

**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
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## **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 18<sup>th</sup> and October 1<sup>st</sup> 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](http://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](http://www.4entertainmentjobs.com)

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

ARBOR Career Center  
Attn: Job Coordinators  
212 West 35<sup>th</sup> Street - 9<sup>th</sup> 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](mailto: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](mailto: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](mailto:ccmainfo@ccnma.org)  
(News reporters or news writers only)

Career & Educational Consultants Inc.  
Anthony Johnson, Job Developer  
252 West 29<sup>th</sup> Street – 7<sup>th</sup> 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, 3<sup>rd</sup> Floor  
New York, NY 10003  
Phone: 212-598-4000  
Fax: 212-529-3568

Consortium For Worker Education  
Carlos Murganti, Manager  
168-46 91<sup>st</sup> Avenue, 2<sup>nd</sup> Floor  
Jamaica, NY 11432  
Phone: 718-552-1131  
Fax: 718-297-6395  
Email: [cmurganti@cwe.org](mailto: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 116<sup>th</sup> Street – 2<sup>nd</sup> 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 57<sup>th</sup> Street  
New York, NY, 10019  
Phone: 212-975-2545  
Fax: 212-975-5884  
E-mail: sdrice@cbs.com

Entertainmentcareers.net  
Website: [www.entertainmentcareers.net](http://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](mailto:patrick.mccune@irts.org)

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

Just One Break, Inc.  
Melissa Friedman, Placement Manager  
120 Wall Street - 20<sup>th</sup> Floor  
New York, NY, 10005  
Phone: 212-785-7300  
Fax: 212-785-4513  
Email: [jobs@justonebreak.com](mailto:jobs@justonebreak.com)

Media Bistro  
Nancy Hwang, Account Manager  
494 Broadway  
New York, NY 10012  
Phone: 212-929-2588  
Email: [nancy@mediabistro.com](mailto: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 16<sup>th</sup> Street NW  
Washington, DC, 20036  
Phone: 202-387-5000  
E-mail: [alliance@hispanichealth.org](mailto: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](mailto: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](mailto: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 37<sup>th</sup> Avenue  
Jackson Heights, NY 11132  
Phone: 718-651-4983  
Fax: 718-651-6521

New York Bilingual Institute  
Sergio Valentine, Director  
413 East 120<sup>th</sup> Street  
New York, NY

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

New York Business Link  
NYC Human Resources Administration  
348 West 34<sup>th</sup> 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](mailto: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](mailto: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, 23<sup>rd</sup> Floor  
New York, NY 10016  
Phone: 646-254-4493  
Fax: 646-254-4498  
Website: [www.nymrad.org](http://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](mailto: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](mailto: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 54<sup>th</sup> Street – 3<sup>rd</sup> 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 54<sup>th</sup> Street – 5<sup>th</sup> Floor  
New York, NY 10019  
Phone: 212-621-0813  
Fax: 212-621-0753  
Email: [usaus1@labor.state.ny.us](mailto: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 136<sup>th</sup> Street  
New York, NY 10030  
Phone: 212-926-8000  
Fax: 212-690-4794  
E-mail: [bdrake@nyul.org](mailto: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 7<sup>th</sup> 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 14<sup>th</sup> 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.tvandradiojobs.com

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

Women's City Club of New York  
33 West 60<sup>th</sup> Street, 5<sup>th</sup> 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 16<sup>th</sup> 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  
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Phone: 718-390-3181  
Fax: 718-420-4012  
E-mail: ccdel@wagner.edu

WCWP & WLIU Radio / Long Island University  
Dr. Wallace Smith, General Manager  
720 Northern Boulevard  
Brookville, NY 11548  
Phone : 631-591-7001  
Fax : 631-591-7080

WCWP Radio / Long Island University  
Joe Manfredi, Director of Operations  
720 Northern Boulevard  
Brookville, NY 11548  
Phone : 516-299-2626  
Fax : 516-299-2767

Wells College  
Career Services

Aurora, NY 13026  
Phone : 315-364-3225  
Fax : 315-364-3423

William Paterson University  
Tonya Blue, Assistant Director  
Career Development Center  
300 Pompton Road  
Wayne, NJ 07470  
Phone: 973-720-3604  
Fax: 973-720-2074  
Email: bluet@wpunj.edu

Yeshiva University  
Sally I. Narain, Associate Director  
Office of Placement & Career Services  
500 West 185<sup>th</sup> Street  
New York, NY 10033  
Phone: 212-960-5400  
Fax: 212-960-0160  
Email: narain@ymail.yu.edu

York College  
Diatra A. Jones, Assistant Dean  
Career Services  
94-20 Guy R. Brewer Boulevard  
AC-3E03  
Jamaica, NY 11451  
Phone : 718-262-2282  
Fax : 718-262-2039  
E-mail : career@york.cuny.edu

#### **VIII. RECRUITMENT LIST OF ABC, INC.:**

For printed job postings which ceased publication in the middle of 2006:

Abyssinian Baptist Church  
Rev. Calvin Butts  
132 Odell Clark Pl.  
New York, NY 10030

Asian American Journalists Association  
Attn: Executive Director  
1765 Sutter Street  
San Francisco, CA 94115

AWRT, Inc.  
Attn: Rose Heller  
1619 3<sup>rd</sup> Avenue  
New York, NY 10128

AWRT, Inc.  
Attn: Rosemary Sharpe  
234 5<sup>th</sup> Avenue - Suite 417  
New York, NY, 10001

Bay Area Black Media Coalition  
C/O President Rudy Marshall  
PO Box 2382  
Oakland, CA 94614

BJASC Jobline  
C/O Valee Bunting / Job Coordinator  
2621 W 54<sup>th</sup> Street  
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  
PO Box 25  
Los Angeles, CA 90089

California Chicano News Media Association  
C/O USC School of Journalism  
Attn: Magdalena Beltran  
Los Angeles, CA 90089

California Poly Career Center  
Attn: Karen Capestro  
3801 W. Temple Avenue  
Pomona, CA 91768

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  
Attn: Patti Everitt  
1400 Hemphill Street  
Fort Worth, TX 76104

Circle Newspaper  
C/O Minneapolis American Indian  
Attn: Sandra King / Editor  
1530 E Franklin Avenue  
Minneapolis, MN 55404

Claremont Graduate School  
C/O Business Administration  
Attn: Robert Bruce  
Claremont, CA 91711

Community Action Organization  
C/O Executive Director Charles T. Perkins  
70 Harvard Pl.  
Buffalo, NY 14209

Community Board 7  
Attn: Thomas Walsh  
783 4<sup>th</sup> Avenue  
Brooklyn, NY 11232



Concerned Communications  
Attn: Samir Ali  
PO Box 2138  
Philadelphia, PA 19103

CSU – Fullerton / Career Center  
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  
Glendale, CA 91208

Government of DC / Department of Employment Services  
C/O Office of the Director  
500 C Street NW, Room 100  
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 24<sup>th</sup> 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 80<sup>th</sup> 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 – 11<sup>th</sup> Floor  
Washington, DC 20005

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

National Academy of TV Arts & Sciences  
Attn: Chrisitne Spencer  
111 W 57<sup>th</sup> 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 36<sup>th</sup> Ave.  
Membership Services  
South Minneapolis, MD

New York League for the Hard of Hearing  
C/O: Florence Rosen  
71 W 23<sup>rd</sup> 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 8<sup>th</sup> 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 8<sup>th</sup> 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. 149<sup>th</sup> 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 34<sup>th</sup> St. 3<sup>rd</sup> 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. 54<sup>th</sup> 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 3<sup>rd</sup> 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 34<sup>th</sup> St.  
New York, N.Y. 10001

Job Path  
C/O: Gina Esposito  
22 W 38<sup>th</sup> 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 60<sup>th</sup> St. 4<sup>th</sup> Fl.  
New York, N.Y. 10023

New York Urban League  
C/O: Dennis Walcott  
204W 136<sup>th</sup> 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 65<sup>th</sup> St.  
New York, N.Y. 10023

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

Jewish Community Relations Council  
C/O: Phil Abramowitz  
711 3<sup>rd</sup> Ave. 12<sup>th</sup> 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 47<sup>th</sup> St.

New York, N.Y. 10036

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

The Lighthouse, Inc.  
C/O: Shelly Aftabodeen  
111 E 59<sup>th</sup> 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 40<sup>th</sup> St. Suite 301  
Baltimore, MD. 21211

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

Foundation For Minority Interests In Media  
Attn: Emma  
825 Seventh Avenue, 4<sup>th</sup> 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