.

Attachment “A”: KDIS Local Community Outreach List:

LOCAL COMMUNITY OUTREACH LIST (3/15/13)

| ORGANIZATION | ADDRESS | CONTACT INFORMATION |
|--|--|---|
| JVSLA.org | 818-464-3325 22622 Vanowen St. West Hills, CA 91307 5757 Wilshire Blvd. Promenade Three Los Angeles, CA 90036 | Tali Lerea tlerea@jvsla.org post jobs at: http://www.parnossahworksia.org/ |
| MAXIMUS | 3307 N. Glenoaks Blvd. Burbank, CA 91504 | Nancy Martinez (GAIN Services Worker) O: 818-729-8814 F: 818-563-4425 |
| Goodwill Job Service Center www.goodwillsocal.org | 661-424-1062 x 14 20655 Soledad Canyon Rd., Unit 25 Santa Clarita, CA 91351 | |
| EDD Employment Development Department | Community Career Development Wilshire Metro Work Source 3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010 | Robert Godwin 213-365-9829 x125 robert.godwin@edd.ca.gov |
| NHMC National Hispanic Media Coalition | 55 S. Grand Ave. Pasadena CA, 91105 (they do not want jobs mailed) | Tel: (626) 792 - 6462 Fax: (626) 792 - 6051 www.nhmc.org email jobs to: info@nhmc.org |
| California State Assembly | DISTRICT OFFICE 9200 W. Sunset Blvd., Suite# 1212 West Hollywood, CA 90069 | |
| Alliance For Women in Media Attn Job Postings | Post online PO Box 11043 Burbank, CA 90510 | 818-729-5404 http://www.allwomeninmedia.org/ local chapter of national organization email: president@awrtsocal.com http://careers.allwomeninmedia.org/employers/ |
| WIF Women in Film www.wif.org | 6100 Wilshire Boulevard Los Angeles, CA 90048-5117 | Meg Linker-Estes (323) 935-2211 |

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| For women in the entertainment & media industries | | mlinker-estes@wif.org |
| Best Jobs Magazine | 888-440-FIND (3463) O: 951-263-5254 | |
| LACC Los Angeles City College | www.lacitycollege.edu 855 N. Vermont Ave Los Angeles, CA 90029 | 323-953-4000 x2210 (career center) garciaec@lacitycollege.edu |
| LAMC Los Angeles Mission College Clive Gordon, Director Career Center | 13356 Eldridge Ave Sylmar, CA 91342 | 818-364-7600 x 7653 (career ctr) www.lamission.edu |
| LAPC Los Angeles Pierce College Paul Whale, Dean of the Job Center | 6201 Winnetka Ave Woodland Hills, CA 91371 | 818-710-2957 job center www.piercecollege.com/offices/jobcenter |
| LAVC Los Angeles Valley College Synthia Saltoun, Director Career Center | 5800 Fulton Ave Valley Glen, CA 91401 | 818-947-2646 career ctr www.lavc.edu Contact Pat Guerrero at guer rept@lavc.edu |
| UCLA University of California, Los Angeles | CAREER CENTER 405 HILGARD AVE. LOS ANGELES, CA 90095 | http://ucla-csm.symlicity.com/employers |
| USC University of Southern California | 3535 S. Figueroa Street, Suite #100 Los Angeles, CA 90089-1260 | 213-740-7252 career ctr Careers.usc/employers (job postings site) |
| Woodbury Woodbury University | 7500 Glenoaks Blvd Burbank, CA 91510-7846 | 818-252-5210 career ctr www.ecampusrecruiter3.com/woodbury |
| CCNMA • USC Annenberg School of Journalism | One California Plaza 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-3175 727 W. 27th St., Room 201 Los Angeles, CA 90007-3212 | Ph: (213) 437-4408 Fax: (213) 437-4423 http://www.ccnma.org/ Latino Journalists of California ccnmainfo@ccnma.org (Subject: Job Openings) |
| Santa Monica College | 1900 Pico Blvd. Santa Monica CA 90405-1644 | http://www.smc.edu/careercenter/ |
| Goodwill – Metro North Work Source | 342 San Fernando Road Los Angeles, CA 90031 | |
| Los Angeles County Office of Education | Chatsworth Job Club 21415 Plummer St., Suite B Chatswoth, CA 91313 | Celina G. Sanchez Sanchez_Celina@laoe.edu P:818-718-4284 |

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|---|--|---|
| | | F: 818-718-7701 |
| MINORITIES IN BROADCASTING TRAINING PROGRAM | PO Box 39696 Los Angeles, CA 90039 | Contact: Patrice Williams Phone: 818-240-3362 Email: mibtp@pacbell.net |
| ASIAN AMERICAN JOURNALISTS ASSOC | 5 Third Street #1108 San Francisco, CA 94103 | http://www.aaja.org/career-listings/ |
| AM.FM JOBS | | http://www.amfmjobs.com/postjobs/ |
| ALL ACCESS | | http://www.allaccess.com |
| Pepperdine | ATTN: NANCY SHATZER 24255 PACIFIC COAST HIGHWAY MALIBU, CA 90263 | |

Attachment “B”: KSPN Local Community Outreach List for Sales Associate Job

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| SANTA MONICA COLLEGE 1900 PICO BLVD. SANTA MONICA, CA 90405-1644 | LATINO PUBLIC BROADCASTING PROJECT 6777 HOLLYWOOD BLVD., SUITE #512 LOS ANGELES, CA 90028 | LOS ANGELES VALLEY COLLEGE CAREER CENTER 5800 FULTON AVENUE VALLEY GLEN, CA 91401 |
| NATIONAL ASSOCIATION FOR MINORITY MEDIA EXECUTIVES 7950 JONES BRANCH DRIVE MCLEAN, VA 22107 | MINORITIES IN BROADCASTING TRAINING PROGRAM PO BOX 67132 CENTURY CITY, CA 90067 | ASIAN AMERICAN JOURNALISTS ASSOC 231 E. THIRD ST. LOS ANGELES, CA 90013-1494 |
| HISPANIC ALLIANCE FOR CAREER ENHANCEMENT 100 S. WACKER DR. #700 CHICAGO, IL 60606-4029 | ANNENBERG SCHOOL FOR Communication & Journalism/USC 3502 WATT WAY LOS ANGELES, CA 90089-0281 | THE NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS 1000 NATIONAL PRESS BUILDING 529 14 TH STREET, NW WASHINGTON, DC 20045-2001 |
| LOS ANGELES MISSION COLLEGE CAREER CENTER 13356 ELDRIDGE AVE. SYLMAR, CA 91342 | LOS ANGELES PIERCE COLLEGE JOB CENTER 6201 WINNETKA AVE. WOODLAND HILLS, CA 91371 | THE HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES HACU WESTERN REGIONAL OFFICE 915 L STREET, STE. 1425 SACRAMENTO, CA 95814 |
| AMERICAN WOMEN IN RADIO AND TELEVISION 1845 EMPIRE AVENUE BURBANK, CA 91504 | UNIVERSITY OF CALIFORNIA LOS ANGELES – CAREER CENTER 405 HILGARD AVE. LOS ANGELES, CA 90095 | AAJA-Los Angeles 231 E. Third Street Los Angeles, CA 90013 |
| WOMEN IN FILM 6100 WILSHIRE BLVD. #710 LOS ANGELES, CA 90048 | UNIVERSITY OF SOUTHERN CALIFORNIA CAREER PLANNING & PLACEMENT STUDENT UNION 110 LOS ANGELES, CA 90089-4897 | |
| NATIONAL ASSOCIATION OF BROADCASTERS EDUCATION FNDTN 1771 N STREET, NW WASHINGTON, DC 20036 | WOODBURY UNIVERSITY 7500 GLENOAKS BLVD. BURBANK, CA 91510-7846 | |
| LOS ANGELES CITY COLLEGE CAREER CENTER 855 N. VERMONT AVE. LOS ANGELES, CA 90029 | PEPPERDINE UNIVERSITY ATTN: NANCY SHATZER 24255 PACIFIC COAST HIGHWAY MALIBU, CA 90263 | |