

**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
8/1/14**

I. GENERAL POLICY

This report covers the period from August 1, 2013 through July 31, 2014.

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 Southern California Broadcasters Association Website SCBA.com and 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 36 per year) and a classified advertisement in the Toluca Times on February 26, 2014 and the TolucaTimes.com on February 26, 2014.

The following are the six job openings (five of them filled, one still vacant) for the Stations during the period of 8/1/13 to 7/31/14:

KSPN

Account Executive

Date position was open: 6/10/14

Date position was filled: open

To fill this vacancy, KSPN utilized all of the standard recruitment and outreach measures described above. In addition, KSPN posted this position on allaccess.com, ladowntownnews.com and placed an ad in the Downtown News classified the weeks of 6/16/14 and 6/23/14. The position was also announced at the Orange County 14th Annual Diversity Employment Day on 7/30/14.

KDIS

Promotion Manager

Date position was open: 08/16/13

Date position was filled: 9/11/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucaTimes.com, ESPN710.com, and placed an ad in the Toluca Times on 8/28/13 and in the TolucaTimes.com classifieds the week of 8/28/13. Three candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disney employee referral – 1; Industry Referral – 1; SCBA - 1. The candidate hired was an Internal Candidate.

Promotion Coordinator

Date position was open: 07/30/13

Date position was filled: 8/29/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucaTimes.com, ESPN710.com, and placed an ad in the Toluca Times on 8/15/13 and in the TolucaTimes.com classifieds the week of 8/15/13. Four candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Disney employee referral – 2; CBA.com - 1. The candidate hired was an Internal Candidate.

Chief Engineer

Date position was open: 05/17/13

Date position was filled: 09/05/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, and placed an ad in the Toluca Times on 5/29/13 and in the TolucaTimes.com classifieds the week of 5/29/13. Six candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 1; Disney employee referral – 1; industry referral – 1; linkedin.com – 1; Broadcast Engineers Website.com – 1; CBA.com - 1. The candidate hired learned of the job from CBA.com.

Account Executive

Date position was open: 04/11/13

Date position was filled: 08/01/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, amfmjobs.com, indeed.com and placed an ad in the Toluca Times on 8/15/13 and in the TolucaTimes.com classifieds the week of 8/15/13. The position was also announced at the USC Career Fair on 4/3/13. Fourteen candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6; Indeed.com – 2; Disney employee referral – 1; industry referral – 4; SCBA.com - 1. The candidate hired learned of the job from DisneyCareers.com.

Account Executive

Date position was open: 04/05/13

Date position was filled: 07/31/13

To fill this vacancy, KDIS utilized all of the standard recruitment and outreach measures described above. In addition, KDIS posted this position on Disneycareers.com, jobspider.com, yourCBA.com, SCBA.com, tolucantimes.com, ESPN710.com, amfmjobs.com, indeed.com, and placed an ad in the Toluca Times on 8/15/13, in the TolucaTimes.com classifieds the week of 8/15/13. The position was also announced at the USC Career Fair on 4/3/13. Twelve candidates were interviewed. Referral sources of the candidates interviewed were as follows: Disneycareers.com – 6; Indeed.com – 2; Disney employee referral – 1; industry referral – 3. The candidate hired learned of the job from DisneyCareers.com.

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, 2013 through July 31, 2014, 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 Chief Engineer, Mike Tosch, took the class “Advanced IP Networking for Broadcast Engineers” put on SBE (Society of Broadcast Engineers) on June 27, 2014. This intensive instructor led day long course focused on deeper understanding and application of the fundamentals in real-world IP networking environment. Emphasis was placed upon designing an IPv4 Addressing plan, IP Subnetting, Ethernet Switching with VLAN implementation, IP Routing, Network Security, and transport of audio and video content in an IP network infrastructure. On June 28, 2014 he took the associated test for Certification. The class and test was held at the Burbank Holiday Inn. Test results pending.
- KSPN Staff Engineer, Tim Ahern, took the class “Level 2 desktop technicians” from January 13 to January 15, 2014 during work hours at the company’s expense. This three-day instructor-led course taught IT Professionals, experienced with Microsoft Windows XP and Windows Vista in a Tier 2 support environment, how to support the operating system and solve technical troubleshooting problems in a Windows 7 and Windows Server 2008 R2 networking environment. The classes were held at the New Horizons Learning Center in Culver City.
- KSPN Sales Associate Caitlin Bauer took “SCBA Spring 2014 Radio Sales Training” from March 31 to June 2, 2014 after work hours at the station’s expense. This was a ten-week training program designed to teach radio sales. Classes were designed to be interactive, motivating, and most of all, instructive. Each week showcased a different sales topic with an experienced instructor.
- KSPN Chief Engineer, Mike Tosch, took the on-line computer class “6292 Installing and Configuring Windows 7 Client” from February 10-12, 2014 on work time at the station’s expense. Course attendees expanded their knowledge base and technical skills about Windows 7 Client. Students learned how to install, upgrade, and migrate to Windows 7 client. Students then configured Windows 7 client for network connectivity, security, maintenance, and mobile computing. The course helps students prepare for the Exam 70-680, TS: Windows 7, Configuring. The classes were held at the New Horizons Learning Center in Culver City.

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:

- July 30, 2014 from 10am-2pm, Orange County’s 14th Annual Diversity Employment Day – Business Expo Center, Anaheim, CA. Matthew Mallon, General Sales Manager of KSPN and Natalie Eig, Station Manager of KDIS, who have hiring responsibilities, attended this job fair, which draws thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The attendees had the opportunity to meet for one-on-one interaction and career advice.
- April 2, 2014 from 5-8pm, 29th Annual Annenberg Career Connection – USC Campus. Ginger Lundgren, Promotion 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.

- March 12, 2014 from 10am-2pm, 14th Annual Diversity Employment Day Career Fair – Hacienda Hotel in El Segundo, CA. Dave Shore, Operations Manager of KSPN and Natalie Eig, Station Manager of KDIS, who have hiring responsibilities, attended this job fair, which draws thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The attendees had the opportunity to meet for one-on-one interaction and career advice.

- C. **Internship Program** – During this reporting period KDIS offered college students the opportunity to acquire skills needed for broadcast employment while obtaining course credit. KDIS attended the 31st Annual Annenberg Career Connection and worked with Disney Careers and Campus Recruitment to recruit interns for this program.

Curriculum for the KDIS 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 KDIS interns by semester:

Summer, June through August, 2013

- Edgar Barillas, Communication, California State University, Northridge, CA

- D. **Participation in scholarship programs directed to students desiring a broadcast career** – Matthew Mallon, General Sales Manager, KSPN and Natalie Eig, Station Manager, KDIS, participated in the Southern California Broadcasters Association 2014 Scholarship Program. As SCBA program participants, Mr. Mallon and Ms. Eig reviewed nominations and applications and provided input to select one of the candidates provided by Cal State Fullerton for SCBA's "Stan Spero Radio Broadcasting Award." The scholarship committee selected Alesha Gilliam from Cal State University Fullerton as the 2014 recipient of the Stan Spero Radio Broadcasting Award.

- E. **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:

- July 28, 2014 Youth Development Academy at Cal State Dominguez Hills: Tracy Murray, Senior Account Executive at KSPN and Humberto Duran, Reporter at KSPN spoke with students from LAUSD about their experiences and expertise so students could learn the skills necessary to develop and execute a quality interview. Tracy and Humberto met with students for workshops/interviews. The goal of this program is to create a space to foster youth leadership in the local community, develop the skills and desire to advocate for youth-led community change, and assist high school students to successfully navigate the college and career pipeline.

- May 5, 2014 Communications Club at College of the Canyons: Tracy Murray, Senior Account Executive at KSPN and Humberto Duran, Reporter at KSPN spoke with communications students about their job experiences, their educational background and how it helped their career. They also gave advice about what they could do to be successful in their job search after they graduate.
- April 23, 2014 El Camino Junior College: Humberto Duran, Reporter at KSPN, spoke with college students about broadcasting and various careers in radio and television.
- February 26, 2014 USC Careers in Radio Management Panel: LaFern Cusack, Producer/Host, KSPN, spoke with USC Students about how they engage audiences, the landscape of radio, job opportunities and real world career experiences.
- January 29, 2014 St. Lawrence of Brindisi: Humberto Duran, Reporter at KSPN spoke with middle school students about broadcasting and various careers in radio and television.
- December 19, 2013, Segerstrom High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
- December 2, 2013, Firebaugh High School: Humberto Duran, Reporter at KSPN, spoke to high school students about broadcasting and various careers in radio and television.
- December 3, 2013 USC Sports Business Association Panel Event: Dave Singer, Executive Producer, KSPN, Ben Lyons, Talent, KSPN and Allen Sliwa, Account Executive, KSPN spoke with students about careers in broadcasting, gave advice and answered questions about the broadcasting business.
- November 11, 2013 USC Caruso Catholic Center: Marcellus Wiley, Talent, KSPN, spoke with students about sports and religion.
- September 16, 2013 Lynwood High School: Humberto Duran, Reporter at KSPN, spoke to High School students about how to break into the competitive journalism industry. He encouraged students to work harder than anyone else, get as many internships as possible and aggressively pursue their aspirations no matter how far away they may seem.

- F. **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.
- G. **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.
- H. **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 Southern California Broadcasters Association (SCBA.com) and the California Broadcasters Association (yourCBA.com) websites. See Attachments A and B.

Attachment “A”: KDIS Local Community Outreach List:

LOCAL COMMUNITY OUTREACH LIST

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.parnossahworksla.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

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

		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

MINORITIES IN
BROADCASTING TRAINING PROGRAM
PO Box 39696
Los Angeles, CA 90039

LOS ANGELES COUNTY
OFFICE OF EDUCATION
21415 PLUMMER ST. #B
CHATSWORTH, CA 91313

UNIVERSITY OF SOUTHERN CALIFORNIA
CAREER PLANNING & PLACEMENT
STUDENT UNION 110
LOS ANGELES, CA 90089-4897

JVSLA
5757 Wilshire Blvd.
Promenade Three
Los Angeles, CA 90036

LOS ANGELES VALLEY COLLEGE
CAREER CENTER
5800 FULTON AVENUE
VALLEY GLEN, CA 91401

WOODBURY UNIVERSITY
7500 GLENOAKS BLVD.
BURBANK, CA 91510-7846

Alliance for Women in Media, SoCal
PO Box 11043
Burbank, CA 90510

ASIAN AMERICAN JOURNALISTS ASSOC
5 Third Street #1108
San Francisco, CA 94103

LOS ANGELES CITY COLLEGE
CAREER CENTER
855 N. VERMONT AVE.
LOS ANGELES, CA 90029

THE NATIONAL ASSOCIATION
OF HISPANIC JOURNALISTS
1000 NATIONAL PRESS BUILDING
529 14TH STREET, NW
WASHINGTON, DC 20045-2001

LOS ANGELES MISSION COLLEGE
CAREER CENTER
13356 ELDRIDGE AVE.
SYLMAR, CA 91342

THE HISPANIC ASSOCIATION
OF COLLEGES AND UNIVERSITIES
HACU WESTERN REGIONAL OFFICE
915 L STREET, STE. 1425
SACRAMENTO, CA 95814

Suzanne Alcantara
USC Annenberg School for
Communication & Journalism
3502 Watt Way, ASC 140
Los Angeles, CA 90089

AAJA-Los Angeles
231 E. Third Street
Los Angeles, CA 90013

LOS ANGELES PIERCE COLLEGE
JOB CENTER
6201 WINNETKA AVE.
WOODLAND HILLS, CA 91371

PEPPERDINE UNIVERSITY
ATTN: NANCY SHATZER
24255 PACIFIC COAST HIGHWAY
MALIBU, CA 90263

UNIVERSITY OF CALIFORNIA
LOS ANGELES – CAREER CENTER
405 HILGARD AVE.
LOS ANGELES, CA 90095

SANTA MONICA COLLEGE
1900 PICO BLVD.
SANTA MONICA, CA 90405-1644