

**ABC RADIO STATION GROUP – NEW YORK CITY
ANNUAL EEO REPORT
FEBRUARY 1, 2007**

I. INTRODUCTION AND GENERAL POLICY

The ABC Radio Station Group of New York City (Station Group) consists of 77 WABC-AM, 95.5 WPLJ-FM, 1050 WEPN-AM (1050 ESPN) and 1560 WQEW-AM (Radio Disney AM1560). Three of the stations are owned and operated by The Walt Disney Company / ABC, Inc.: WABC, WPLJ and WEPN. WQEW is currently operated under an LMA with WQXR / The New York Times Electronic Media Company. The stations broadcast from Midtown Manhattan.

The Station Group is an equal opportunity employer and follows a consistent practice of outreach to the community and work force regarding broadcast career and job opportunities. Our 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.

As the Station Group shares at least one common employee, it is a single employment unit for purposes of this report. The report includes information from February 1, 2006 through January 31, 2007.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, the Station Group creates a file for each full-time vacancy. The stations' EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the stations' long-term recruitment initiatives.

III. VACANCY SPECIFIC RECRUITMENT MEASURES

The Station Group is committed to meeting its' EEO obligations.

The Group has a Diversity Recruitment Coordinator, who has primary responsibility for implementing, monitoring and improving compliance with company EEO policies and those of the Commission. The Diversity Recruitment Coordinator acts as a liaison to the community at large and ensures that the Group's job openings are disseminated widely.

The Station Group's extensive recruitment list is set forth in Section VII. The list is updated when someone on the list notifies the Diversity Recruitment Coordinator of a change in address or if a job notice is returned as undeliverable. Each organization (except websites) is contacted by phone at least once and sometimes twice per year to confirm contact information and continued interest. Research is conducted on a regular basis in an attempt to discover new organizations and educational institutions with which to work.

Additionally, position announcements are forwarded to ABC, Inc.'s Human Resources Department. In the middle part of 2006, the weekly printing of the ABC Corporate Job Listing ceased. All open positions through that date were published in it, as well as being posted online at Disney Careers and ABC Jobs. The printed posting was available at all ABC properties and sent by mail to schools and organizations. After that date, TWDC / ABC, Inc. went to online recruitment methods only (see Section VIII).

These resources were utilized to notify potential applicants of full-time vacancies that occurred during the current reporting period.

IV. FULL-TIME POSITIONS FILLED (FEBRUARY 1, 2006 TO JANUARY 31, 2007)

During the period covered by this report, a total of 24 vacancies occurred at the ABC Radio Station Group – New York. All have been filled.

| DATE OF OPENING | JOB TITLE | STATION & DEPT. | INTERVIEW DATE | CANDIDATE INTERVIEWED | HIRED (H) OR NOT HIRED (NH) | DATE HIRED | REFERRAL SOURCE |
|-----------------|-------------------|-----------------|----------------|-----------------------|-----------------------------|------------|-------------------|
| 2/9/06 | Account Executive | WABC Sales | 2/21/06 | Jonathon McCallum | H | 3/13/06 | Employee Referral |
| | Account Executive | WABC Sales | 2/15/06 | John Pragalz | H | 3/13/06 | Employee Referral |

| | | | | | | | |
|------------|--------------------------|------------------|-------------|-------------------|----|----------|--|
| | | | 2/13/06 | * | NH | | Industry Colleague Referral |
| | | | 2/14/06 | * | NH | | Industry Colleague Referral |
| | | | 2/17/06 | * | NH | | Internet Source |
| | | | 2/17/06 | * | NH | | Industry Colleague Referral |
| | | | 2/21/06 | * | NH | | Industry Colleague Referral |
| | | | 2/27/06 | * | NH | | Former NYC Radio Group Employee |
| | | | 2/28/06 | * | NH | | Industry Colleague Referral |
| | | | 3/1/06 | * | NH | | Industry Colleague Referral |
| 3/21/06 | National Sales Manager | WPLJ Sales | 3/31/06 | Tina Ciancio | H | 5/4/06 | NY Radio Group Employee |
| | | | 4/3/06 | * | NH | | NY Radio Group Employee |
| | | | 4/6/06 | * | NH | | NY Radio Group Employee |
| | | | 4/10/06 | * | NH | | NY Radio Group Employee |
| | | | 4/11/06 | * | NH | | NY Radio Group Employee |
| | | | 3/24/06 | * | NH | | Industry Colleague |
| 3/28/06 | Sales Assistant | WEPN Sales | 4/20/06 | Janine Sciarretta | H | 5/8/06 | Former 1050 ESPN Intern |
| | | | 4/20/06 | * | NH | | Disney Careers |
| | | | 4/20/06 | * | NH | | Industry Colleague Referral |
| | | | 4/20/06 | * | NH | | Industry Colleague Referral |
| 3/28/06 | Account Executive | WABC Sales | 3/31/06 | Ellen Hesse | H | 5/12/06 | Internet Source |
| | | | 3/29/06 | * | NH | | Former NYC Radio Group Employee |
| | | | 4/5/06 | * | NH | | Industry Colleague Referral |
| | | | 4/14/06 | * | NH | | Industry Colleague Referral |
| | | | 4/22/06 | * | NH | | Internet Source |
| | | | 4/27/06 | * | NH | | Industry Colleague Referral |
| | | | 5/2/06 | * | NH | | Industry Colleague Referral |
| 3/28/06 | Account Executive | WABC Sales | 6/27/06 | Joseph Velardo | H | 7/24/06 | Industry Colleague Referral |
| | | | 5/4/06 | * | NH | | Industry Colleague Referral |
| | | | 5/25/06 | * | NH | | Industry Colleague Referral |
| | | | 6/8/06 | * | NH | | Industry Colleague Referral |
| 7/12/06 | General Sales Manager | WABC Sales | 7/16/06 | Lisa Ann Bonk | H | 8/24/06 | Industry Colleague Referral |
| 7/12/06 | Account Executive | WABC Sales | 7/24/06 | Mary-Jo Vetrano | H | 9/5/06 | Industry Colleague Referral |
| 7/12/06 | Account Executive | WEPN Sales | 8/20/06 | Katelin Tinley | H | 9/5/06 | Industry Colleague Referral |
| | | | 8/10/06 | * | NH | | Internet Source |
| | | | 8/10/06 | * | NH | | Industry Colleague Referral |
| | | | 8/22/06 | * | NH | | Disney Careers |
| | | | 8/25/06 | * | NH | | Industry Colleague Referral |
| | | | 8/26/06 | * | NH | | Internet Source |
| | | | 8/27/06 | * | NH | | Industry Colleague Referral |
| 7/12/06 | Account Executive | WQEW Sales | 7/24/06 | Jack Clark | H | 9/18/06 | Media Bistro |
| | Account Executive | WQEW Sales | 7/28/06 | Tina Tolliver | H | 9/25/06 | Media Bistro |
| | | | 7/13/06 | * | NH | | Media Bistro |
| | | | 7/13/06 | * | NH | | Media Bistro |
| | | | 7/13/06 | * | NH | | Media Bistro |
| | | | 7/18/06 | * | NH | | Media Bistro |
| | | | 7/24/06 | * | NH | | Media Bistro |
| | | | 7/24/06 | * | NH | | Media Bistro |
| | | | 7/24/06 | * | NH | | Industry Colleague Referral |
| | | | 7/27/06 | * | NH | | Industry Colleague Referral |
| | | | 8/8/06 | * | NH | | Media Bistro |
| | | | 8/16/06 | * | NH | | Industry Colleague Referral |
| | | | 8/25/06 | * | NH | | Industry Colleague Referral |
| | | | 9/20/06 | * | NH | | Industry Colleague Referral |
| 8/18/06 | National Sales Manager | WEPN Sales | 8/25/06 | William Nickau | H | 9/25/06 | Industry Colleague Referral |
| | | | 8/20/06 | * | NH | | Industry Colleague Referral |
| | | | 8/22/06 | * | NH | | Disney Careers |
| | | | 8/25/06 | * | NH | | Industry Colleague Referral |
| | | | 8/26/06 | * | NH | | Internet Source |
| | | | 8/27/06 | * | NH | | Industry Colleague Referral |
| | | | 9/5/06 | * | NH | | Industry Colleague Referral |
| | | | 9/10/06 | * | NH | | Disney Careers |
| 7/26/06 | Local Sales Manager | WPLJ Sales | 08/06 | Richard Gigliotti | H | 10/2/06 | Industry Colleague Referral |
| | | | 08/06 | * | NH | | Industry Colleague Referral |
| | | | 08/06 | * | NH | | Industry Colleague Referral |
| 8/18/06 | Sales Assistant / Jr. AE | WPLJ Sales | 9/18/06 | Brittany Brady | H | 10/18/06 | Employee Referral |
| | | | 10/4/06 | * | NH | | NYS Broadcasters Assoc. Online Career Fair |
| | | | 10/5/06 | * | NH | | NYS Broadcasters Assoc. Online Career Fair |
| 9/17/06 | On Air Talent | WEPN Programming | 9/06 | Max Kellerman | H | 10/23/06 | Talent |
| 7/12/06 ** | Account Executive | WEPN Sales | 8/10/06 and | Stephen Wilson | H | 12/5/06 | Internet Source |

| | | | | | | | |
|-------------|------------------------|------------------|----------|----------------|----|---------|--|
| | | | 11/06 | | | | |
| | | | 11/06 | * | NH | | Disney Careers |
| 7/12/06 ** | Account Executive | WEPN Sales | 9/1/06 | Michael Novara | H | 1/2/07 | Industry Colleague Referral |
| 7/12/06 ** | Account Executive | WEPN Sales | 8/27/06 | Todd Hommel | H | 1/2/07 | Industry Colleague Referral |
| | | | 8/10/06 | * | NH | | Industry Colleague Referral |
| | | | 8/22/06 | * | NH | | Disney Careers |
| | | | 8/26/06 | * | NH | | Internet Source |
| | | | 9/10/06 | * | NH | | Disney Careers |
| 10/10/06 | Director – Engineering | WPLJ Engineering | 10/21/06 | Alex Roman | H | 1/2/07 | Society of Broadcast Engineers |
| | | | 10/11/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/16/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/16/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/21/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/23/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/24/06 | * | NH | | Society of Broadcast Engineers |
| 8/18/06 *** | Sales Assistant | WPLJ Sales | 12/14/06 | Kristin Lopez | H | 1/2/07 | Industry Colleague Referral |
| | | | 8/23/06 | * | NH | | WPLJ Website – Jobs section |
| | | | 9/7/06 | * | NH | | Industry Colleague Referral |
| | | | 11/3/06 | * | NH | | Industry Colleague Referral |
| | | | 11/6/06 | * | NH | | Employee Referral |
| | | | 11/15/06 | * | NH | | NYS Broadcasters Assoc. Online Career Fair |
| | | | 11/24/06 | * | NH | | NYS Broadcasters Assoc. Online Career Fair |
| | | | 11/30/06 | * | NH | | Industry Colleague Referral |
| | | | 11/30/06 | * | NH | | Former WPLJ Intern |
| | | | 12/15/06 | * | NH | | Industry Colleague Referral |
| 10/10/06 | Webmaster | WEPN Programming | 12/10/06 | Chris Heck | H | 1/15/07 | NY Radio Group Employee |
| | | | 12/10/06 | * | NH | | CUNY Job Fair |
| | | | 12/18/06 | * | NH | | Disney Careers |
| 11/27/06 | Account Executive | WABC Sales | 12/18/06 | Brian Dermody | H | 1/22/07 | Employee Referral |
| 1/09/07**** | Account Executive | WEPN Sales | 11/22/06 | Daniel Tonelli | H | 1/29/07 | Disney Careers |
| | | | 12/27/06 | * | NH | | Industry Colleague Referral |
| 10/10/06 | Chief Engineer | WEPN Engineering | 10/21/06 | Mark Kordash | H | 1/25/07 | NY Radio Group Employee |
| | | | 10/11/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/16/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/16/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/21/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/23/06 | * | NH | | Society of Broadcast Engineers |
| | | | 10/24/06 | * | NH | | Society of Broadcast Engineers |

* Identity of interviewed applicants not hired has been kept confidential

** Also relied on applicant pools resulting from sister stations' Account Executive Postings as the position is substantially similar at each.

*** Position posted on 8/18/06 and 12/04/06

**** One candidate for this position was from a previous applicant pool at the station

INTERNAL PROMOTIONS (FEBRUARY 1, 2006 TO JANUARY 31, 2007)

WABC:

Steve Borneman Station Manager (WPLJ) to President & General Manager (WABC)

6/11/06

WEPN:

| | | |
|---------------|--|---------|
| Vanessa Rynn | Sales Assistant (WEPN) to Account Executive (WEPN) | 4/3/06 |
| Chris Heck | Promotions Assistant (WEPN) to Promotions Manager (WEPN) | 10/2/06 |
| Peter Doherty | Play by Play Manager (WEPN) to Local Sales Manager | 10/2/06 |

WPLJ:

| | | |
|-----------------|--|---------|
| Patricia Jarmek | Local Sales Manager (WPLJ) to General Sales Manager (WPLJ) | 8/6/06 |
| Matt Sucich | Promotions Administrator (WPLJ) to Promotions Manager (WPLJ) | 10/2/06 |
| Nicholas Mayer | Jr. Account Executive (WPLJ) to Account Executive (WPLJ) | 10/2/06 |

WQEW:

| | | |
|---------------|--|---------|
| Thomas Potter | Promotions Manager (WQEW) to Operations Manager (WQEW) | 10/2/06 |
|---------------|--|---------|

V. LONG-TERM RECRUITMENT MEASURES

The Station Group has engaged in the following long-term outreach initiatives during the period February 1, 2006 to January 31, 2007:

A. INTERNSHIP PROGRAMS

COLLEGE LEVEL OPPORTUNITIES

The Station Group has a long-standing and extensive internship program open to college students. The stations strive to hire interns from diverse backgrounds and from a wide variety of educational institutions located within the community of license and around the United States. Although many interns attend schools outside our community of license, most call the Tri-State area "home." Internship opportunities are posted in the "jobs" section of each station's website. The information is also regularly disseminated to colleges and universities as well as posted on websites dedicated to college internship opportunities. Students also initiate contact with the stations on their own. Students spend one semester in the program and receive college credit.

All interns at the radio group are encouraged to speak to all station employees about the various jobs available in broadcasting and to utilize them as a career resource.

The following semester-long programs are currently offered:

WABC Promotions Internship

Supervisor: Kim Brown, Promotions Manager

Program Description: Undergraduate and graduate college students help WABC with the planning and executing on-air contests, station marketing events and sales promotions. Interns assist with prizewinner fulfillment and aid in our public relations needs. Some involvement with updating wabcradio.com. Interns help plan, attend and interact with listeners at on-site radio station events in the Tri-State area. This internship is available in all semesters.

WABC Programming Department Internship

Supervisor: Phil Boyce, Program Director

Program Description: This program was designed for undergraduate and graduate students interested in news reporting / writing / programming. This internship is available in all semesters. Interns learn and observe all aspects of programming WABC and producing a radio show. Interns assist producers, news people and show hosts in research, acquiring information and booking guests; learn the technical aspects of the job, including basic understand of digital editing, audio cuts and usage on the air; gain a basic understanding of radio operations, including programming logs, the function of sales, etc. Finally, the interns assist the promotions department on an as needed basis.

WEPN Promotions Department Internship

Supervisor: Chris Heck, Promotions Manager

Program Description: The Promotions Department produces, promotes and executes live broadcasts, movie screenings, sports events and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and learn to act as an event host. They are also assigned day-to-

day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters.

WPLJ “Scott & Todd” Morning Show Internship

Supervisor: Diana Ferrito, Producer

Program Description: The program is open to undergraduate and graduate students. Students work with the entire morning show team gaining hands-on, practical experience. The internship was designed for broadcast majors, especially those contemplating a career in programming, producing or as on-air talent. Duties include coordinating commercial spots, keeping a program log of show elements, answering listener lines, taking contest winner information, general office work, recording air checks and otherwise assisting the show producers and on-air talent. This internship is available in all semesters.

WPLJ “Rocky Allen Showgram” Afternoon Drive Show Internship

Supervisor: Anthony Caviglia, Producer

Program Description: The program is open to undergraduate and graduate students. Students work with the entire Showgram team gaining hands-on, practical experience. The internship was designed for broadcast majors, especially those contemplating a career in programming, producing or as on-air talent. Duties include coordinating commercial spots, keeping a program log of show elements, answering listener lines, taking contest winner information, general office work, recording air checks and otherwise assisting the show producers and on-air talent. This internship is available in all semesters.

WPLJ Promotions Internship

Supervisor: Nina Sauter, Promotion Coordinator

Program Description: The program is open to undergraduate and graduate students interested in exploring a career in broadcasting and / or public relations. The Promotions Department produces, promotes and executes concerts, live broadcasts, movie screenings and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters.

WPLJ Sales Department Internship

Supervisor: Erin Jung, Sales Assistant

Program Description: The program is open to undergraduate and graduate students interested in entering a career in radio sales / advertising / marketing. Students work directly with the radio sales team gaining hands-on, practical experience. Students are taken on sales calls; they learn to prepare sales pitches and POP materials, interact with clients, attend sales staff meetings and are generally exposed to all aspects of a radio sales department. Interns are encouraged to spend at least one day in the promotions, programming departments and traffic / continuity departments to learn how they function. Interns also observe an on-air personality at work for one air-shift. This internship is available in all semesters.

Additionally, supervisory capacity for the sales internship program is rotated every 12 to 18 months amongst the newer station staff. This enables employees to learn management and supervisory skills early in their broadcasting career.

WQEW Promotions and Sales Internship

Supervisor: Jennifer Zappola, Promotions Manager

Program Description: This internship is available in all semesters. It combines the traditional radio station promotions internship with some aspects of the sales department internship that has been developed at the group’s other stations. The student interns work with the Promotions Department to help plan and execute on-air contests, station marketing events / sales promotions, they assist with prizewinner contest fulfillment. They also attend and interact with listeners at on-site radio station events in the Tri-State area. Additionally, student interns work with the station manager and his sales team. They are taken on sales calls, they learn to prepare sales pitches and POP materials, interact with advertising clients, and are generally exposed to all aspects of a radio sales department.

List of Intern Participants and their Schools (February 1, 2006 to January 31, 2007):

Spring 2006 / 44 interns were drawn from 30 colleges and universities:

| | | |
|-----------|--------------------|------------------|
| 1 student | Kings College | WABC Programming |
| 1 student | Rutgers University | WABC Promotions |

| | | |
|------------|----------------------------------|-------------------|
| 1 student | Iona College | WEPN Promotions |
| 1 student | Quinnipiac University | WEPN Promotions |
| 1 student | Fordham University | WEPN Promotions |
| 2 students | SUNY / Cortland | WEPN Promotions |
| 1 student | Long Island University | WEPN Promotions |
| 1 student | Middlesex Community College | WEPN Promotions |
| 2 students | Montclair State University | WEPN Promotions |
| 1 student | Marymount Manhattan College | WEPN Promotions |
| 1 student | Mercy College | WEPN Promotions |
| 1 student | Brooklyn College | WEPN Promotions |
| 2 students | Rutgers University | WPLJ Morning Show |
| 1 student | Montclair University | WPLJ Morning Show |
| 1 student | Rutgers University | WPLJ Promotions |
| 1 student | College of Staten Island | WPLJ Promotions |
| 1 student | Pace University | WPLJ Promotions |
| 1 student | Raritan Valley Community College | WPLJ Promotions |
| 1 student | Union County College | WPLJ Promotions |
| 1 student | Institute of Audio Research | WPLJ Promotions |
| 1 student | Ramapo College | WPLJ Promotions |
| 1 student | Mount Saint Mary College | WPLJ Promotions |
| 1 student | Fairleigh Dickinson University | WPLJ Promotions |
| 1 student | Fordham University | WPLJ Promotions |
| 1 student | Berklee College of Music | WPLJ Promotions |
| 1 student | Mercy College | WPLJ Sales |
| 2 students | Iona College | WPLJ Sales |
| 1 student | Queens College | WPLJ Sales |
| 1 student | Suffolk Community College | WPLJ Sales |
| 2 students | Wagner College | WQEW Promotions |
| 1 student | College of Mount Saint Vincent | WQEW Promotions |
| 3 students | St. John's University | WQEW Promotions |

| | | |
|------------|----------------------------------|-----------------|
| 2 students | New York Institute of Technology | WQEW Promotions |
| 1 student | Kean University | WQEW Promotions |
| 1 student | Hofstra University | WQEW Promotions |
| 1 student | Monmouth University | WQEW Promotions |

Summer 2006 / 70 interns were drawn from 52 colleges and universities:

| | | |
|------------|-------------------------------|---------------------|
| 1 student | University of Utah | WABC Programming |
| 1 student | University of Kansas | WABC Programming |
| 1 student | University of Virginia | WABC Promotions |
| 1 student | Syracuse University | WABC Promotions |
| 1 student | Suffolk Community College | WABC Promotions |
| 2 students | Marist College | WEPN Promotions |
| 1 student | Villanova University | WEPN Promotions |
| 1 student | St. Peter's College | WEPN Promotions |
| 1 student | Fairfield University | WEPN Promotions |
| 1 student | Georgetown University | WEPN Promotions |
| 1 student | Carnegie Mellon University | WEPN Promotions |
| 2 students | Quinnipiac University | WEPN Promotions |
| 1 student | Boston College | WEPN Promotions |
| 1 student | University of West Virginia | WEPN Promotions |
| 1 student | SUNY / Oswego | WEPN Promotions |
| 1 student | The College of New Jersey | WEPN Promotions |
| 1 student | Iona College | WEPN Promotions |
| 1 student | Kean University | WEPN Promotions |
| 1 student | Baruch College | WEPN Promotions |
| 1 student | University of Notre Dame | WEPN Promotions |
| 1 student | University of Indiana | WEPN Promotions |
| 1 student | Miami University | WEPN Promotions |
| 1 student | Monmouth University | WPLJ Afternoon Show |
| 1 student | Westchester Community College | WPLJ Afternoon Show |
| 1 student | St. Thomas Aquinas College | WPLJ Promotions |
| 1 student | University of Arizona | WPLJ Promotions |

| | | |
|------------|---------------------------------|-----------------|
| 1 student | George Washington University | WPLJ Promotions |
| 1 student | University of Delaware | WPLJ Promotions |
| 2 students | Monmouth University | WPLJ Promotions |
| 2 students | Quinnipiac University | WPLJ Promotions |
| 1 student | East Stroudsburg University | WPLJ Promotions |
| 1 student | Loyola University (New Orleans) | WPLJ Promotions |
| 2 students | University of Maryland | WPLJ Promotions |
| 1 student | Wheaton College | WPLJ Promotions |
| 1 student | Binghamton University | WPLJ Promotions |
| 1 student | Fordham University | WPLJ Promotions |
| 1 student | George Washington University | WPLJ Promotions |
| 1 student | Carnegie Mellon | WPLJ Promotions |
| 1 student | Temple University | WPLJ Promotions |
| 1 student | Long Island University | WPLJ Promotions |
| 1 student | Cornell University | WPLJ Promotions |
| 1 student | Lynn University | WPLJ Promotions |
| 1 student | Iona College | WPLJ Promotions |
| 1 student | Fairleigh Dickinson University | WPLJ Promotions |
| 1 student | Johnson and Wales University | WPLJ Promotions |
| 1 student | Florida State University | WPLJ Promotions |
| 1 student | Rutgers University | WPLJ Promotions |
| 1 student | Franklin & Marshall College | WPLJ Sales |
| 1 student | Furman University | WPLJ Sales |
| 1 student | St. Thomas Aquinas College | WPLJ Sales |
| 1 student | Ramapo College | WPLJ Sales |
| 2 students | Fordham University | WQEW Promotions |
| 1 student | Bryant University | WQEW Promotions |
| 1 student | Northwestern University | WQEW Promotions |
| 1 student | Quinnipiac University | WQEW Promotions |
| 1 student | Iona College | WQEW Promotions |

| | | |
|-----------|--------------------------------|-----------------|
| 1 student | Monmouth University | WQEW Promotions |
| 1 student | Muhlenberg University | WQEW Promotions |
| 1 student | Miami University | WQEW Promotions |
| 1 student | Hofstra University | WQEW Promotions |
| 1 student | Emory University | WQEW Promotions |
| 1 student | Syracuse University | WQEW Promotions |
| 1 student | College of Mount Saint Vincent | WQEW Promotions |
| 1 student | Dickinson University | WQEW Promotions |

Fall 2006 / 26 interns were drawn from 17 colleges and universities:

| | | |
|------------|------------------------------------|---------------------|
| 1 student | William & Mary | WABC Programming |
| 1 student | St. Peter's College | WABC Promotions |
| 1 student | Seton Hall University | WABC Promotions |
| 1 student | Middlesex Community College | WEPN Promotions |
| 1 student | Pace University | WEPN Promotions |
| 1 student | St. Peter's College | WEPN Promotions |
| 3 students | Berkeley College | WEPN Promotions |
| 2 students | Hofstra University | WEPN Promotions |
| 1 student | Connecticut School of Broadcasting | WPLJ Afternoon Show |
| 2 students | St. John's University | WPLJ Promotions |
| 1 student | Brooklyn College | WPLJ Promotions |
| 1 student | Monroe College | WPLJ Promotions |
| 1 student | Baruch College | WPLJ Promotions |
| 1 student | Pace University | WPLJ Promotions |
| 1 student | Nassau Community College | WPLJ Promotions |
| 1 student | The College of New Jersey | WPLJ Sales |
| 1 student | Fordham University | WPLJ Sales |
| 1 student | The New School University | WQEW Promotions |
| 1 student | Wagner College | WQEW Promotions |
| 1 student | Fordham University | WQEW Promotions |
| 1 student | Hofstra University | WQEW Promotions |
| 1 student | St. John's University | WQEW Promotions |

Spring 2007 / 15 interns were drawn from 12 colleges and universities:

| | | |
|-----------|-------------------------------|---------------------|
| 1 student | St. John's University | WPLJ Afternoon Show |
| 1 student | Montclair University | WPLJ Morning Show |
| 1 student | Rutgers University | WPLJ Morning Show |
| 1 student | Westchester Community College | WPLJ Promotions |
| 1 student | Hunter College | WPLJ Promotions |
| 1 student | St. Peter's College | WPLJ Promotions |
| 1 student | Hofstra University | WPLJ Promotions |
| 1 student | Mount Saint Vincent College | WPLJ Promotions |
| 1 student | SUNY / New Paltz | WPLJ Promotions |
| 1 student | Fordham University | WPLJ Sales |
| 1 student | Kean University | WQEW Promotions |
| 1 student | St. John's University | WQEW Promotions |
| 1 student | Hunter College | WQEW Promotions |
| 1 student | Seton Hall University | WQEW Promotions |
| 1 student | Fordham University | WQEW Promotions |

B. MENTORING

Steamboat Foundation

The Steamboat Foundation is dedicated to mentoring tomorrow's leaders today. Recognizing that early professional experiences and exposure can shape future career success, the foundation's mission is to provide outstanding university students with a fully funded opportunity to work side-by-side with influential leaders in a range of high-profile professional fields. Working with leading professionals and organizations on a daily basis, Steamboat Scholars gain exposure, knowledge and inspiration that has the potential to propel their own career aspirations and achievements to even greater levels. The foundation offers truly unique work experience to exceptional students who might not otherwise have access to influential leaders in their chosen field of interest.

The Steamboat Foundation awards grants to selected Scholars for a 10-week summer program. Candidates must be third year undergraduate students, have the support and highest recommendation of his / her university. Candidates must also be eligible for financial aid as defined by the candidate's university. A senior executive at the company is designated mentor. Each sponsor organization provides substantive, actively mentored work experience that cultivates the scholar's leadership abilities.

During the Summer of 2006, the Station Group hosted Rebecca Daniels, a junior at Syracuse University's Newhouse School of Communications. Steve Borneman, President & General Manager of WABC served as mentor. Becky also had several mentoring sessions with the various department heads at the group. Additionally, Becky worked with the following departments to gain an understanding of how they function: WPLJ Morning Show (arriving at 5AM!), WPLJ Sales (including Sales Management, Account Executive, Traffic & Continuity), WABC Programming / Promotions (Sean Hannity Freedom Concert), WPLJ Programming. Becky also represented the stations at the day-long quarterly public service meeting hosted by NYMRAD (New York Market Radio Association), where she was able to meet and speak with other broadcast professionals.

Foreign Exchange Student

For the entire month of January 2007, WABC-AM hosted Natalia Casas who attends the University of Cali in Columbia. Phil Boyce, the station's Program Director served as mentor. Natalia worked in the newsroom full-time Monday to Friday with reporters and producers and assisted them with their research. During her tenure, she not only gained knowledge and an understanding of radio, but was able to improve her English language skills.

C. CAREER DAYS

The Station Group's Diversity Recruitment Coordinator, Station Management and on-air personalities are available to speak at Career Days from the Elementary School Level through College. The schools extend these invitations to the Station Group from time to time. Several employees attend annual career events at their alma mater or host students for informational sessions at the group offices. School groups occasionally seek tours of WPLJ-FM. Theresa Green, Midday Producer, administers this program.

During the period of this report, the following activities took place:

1. **April 2006 / St. Thomas Aquinas College** – Pat Grace, an Account Executive with WABC spoke at Dr. John Durney's Senior Career Seminar. Pat has been speaking at this event every year since 1995. He addresses getting ready to graduate, interviewing, the state of the media industry, and careers in advertising and broadcast advertising sales. Pat also makes time to speak with students throughout the year providing career advice and resume review.
2. **Spring 2006, Fashion Institute of Technology** – Tina Ciancio, an Account Executive with WPLJ is an alumnus of FIT. Previously, she has spoken at the annual Senior Night discussing her perspective as an alumnus working in the broadcasting industry. In the Spring of 2006, this evolved into her teaching Introduction to Advertising and Promotion for 3 hours per week for 16 weeks.

D. JOB FAIRS

Invitations to Job Fairs are regularly extended to the group's Diversity Recruitment Coordinator. The Diversity Recruitment Coordinator and / or other station personnel who have responsibility for hiring decisions attend all fairs. At the events, resumes are collected and short interviews conducted. If positions are open at the time of the fair, resumes of qualified candidates are referred to the proper hiring manager for action. Flyers describing those open positions are also distributed. Otherwise, resumes are kept on file and reviewed if an opening does occur within 3 months of the event. Attendees are also informed of the various careers in broadcasting and are provided with information on how to discover future openings with the group. Handouts are brought to each event listing the internet address for the Station Group's online job information and the email and regular mail addresses to submit resumes. If individuals express interest in a job not available at the station group (hospitality, human resources, auditing, TV, publishing) they are referred to the ABC Jobs and Disney Careers internet sites.

During the period February 1, 2006 to January 31, 2007 the ABC Radio Station Group – New York attended the following job fairs:

1. **March 22, 2006 / St. Peters College Job Fair** – this event took place in the Student Center in Jersey City, New Jersey. Staffed by the Diversity Recruitment Coordinator, graduating seniors discussed career options and provided resumes for full-time positions. Numerous freshmen, sophomores and juniors stopped by to discuss the various internship programs and career paths open to them in the broadcast industry. A number of these students provided resumes for consideration for summer or fall internships.
2. **March 23, 2006 / St. Thomas Aquinas College Job Fair** – the job fair took place in the Student Center in Sparkill, New York from 10AM to 2PM and was staffed by the Diversity Recruitment Coordinator. Many freshmen and sophomores were interested in discussing the various internships they will be eligible for in their junior and senior years. Graduating seniors chose to discuss the types of entry-level positions they can anticipate in the broadcast industry. Informational interviews were conducted. Resumes for internships and open positions were also accepted.
3. **March 29, 2006 / Nyack College Job Fair** – this half-day event was attended by the Diversity Recruitment Coordinator. Nyack College is a small, private college in Westchester County, not far from New York City. The event's purpose is to educate students about full-time and part-time jobs, internships, community service

projects and the various career paths all could lead to. Students dropped off resumes for summer or fall internships. Graduating seniors also provided resumes for full-time openings.

4. **April 7, 2006 / IRTS Career Fair** – NYMRAD (New York Market Radio Association) hosts a booth at the annual event in Midtown Manhattan. The Executive Director of NYMRAD and personnel from member stations staff it. The ABC Radio Group is represented by the Diversity Recruitment Coordinator. At the event, the approximately 100 participating students stop by for career advice, how to approach their job search and to drop off resumes for full-time positions and internships. After the event, NYMRAD forwards copies of all resumes received to all member stations to review for internships and entry level positions.
5. **May 5, 2006 / CUNY Summer Job Fair** – held at the New York City campus of John J. College, students from all 17 colleges of the City University of New York system attended the 5 hour career event. About one hundred individuals stopped by the radio group's table to submit resumes for full-time positions. A large group of current students submitted resumes for Spring or Summer internships. Numerous persons had questions about the various career paths available in the broadcast industry or how to transition to the industry.
6. **September 25 to October 1, 2006 / New York State Broadcaster's Association Virtual Career Fair** – In September 2006, New York State became the first state to take its annual Broadcasting Career Fair to the internet. Member stations across the state, including the ABC Radio Group – NYC, participated by creating a virtual "booth". It included a full description of the stations along with 19 full time job and internship postings. In support, WABC aired 82 spots, WPLJ aired 82 spots, WEPN aired 82 spots and WQEW aired 82 spots between September 18th and October 1st in all dayparts. These thirty-second announcements informed area listeners about the career fair and how they could "attend" online. It was also publicized on the WABC, WPLJ and WEPN websites. During the week the career fair was live online at nysbroadcasterscareerfair.com, visitors had the opportunity to submit resumes to apply for posted jobs. There were 1,749 total registered job seekers statewide of which, 675 posted resumes.
7. **October 27, 2006 / City University of New York Central Office Job Fair** – there were approximately 1,000 students and alumni from 17 CUNY schools. The half-day job fair was held at John Jay College and attended by the Diversity Recruitment Coordinator. Resumes were accepted for internships and all open positions. Numerous freshmen and sophomores sought information about broadcast careers and how best to achieve their career goals. Several alumni also visited the groups' table seeking advice on how to transition to a broadcast-related field from their present career path.
8. **November 7, 2006 / Bloomfield College Internship Fair** – a three hour event at a small, New Jersey college. It was attended by the group's Diversity Recruitment Coordinator. Approximately 25 students stopped by with questions regarding summer internships and broadcasting careers. Several provided resumes.
9. **November 15, 2006 / Mercy College Career Fair** – Attended by the Diversity Recruitment Coordinator, the all-day event took place at the school's Dobbs Ferry, New York campus but was also open to students from the Bronx, New York campus. Numerous students used the opportunity to conduct informational interviews about broadcast careers. Other students asked if they could conduct a practice interview. Alumni and members of the community also submitted resumes. Resumes were accepted for full-time positions as well internships. Members of the Media Faculty also stopped by to learn more about the groups' internship programs.

E. OTHER OUTREACH

Radio Advertising:

Whether or not a specific position is available, the ABC Radio Station Group – New York airs :30 spots on its stations. The spot instructs the work force in our community of license as follows:

(Station call letters) is always looking for bright, qualified individuals to fill open job positions. If you are interested in being part of the (station call letters) team, visit the "jobs" section of (station website). College internships available too! Once again, employment information is available in the "jobs" section of (station website). Or, call the jobs hotline at (212) 613-8941. (Station call letters) is an equal opportunity employer.

WPLJ broadcast 83 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WABC broadcast 84 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WEPN broadcast 85 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WQEW broadcast 95 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

Secondly, each station airs a :30 spot seeking organizations that provide job services:

(Station call letters) is an equal opportunity employer. Any organization or educational institution that maintains a job bank, provides employment information or job referrals may ask to receive our job listings. For further information visit the "jobs" section of (station website address). Or, call the jobs hotline at 212-613-8941. That's 212-613-8941.

WPLJ broadcast 85 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WABC broadcast 85 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WEPN broadcast 84 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

WQEW broadcast 95 spots between February 1, 2006 and January 31, 2007 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2007.

Station Website Outreach:

In an attempt to continually discover new community organizations / educational institutions to help publicize our job openings, the Station Group utilizes the stations' websites. On top of the "JOBS" page of the WPLJ, WABC and WEPN websites, the following message appears in an attempt to reach as many job banks or career services offices as possible:

We would like to widely publicize our job openings. Do you work with or are you a member of an organization that provides employment information or job referrals? Do you work with a Career Services Office at a college or university? Any organization that regularly distributes employment information to job seekers or refers candidates to employers is eligible to receive information about our job vacancies. To receive our listings by fax, email or US Mail, please contact us! Provide us with your name, your organization's name, address, telephone number, fax number and email address and we'll contact you to confirm the information. You will then receive periodic announcements of jobs at all of our New York City stations. You can EMAIL US or call our jobs hotline at (212) 613-8941 with the information.

Jobs Hotline

The Station Group maintains a dedicated jobs hotline at (212) 613-8941. Not only is this number advertised on-air, it is listed on the station websites in the "Jobs" section as well as made available at all Job Fairs and Career Events. It is fully automated. The group's Diversity Recruitment Coordinator checks it for messages daily and calls are returned promptly.

Community Leaders Day Meeting

NYMRAD is a local marketing association supported by over 50 member radio stations in the Tri-State Area. NYMRAD's mission is to raise the profile of radio in the New York Market by providing information and research to companies that may be considering advertising on radio, to advertising agencies that may be recommending radio to new or existing clients, and to member radio stations in their pursuit of new business. Once per quarter, NYMRAD

brings together representatives from member stations and Tri-State Area community groups at the Community Leaders Day Meeting. Although the main purpose is to get each organization's Public Service Announcements into the hands of stations, the group's representative always inquires if the presenting organization maintains a job bank or provides employment services to members of the community. If so, follow-up is done to add the organization to the Station Group's recruitment list.

F. MANAGEMENT AND EMPLOYEE TRAINING

The General Managers and department heads 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 ABC, Inc.'s Legal Department and Human Resources Department, which explains the company's commitment to diversity and to avoiding all forms of discrimination and sexual harassment.

ABC, Inc.'s Law and Regulation Department has given presentations, sent out memos and conducted conference calls and meetings with general managers and other New York Station Group employees explaining the Commission's 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. For example, in October 2006 Ian Rosenberg of the ABC Legal Department conducted training of the Radio Disney Cluster Managers and all staff who are responsible for coordinating EEO process.

The ABC Radio Station Group conducts weekly meetings in person or by phone among station managers. Among the topics periodically discussed is EEO review and implementation.

The Walt Disney Company maintains a strong equal opportunity policy, which is periodically mailed to all employees at their home addresses. All employees of The Walt Disney Company are also expected to be familiar with the company's Standards of Business Conduct, which contains a commitment to diversity and to a work environment that is free of discrimination and sexual harassment. All employees of The Walt Disney Company are required to complete on-line training periodically to ensure compliance with the Standards of Business Conduct. The most recent training six-week training period commenced on January 17, 2007.

ABC, Inc.'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 mentioned above and a video presentation that covers, among other topics, the importance of avoiding discrimination and sexual harassment in the workplace.

VI. SELF-ASSESSMENT

Management and the Diversity Recruitment Coordinator continually evaluate the Station Group's EEO program. The group strives to improve and refine methods by monitoring responses received to ensure that its applicant pool includes qualified applicants from diverse sources.

The responsibility for maintaining this policy and practice rests primarily with the management of the ABC Radio Station Group and the management of the New York Station Group, including the Station Manager, the Diversity Recruitment Coordinator and the department heads responsible for hiring and promotion, although all employees of the New York Station Group are expected to be aware of its EEO policy and assist in effectively maintaining it.

VII. RECRUITMENT LIST OF THE NEW YORK STATION GROUP

COMMUNITY ORGANIZATIONS / JOB REFERRAL SERVICES:

4 Entertainment Jobs Website
www.4entertainmentjobs.com

America's Job Bank
www.ajb.dni.us
(Utilized by the Labor Department of all States)

ARBOR Career Center
Attn: Job Coordinators
212 West 35th Street - 9th Floor

New York, NY, 10001
Phone: 212-967-2619
Fax: 212-967-2735

Asian American Journalists Association
Attn: Albert Lee
1182 Market Street - Suite 320
San Francisco, CA, 94102
Phone: 415-346-2051
Fax: 415-346-6343
E-mail: post@aaaja.org
(Reporters and newswriters only)

Broadcast Education Association
1771 North Street NW
Washington, DC 20036
Phone: 888-380-7222
Fax: 301-869-8608
Email: beainfo@beaweb.org

Brooklyn Bureau of Community Services
Charlotte James
25 Chapel Street – 9th Floor
Brooklyn, NY 11201
Phone : 718-233-6831
Fax : 718-233-6913

California Chicano News Media Association
Julio Morari, Executive Director
3800 South Figueroa Street
Los Angeles, CA, 90037-1206
Phone: 213-743-4960
Fax: 213-743-4989
E-mail: ccmainfo@ccnma.org
(News reporters or news writers only)

Career & Educational Consultants Inc.
Anthony Johnson, Job Developer
252 West 29th Street – 7th Floor
New York, NY 10001
Phone: 212-564-0600
Fax: 212-643-9995

Congress of Racial Equality
Diane Addison, Director – Job Bank / Project Independence
817 Broadway, 3rd Floor
New York, NY 10003
Phone: 212-598-4000
Fax: 212-529-3568

Consortium For Worker Education
Carlos Murganti, Manager
168-46 91st Avenue, 2nd Floor
Jamaica, NY 11432
Phone: 718-552-1131
Fax: 718-297-6395
Email: cmurganti@cwe.org

Covenant House New York
Job Coordinators
Regional Training Center

346 West 17th Street
New York, NY, 10011
Phone: 212-727-4137
Fax: 212-691-5428

East Harlem Building for the Community, Inc.
Vanessa Pena, Job Developer
87 East 116th Street – 2nd Floor
New York, NY 10029
Phone: 212-369-7000
Fax: 212-423-9779

East Harlem Employment Service (STRIVE)
Virginia Barr, Senior Job Developer
1820 Lexington Avenue
New York, NY, 10029
Phone: 212-360-1100
Fax: 212-360-5634

Emma L. Bowen Foundation For Minority Interests in Media
Sandra Rice, Director
524 West 57th Street
New York, NY, 10019
Phone: 212-975-2545
Fax: 212-975-5884
E-mail: sdrice@cbs.com

Entertainmentcareers.net
Website: www.entertainmentcareers.net

International Radio & Television Foundation
Patrick McCune
Minority Placement Committee
420 Lexington Avenue - Suite 1601
New York, NY, 10170
Phone: 212-867-6650
Fax: 212-867-6653
E-mail: patrick.mccune@irts.org

Job Path
Job Developers
22 West 38th Street
New York, NY, 10018
Phone: 212-944-0560
Fax: 212-921-5342

Just One Break, Inc.
Melissa Friedman, Placement Manager
120 Wall Street - 20th Floor
New York, NY, 10005
Phone: 212-785-7300
Fax: 212-785-4513
Email: jobs@justonebreak.com

Media Bistro
Nancy Hwang, Account Manager
494 Broadway
New York, NY 10012
Phone: 212-929-2588
Email: nancy@mediabistro.com

NAACP
Keith M. Jones, President
30 Clinton Street
Newark, NJ 07102
Phone: (973) 624-6400
Fax: (973) 624-6402

NAACP
Reno Smith
PO Box 2256
Morristown, NJ 07960
Phone: 973-267-5261
Fax: 973-455-0381

NAACP / Northeast Region 2
Hazel Dukes, President
39 Broadway
Suite 2220
New York, NY 10006
Phone: 212-344-7474
Fax: 212-344-4447

National Alliance For Hispanic Health
1501 16th Street NW
Washington, DC, 20036
Phone: 202-387-5000
E-mail: alliance@hispanichealth.org

National Association Of Black College Broadcasters
Lo Jelks, Coordinator
PO Box 3191
Atlanta, GA, 30302
Phone: 404-523-6136
Fax: 404-523-5467
Email: bcrmail@blackcollegeradio.com

National Broadcasting Society
Jim Wilson, Executive Director
NBS Business Office - Box 915
St. Charles, MO, 63302
Phone: 866-272-3746
Fax: 636-916-3770
Email: nbsaerho@swbell.net

National Congress Of American Indians
1301 Connecticut Avenue NW, Suite 200
Washington, DC, 20036
Phone: 202-466-7767
Fax: 202-466-7797

New York Association for New Americans
Jessica Chambliss
82-11 37th Avenue
Jackson Heights, NY 11132
Phone: 718-651-4983
Fax: 718-651-6521

New York Bilingual Institute
Sergio Valentine, Director
413 East 120th Street
New York, NY

Phone: 212-860-9700
Fax: 212-860-6828

New York Business Link
NYC Human Resources Administration
348 West 34th Street
New York, NY, 10001
Phone: 212-643-2881
Fax: 877-585-JOBS

New York City Housing Authority
C/O Lisa Davis, Senior Program Manager
160 Menahan Street
Brooklyn, NY 11221
Phone: 718-453-1296
Email: lisa.davis@nycha.nyc.gov

New York City Housing Authority
C/O Eugene Kitt, Senior Program Manager
Staten Island Community Operations
Staten Island, NY 10301
Phone: 718-815-0140
Fax: 718-815-6514
Email: eugene.kitt@nycha.nyc.gov

New York Development Corporation
D. Keith Booker, Employment Specialist
2644 Atlantic Avenue
Brooklyn, NY 11207
Phone: 718-272-2538
Fax: 718-272-8089

New York Market Radio
Deborah Beagan, Executive Director
261 Madison Avenue, 23rd Floor
New York, NY 10016
Phone: 646-254-4493
Fax: 646-254-4498
Website: www.nymrad.org

New York State Broadcasters Association
Sandy Messineo
1805 Western Avenue
Albany, NY 12203
Phone: 518-456-8888
Fax: 518-456-8943
E-mail: sandy@nysbroadcastersassn.org

New York Department of Labor
Anna Yankelevich, Labor Service Representative
1717 Avenue Z
Brooklyn, NY 11235
Phone: 718-368-7916
Fax: 718-891-6364
Email: anna.yankelevich@labor.state.ny

New York State Department of Labor
Osmand Clark or Henry Raposas
Metrotech Community Center
115 Lawrence Street
Brooklyn, NY 11201

Phone: 718-243-6910
Fax: 718-875-5537

New York State Department of Labor
Labor Services Representatives
390 Morris Park Avenue
Bronx, NY 10460
Phone: 718-409-7576
Fax: 718-892-8472

New York State Department of Labor
Cynthia Ross
247 West 54th Street – 3rd Floor
New York, NY 10019
Phone: 212-621-0393
Fax: 212-621-0895

New York State Department of Labor
Ray Simmons – Employer Business Representative
247 West 54th Street – 5th Floor
New York, NY 10019
Phone: 212-621-0813
Fax: 212-621-0753
Email: usaus1@labor.state.ny.us

New York State Department of Labor
James Dingle
Community Service Center
168-46 91 Avenue
Jamaica, NY 11432
Phone: 718-557-6711
Fax: 718-523-7530

New York Urban League
Bob Drake, Director
Office of Human Resources
204 West 136th Street
New York, NY 10030
Phone: 212-926-8000
Fax: 212-690-4794
E-mail: bdrake@nyul.org

New York Work Alliance
30 Broad Street, 12th Floor
New York, NY 10004
Phone: 212-742-1000
Fax: 212-509-3173

Opportunities For A Better Tomorrow / North
Jose Ramos, Job Developer
Frank Korzeniewski, Job Developer
Employment Training Program
25 Thornton Street
Brooklyn, NY 11206
Phone: 718-387-1600
Fax: 718-387-5005

Partnership for the Homeless
Jerry Arko
305 7th Avenue
New York, NY 10001

Phone: 212-645-3444
Fax: 212-477-4663

Queens Independent Living Center
David Schneider
140-40 Queens Boulevard
Jamaica, NY 11435
Phone: 718-658-2526
Fax: 718-658-5295

Radio Job Bank
Radiojobbank.com

Ready Willing And Able / The Doe Fund
Job Developers
2960 Frederick Douglass Boulevard
New York, NY 10039
Phone: 212-690-6480
Fax: 212-690-9839

Rick Scott & Associates / SportsRadio.Com
4461 137th Avenue SE
Bellevue, WA 98006
Phone: 425-709-3232
Fax: 425-641-5234
Email: rscott@sportsradio.com

Salvation Army
Rebecca Moore – Social Services Department
120 West 14th Street
New York, NY 10011
Phone: 212-337-7271
Fax: 212-337-7279

Society Of Broadcast Engineers
Scott Jones
9247 North Meridian Street
Suite 305
Indianapolis, IN 46260
Phone: 317-846-9000
Fax: 317-846-9120
E-mail: kjones@sbe.org
(Engineering positions only)

Sportscastingjobs.com

Strive – New York
Miguel Acosta, Manager – Job Development
240 East 123rd Street, 3rd Floor
New York, NY 10035-2038
Phone : 212-360-1100
Fax : 212-360-5634

Train and Gain / Institute For Children and Poverty
Ricki Curry, Director of Training & Job Development
36 Cooper Square - First Floor
New York, NY 10003
Phone: 212-674-2607
Fax: 212-674-4217

TV & Radio Jobs Website

www.tvandradijobs.com

Vocational Foundation
Carmen Coste-Houston, Manager – Job Retention
One Hanson Place - 14th floor, Suite 14
Brooklyn, NY 11243
Phone: 718-230-3100
Fax: 718-230-8784

Women's City Club of New York
33 West 60th Street, 5th Floor
New York, NY 10023
Phone: 212-353-8070
Fax: 212-228-4665
Email: info@wccny.org

Women's Rights Information Center
Maria Neglia, Career Counselor
108 West Palisade Avenue
Englewood, NJ 07631
Phone: 201-566-1166
Fax: 201-568-0762

World Institute on Disability
C/O Robin L. Savinar / Manager, Proyecto Vision
510 16th Street, Suite 100
Oakland, CA 94612
Phone: 510-251-4325
Fax: 510-763-4109
Email: robin@wid.org

COLLEGES & UNIVERSITIES / TRADE SCHOOLS:

Adelphi University
Colleen / Administrative Assistant
Center For Career Development
1 South Avenue
Garden City, NY 11530
Phone: (516) 877-3130
Fax: (516) 877-3136

Albertus Magnus College
Amy Wilson, Assistant (Jobs)
Louis Fourcher, Coordinator (Practicum & Internships)
Career Services
700 Prospect Street
New Haven, CT 06511-1189
Phone: 203-773-8550
Fax: 203-773-8984
E-mail: awilson@albertus.edu
Email : lfourcher@albertus.edu

Alfred University
Kathy Woughter, Director
Stephanie Spackman, Coordinator
Career Development Center
Saxon Drive
Alfred, NY 14802
Phone : (607) 871-2164
Fax : (607) 871-2791
Email : cdc@alfred.edu

Bank Street College of Education
Susan Levine
Career Services
610 West 112th Street
New York, NY 10025
Phone : (212) 875-4657
Fax : (212) 875-4678

Barnard College
Jane Celwyn, Director
Career Development
3009 Broadway
New York, NY 10027
Phone: 212-854-2033
Fax: 212-854-2188

Baruch College
Heather Abramson, Internship Coordinator
Barbara Lambert, F/T Job Coordinator
Career Development Center
1 Baruch Way / Box Number B2-150
New York, NY 10010
Phone: 646-312-1330
Fax: 646-312-1331
Email: Barbara_lambert@baruch.cuny.edu
Email: heather_abramson@baruch.cuny.edu
Email : ellen_king@baruch.cuny.edu

Bergen Community College
Sharon Goldstein, Director
Cooperative Education & Career Development Center
400 Paramus Road - Room C100
Paramus, NJ 07652
Phone: 201-447-7171
Fax: 201-612-9865
Email: cecd@bergen.edu

Berklee College Of Music
Office Of Experimental Learning
1140 Boylston Street
Boston, MA 02215-3693
Phone: 617-747-2442
Fax: 617-747-2028

Bloomfield College
Office of Career Services
467 Franklin Street
Bloomfield, NJ 07003
Phone: 973-748-9000 x 250
Fax: 973-743-3998

Borough Of Manhattan Community College
Ron West, Director
Office Of Career Development
199 Chambers Street - Room N-210
New York, NY, 10007
Phone: 212-220-8170
Fax: 212-748-7475
Fax: 212-220-1286
E-mail: career@bmcc.cuny.edu

Borough Of Manhattan Community College
Daisy Alverio, Director – Cooperative Education
Department Of Cooperative Education
199 Chambers Street - Room N7576
New York, NY 10007
Phone: 212-220-8055
Fax: 212-220-1286

Bowie State University
Mary G. Johnson, Director – Career, Coop & International Services
J. Alexander Wiseman Center – Room 126
Bowie, MD 20715
Phone: 301-860-3825
Fax: 301-860-3824

Bradley University
Jane Linnenburger, Executive Director
Smith Career Center
First Floor – Burgess Hall
Peoria, IL 61625
Fax: 309-677-2611

Brooklyn College
Mike Sarria, Job Coordinator
Career Services Office
2900 Bedford Avenue
Brooklyn, NY 11210-2889
Phone: 718-951-5000
Fax: 718-951-4481

Brooklyn College
Shelley Shapiro, Internship Coordinator
Career Services Office
2900 Bedford Avenue
Brooklyn, NY 11210-2889
Phone: 718-951-5000
Fax: 718-951-4481

Caldwell College
Judy Casey, Director
Office of Experiential Learning
9 Ryerson Avenue
Caldwell, NJ 070056-6195
Phone: 973-618-3536
Fax: 973-618-3425

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San Francisco, CA 94115

AWRT, Inc.
Attn: Rose Heller
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New York, NY 10128

AWRT, Inc.
Attn: Rosemary Sharpe
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New York, NY, 10001

Bay Area Black Media Coalition
C/O President Rudy Marshall
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C/O Valee Bunting / Job Coordinator
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Los Angeles, CA 90043

Black Agenda
Norman Houston
200 E Slauson Avenue
Los Angeles, CA 90011

Black Journalists Association
C/O University of Southern California
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California Chicano News Media Association
C/O USC School of Journalism
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California Poly Career Center
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California State University
C/O Career Development Ctr – L
Attn: Job Listing
Fullerton, CA 92634

University of California - Irvine
C/O Career & Life Planning CE
100 Student Services
Irvine, CA 92697

Cassata Learning Center
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Circle Newspaper
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Claremont Graduate School
C/O Business Administration
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Attn: Samuel Mendoza
800 N State College Blvd.
Fullerton, CA 92831

CSU – Long Beach / Upward Bound Program
Attn: Program Director
1250 N Bellflower Blvd.
Long Beach, CA 90840

CSU – Northridge Career Placement
Attn: Irene Davis
18111 Nordhoff Street #20
Northridge, CA 91330

CSU – Northridge Chicano Business Association
Sierra South 242
18111 Nordhoff Street
Northridge, CA 91330

Department of Employment Services
C/O Division of Marketing
Attn: Roz Harper
500 C Street
Washington, DC 20001

EDD – Job Service
12715 Pioneer Blvd.
Norwalk, CA 90650

East Los Angeles Occupational Center
Attn: Caroline Daniels
2100 Marengo Street
Los Angeles, CA 90033

East Los Angeles Skill Center
Attn: N.M. Franco
3921 Selig Pl.
Los Angeles, CA 90031

Florida A&M University School of Journalism
Attn: Dean Robert M. Ruggles
Tallahassee, FL 32307

Glendale Community College
C/O JTPA Trailer – Trailer NO.
Attn: Jean Kay
1500 N Verdugo Rd
Glenadale, CA 91208

Government of DC / Department of Employment Services
C/O Office of the Director
500 C Street NW, Room100
Washington, DC 20001

Hampton Institute

C/O Director of Development - Laron Clark, Jr.
Hampton, VA, 23668

Hispanic Urban Center
Attn: Henry Gutierrez
1075 S Herbert Avenue
Los Angeles, CA 90023

Houston Black Media Association
Attn: Thelma Thomas
3825 Wichita St
Houston, TX 77004

Indian Centers South
Attn: B. Tiger
5900 S Eastern Avenue
Los Angeles, CA 90040

Inglewood Community Adult Job Placement
115 W Kelso Street
Inglewood, CA 90301

International Center For The Disabled
Attn: Leroy Jones
340 E 24th St
New York, NY 10010

Japanese Community Center
Attn: Center Director
1203 W. Puente Avenue
West Covina, CA 91790

Japanese American Citizens League
Attn: Executive Director
244 S. San Pedro Street
Los Angeles, CA 90006

Korean Federation of Los Angeles, Inc.
Attn: Executive Director
981 South Western Avenue
Los Angeles, CA 90006

Los Angeles Job Corps Center
Attn: Placement Director
1106 South Broadway
Los Angeles, CA 90015

Los Angeles Urban League
Attn: Don Griffin
3450 Mount Vernon Dr.
Los Angeles, CA 90008

Los Angeles Community College Communications Dept
Attn: Vaughn Obern
844 N Vermont Avenue
Los Angeles, CA 90029

Latins In Business
Loyola Marymount
7101 W 80th Street
Los Angeles, CA 90045

Long Beach Community College
Attn: Dr. Richard Jones
4901 E Carson Street
Long Beach, CA 90808

Long Island University
WLIU
1 University Plaza
Brooklyn, NY 11201

Government of District of Columbia
C/O Dept of Employment Services
Attn: L. Love
500 C St NW
Washington, DC 20001

Mayor's Office / Handicapped
Noreen Vincent
200 N Spring St - Suite 2100
Los Angeles, CA 90012

Media Project
C/O Media Project Director Kathy Bonk
1333 H St NW – 11th Floor
Washington, DC 20005

NAPBCI
C/O Executive Director - Frank Blythe
PO Box 83111
Lincoln, NE 68501

National Academy of TV Arts & Sciences
Attn: Christne Spencer
111 W 57th Street - Suite 1020
New York, NY 10019

National Association of Broadcasters
Attn: Minority Employment
1771 N Street NW #N
Washington, DC 20036

National Association Of Black Journalists
C/O: Mervin Aubespain
525 W Broadway
Louisville, KY 40202

National Black Media Coalition
11120 New Hampshire Ave. STE 204
Silver Spring, MD 20904

National Puerto Rican Forum
C/O: Yvonne Lopez
31 E 32nd St.
New York, N.Y. 10016

National Urban League
C/O: Alton Burton
120 Wall St.
Communications Dept. FL 7
New York, N.Y. 10005

Native American Journalists Assoc.
C/O: Theresa Lumbar
3359 36th Ave.
Membership Services
South Minneapolis, MD

New York League for the Hard of Hearing
C/O: Florence Rosen
71 W 23rd St.
Job Placement Officer
New York, N.Y. 10010

Nosotros
C/O: Executive Director
650 N Bronson Suite 102
Los Angeles, CA. 90004

Pacific / Asian C.E.
M.B. Straussridged
2525 W 8th St.
Los Angeles, CA. 90057

Pepperdine Univeristy
C/O: Ron Whittaker
Prof. of Broadcastsing
Malibu, CA. 90265

Peralta College / East Bay Skills Ctr. Exe
C/O: Bob Dabney
333 8th St.
Oakland, CA. 94606

Plaza De La Raza
3540 N. Mission Rd.
Los Angeles, CA. 90031

South Bronx OEDC
C/O: Joan Hershaw - Job Coordinator
370 E. 149th St.
Bronx, N.Y. 10455

SFV Japanese American Center
C/O: Ren Kimura
12953 Branford St.
Pacoima, CA. 91331

Southern California Broadcasters Association
C/O: Darin Bridwell
5670 Wilshire Blvd. - Suite 910
Los Angeles, CA. 90036

Society of Hispanic Professional Engineers
C/O: Juan Garcia
5400 E. Olympic Blvd. # 120
East Los Angeles, CA. 90022

State Dept. of Employment
C/O: Keith Wartman
1405 S. Broadway
Los Angeles, CA. 90015

UCLA Latino Management Association
C/O : Executive Director
405 Hilgard Ave. - GSM Room 1387
Los Angeles, CA.90095

Pasadena Foothill Urban League
C/O: Services Dept.
1200 Fair Oaks Ave.
Pasadena, CA. 91103

Urban League of Rhode Island
C/O: Derek L. Smith
246 Prairie Ave.
Providence, R.I. 02905

USC Latino Students Association
C/O Diane Passilas
817 W 34th St. 3rd Floor
Los Angeles, CA. 90007

USC Media Institute
C/O: Clint Wilson
School Of Journalism
University Park, CA

Veterans Administration Office
C/O: Veteran Employment – MDP 28
11000 Wilshire Blvd.
Los Angeles, CA. 90024

New York State Department of Labor / Veterans Program
C/O: Andy Rodriguez
247 W. 54th Street
New York, N.Y. 10019

Veterans Center
C/O: Debra Levine
741 N. Vermont Ave.
Los Angeles, CA. 90029

Watts Labor Comm. Action
C/O: Dean Morris
10956 S. Central Ave.
Los Angeles, CA. 90059

Watts Skills Center
C/O: Saundra Stanton
840 E. 111th Pl.
Los Angeles, CA. 90059

NABET
501 3rd St. NW
Washington, D.C. 20001

Ms. Gwen Wiggins
325 Clinton Ave. Suite 8B
Brooklyn, N.Y. 11205

STDU Local 399
PO Box 6017
North Hollywood, CA. 91603

Women At Work
C/O: Pat Keichler
50 N. Hill Ave. Suite 300
Pasadena, CA. 91106

Women in Film
C/O Editor, Job Bank
6464 W. Sunset Blvd. Suite 530
Hollywood, CA. 90028

Women's Center
C/O: East Los Angeles Community Center
1301 W. Brooklyn Ave.
Monterey Park, CA. 91754

Women's Center Rio Hondo CC
C/O: Barbara Booth
3600 Workman
Whittier, CA. 90601

Women's Resource Center
5151 State University Dr.
Los Angeles, CA. 90032

Women's Resource Center
C/O: Helyne Meshar
543 N. Fairfax Ave.
Los Angeles, CA. 90036

World Arts Foundation Inc.
C/O: Michael Grice
PO Box 12384
Portland, OR. 97212

Young Adult Institute
C/O: Lawrence Lanser
460 W 34th St.
New York, N.Y. 10001

Job Path
C/O: Gina Esposito
22 W 38th St.
New York, N.Y. 10018

NABET - Local 57
3210 W. Burbank Blvd. Suite D
Burbank, CA. 91505

Helen Keller Services for the Blind
C/O: Albert Arrieta
57 Willoughby St.
Brooklyn, N.Y. 11201

Affirmative Action Officer
C/O: Carlos Paheco
319 E. State St.
Trenton, N.J. 08608

National Hispanic Media Coalition
C/O: Alex Nogales

3550 Wilshire Blvd. Suite 670
Los Angeles, CA. 90010

Dept. Of Veterans Affairs
C/O: Joseph Limmina
1601 Kirkwood Hwy.
Regional Center
Wilmington, DE. 19805

LAPWI
C/O: Shanna Sterling
2001 W. Mission Blvd.
Blvd. #F239
Pomona, CA. 91766

The Epilepsy Institute
C/O: Sandra Silverman
257 Park Ave. S
New York, N.Y. 10010

Fordham University
C/O: Denise Badolato
33 W 60th St. 4th Fl.
New York, N.Y. 10023

New York Urban League
C/O: Dennis Walcott
204W 136th St.
New York., N.Y. 10030

Professional Services Group
5 Sussex Ave.
Morristown, N.J. 07960

Jewish Guild For the Blind
C/O: Arnie Kramer
15 W 65th St.
New York, N.Y. 10023

Worker Career Center
C/O: Sonya Jones
247 W. 54th St.
New York, N.Y. 10019

Jewish Community Relations Council
C/O: Phil Abramowitz
711 3rd Ave. 12th Fl.
New York, N.Y. 10017

Mexican American Opportunity Foundation
401 N Garfield Ave.
Montebello, CA. 90640

SOBRO
C/O: Julie Amir
384 E 149th St. Suite 300
Bronx, N.Y. 10455

Fountain House
C/O: Sandra Silverman
425 W 47th St.

New York, N.Y. 10036

Just One Break, Inc.
C/O: Kathy Croft
120 Wall St. 20th Fl.
New York, N.Y. 10005

The Lighthouse, Inc.
C/O: Shelly Aftabodeen
111 E 59th St.
New York, N.Y. 10022

New York Urban League
C/O: Ali Riddick
9220 Union Hall St.
Jamaica, N.Y. 11433

New York State Department of Labor
C/O: John Sweeney
State Office Bldg Campus
Albany, N.Y. 12240

New York State Department of Labor
C/O: Ray Simmons
PO Box 704 - EMP Relations
New York, N.Y. 10014

Latino Coalition for Fair Broadcasting
C/O: Luis Esquilin
888 Union St. Suite D-4
Brooklyn, N.Y. 11215

Black Broadcasters Alliance
C/O: Eddie Edwards
711 W 40th St. Suite 301
Baltimore, MD. 21211

United Cerebral Palsy Association of New York
C/O: Jennifer Blum
245 E 149th St.
Bronx, N.Y. 10451

Foundation For Minority Interests In Media
Attn: Emma
825 Seventh Avenue, 4th Floor
New York, NY 10019

Glendale Community College
C/o Jean Kay
1500 North Verdugo Road
Glendale, CA 91208

Mt. San Antonio College
C/o Linda Reyes
1100 North Grand Avenue
Walnut, CA 91789

Council of Jewish Organizations of Flatbush
1550 Coney Island Avenue
Brooklyn, NY 11230

ACAP Center
C/O Ken Rossi
APVG-CO (JAC) Stop 213
Building 690 / Room 3G
Schofield Barracks, HI 96857

TWDC / ABC, Inc. began using online recruitment methods exclusively in mid-2006. In addition to posting all openings on the corporate website, Disney Careers (<http://corporate.disney.go.com/careers/index.html>), the company also utilizes the following:

JobsCentral.com:

A national employment network with individual state-based websites

Diversity Websites:

DiversityWorking.com
Department of Veterans Affairs
America's Job Bank
Department of Defense
IM Diversity
OCCMundial
Black Collegian

Military Network:

90 websites including Air Force Association, VetFriends.com, Military Partners, IRAQTopJobs.com, ArmyWives.com, AirForceWives.com, CoastGuardWives.com, NavyWives.com, AcademyGrads.com, DAVJobs.com, FormerMilitary.com, Jobs4Military.com, MilitaryJobBoard.com and JuniorOfficers.com.

Alumni Network

563 websites of colleges and universities across the United States reaching their alumni and students.

Other General Outreach Websites:

Google
Google Desktop
LinkedIn.com
Oodle.com
Lycos Classifieds
TalentPlanet.com
Jobster
Indeed
Indeed Canada
SimplyHired.com
Ryze.com
Clusty.com
A9
Info.com
About.com
NetworkWorld.com
New York Times
Boston.com
Jumpstation.com.au
Gawker.com
Snap.com