

**ABC RADIO STATION GROUP – NEW YORK CITY
2004 ANNUAL EEO REPORT
FEBRUARY 1, 2004**

I. INTRODUCTION AND GENERAL POLICY

The ABC Radio Station Group of New York City 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 mid-town Manhattan.

The ABC Radio Station Group of New York City 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.

The ABC Radio Station Group – New York shares at least one common employee. Thus, it is a single employment unit for purposes of this report. It includes information from the effective date of the new EEO rules, March 10, 2003 through February 1, 2004.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, the ABC Radio Station Group – New York 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 ABC Radio Station Group – New York is committed to meeting its' EEO obligations. The stations' own extensive recruitment list (see Section VII) was updated in March 2003. It is reviewed and updated regularly. Additionally, all position announcements are forwarded to ABC, Inc.'s Human Resources Department. The positions are then published in the ABC Corporate Job Listing, which is available in all ABC properties and sent to an additional 140 schools and organizations (see Section VIII). It is also posted on the internet at Disney Jobs. These resources were utilized to notify potential applicants of every full-time vacancy that occurred after March 10, 2003.

IV. FULL-TIME POSITIONS FILLED (MARCH 10, 2003 TO FEBRUARY 1, 2004)

During the period covered by this report, a total of 20 vacancies have occurred at the ABC Radio Station Group – New York. Twenty have been filled:

DATE OF OPENING	JOB TITLE	STATION & DEPT.	INTERVIEW DATE	CANDIDATE INTERVIEWED	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCE
4/4/03	Account Executives (4)	WABC Sales	9/9/03	Joe Saporito	H	9/29/03	Not specified
			9/11/03	Scott Raynor	H	9/29/03	Station website job page
			10/1/03	Cathy Boyle	H	11/3/03	Initiated contact independent of postings
			05/03	Nick Pappas	H	5/21/03	Not specified
			4/17/03	*	NH		Station employee referral
			4/15/03	*	NH		Station website job page
			4/25/03	*	NH		Industry colleague referral
			5/8/03	*	NH		Station website job page
			6/2/03	*	NH		Station website job page
			8/6/03	*	NH		Industry colleague referral
			8/8/03	*	NH		Internet source
			8/8/03	*	NH		Station employee referral
			8/13/03	*	NH		Internet source
			8/25/03	*	NH		Initiated contact independent of postings
			8/30/03	*	NH		Internet source
			9/2/03	*	NH		Station website job page

			9/3/03	*	NH		Initiated contact independent of postings
			9/6/03	*	NH		Station website job page
			9/8/03	*	NH		Station website job page
			9/7/03	*	NH		Initiated contact independent of postings
			9/9/03	*	NH		Station employee referral
			9/15/03	*	NH		Industry colleague referral
			9/24/03	*	NH		Station employee referral
			10/2/03	*	NH		Industry colleague referral
			10/5/03	*	NH		Initiated contact independent of postings
			10/3/03	*	NH		Initiated contact independent of postings
			10/8/03	*	NH		Internet source
7/1/03	On-Air Announcer	WABC Programming	7/8/03	Mark Levin	H	9/1/03	Station employee referral
			7/9/03	*	NH		Industry colleague referral
			7/12/03	*	NH		Industry colleague referral
9/25/03	National Sales Manager	WABC Sales	10/15/03	Michelle Portner	H	10/20/03	Promoted from AE
			9/17/03	*	NH		Word of mouth in industry
			9/25/03	*	NH		Word of mouth in industry
			9/29/03	*	NH		Industry colleague referral
			10/1/03	*	NH		Station employee referral
			10/7/03	*	NH		Station employee referral
			10/9/03	*	NH		Word of mouth in industry
12/26/03	Producers (2)	WABC Programming	12/16/03	Erin Bang	H	2/1/04	Former intern / WABC posting
			12/16/03	Jill Vitale	H	2/1/04	Working for Hannity Network in the station / heard about it in the office
			1/5/04	*	NH		ABC Job Posting / Former intern
			1/12/04	*	NH		ABC Job Posting
			1/9/04	*	NH		Intern for Hannity Network / heard about it in the office
3/17/03	Jr. Account Executive (Sales Assistant)	WPLJ Sales	3/03	Carter Wyckoff	H	4/2/03	Letter of general inquiry to station management
			3/03	*	NH		Employee referral
			3/03	*	NH		Internet source
			3/03	*	NH		Internet source
			3/03	*	NH		Internet source
			3/03	*	NH		Not specified
			3/03	*	NH		Not specified
3/17/03	Account Executive	WPLJ Sales	3/03	Michael Stanton	H	4/28/03	Internal promotion from Radio Disney AM1560
8/29/03	Receptionist	WPLJ	11/7/03	Matthew Sucich	H	11/10/03	ABC Job Listing / Former intern
			11/3/03	*	NH		ABC Job Listing
			11/4/03	*	NH		NY Unemployment Office
			11/5/03	*	NH		Entertainmentcareers.net
			11/7/03	*	NH		ABC Job Listing
11/6/04	On-Air Talent	WPLJ Programming	12/17/03	Rich Kaminski	H	1/7/04	Internal Employee Promotion
			12/8/03	*	NH		P/T Employee
			12/8/03	*	NH		Allaccess.com
			12/8/03	*	NH		R&R News Article
			12/8/03	*	NH		Billboard Monitor News Article
12/12/04	On-Air Talent	WPLJ Programming	12/3/03	Christine Richie	H	1/6/04	Employee referral
			12/2/03	*	NH		R&R News Article
			12/3/03	*	NH		Billboard Monitor News Article
12/2002	Sports Anchor / Reporter	WEPN Programming		Brandon Tierney	H	3/24/03	**
5/13/03	Account Executives (3)	WEPN Sales	6/9/03	Vincent DiMarco	H	8/4/03	Industry referral
			7/8/03	Edward Keane	H	10/13/03	Station employee referral
			8/27/03	Matthew Zisel	H	10/13/03	Industry referral
			5/15/03	*	NH		Station employee referral
			6/2/03	*	NH		Internet source
			6/2/03	*	NH		Internet source
			6/2/03	*	NH		Internet source

			6/9/03	*	NH		Industry referral
			6/9/03	*	NH		Industry referral
			6/10/03	*	NH		Internet source
			6/19/03	*	NH		Internet source
			6/30/03	*	NH		Internet source
			7/2/03	*	NH		Station employee referral
			7/8/03	*	NH		Industry referral
			7/11/03	*	NH		Internet source
			7/21/03	*	NH		Referral by former employee
			7/22/03	*	NH		Industry referral
			7/22/03	*	NH		Internet source
			7/22/03	*	NH		Industry referral
			7/23/03	*	NH		Industry referral
			7/31/03	*	NH		Industry referral
			8/5/03	*	NH		Industry referral
			8/11/03	*	NH		Industry referral
			8/13/03	*	NH		Industry referral
			8/18/03	*	NH		Internet source
			8/18/03	*	NH		Industry referral
			8/20/03	*	NH		Industry referral
			8/21/03	*	NH		Internet source
			9/11/03	*	NH		Internet source
			9/11/03	*	NH		Internet source
			9/23/03	*	NH		Internet source
11/6/03	Program Director	WEPN Programming	12/10/03	Mike Thompson	H	2/2/04	Industry colleague referral
			11/21/03	*	NH		Industry colleague referral
			12/10/03	*	NH		Station employee referral
			12/3/03	*	NH		WEPN Website posting
			12/3/03	*	NH		ABC Inc. job posting
3/17/03	Account Executives (3)	WQEW Sales	4/24/03	Ramona Brodsky	H	7/21/03	Internet source
			12/3/03	Sherry Orson	H	1/20/04	NYMRAD online job board
			3/11/03	*	NH		Internet source
			4/11/03	*	NH		Internet source
			4/24/03	*	NH		Internet source
			4/24/03	*	NH		Industry colleague referral
			4/28/03	*	NH		On-air announcement
			4/30/03	*	NH		Internet source
			5/11/03	*	NH		Industry colleague referral
			5/11/03	*	NH		Industry colleague referral
			5/14/03	*	NH		Industry colleague referral
			5/16/03	*	NH		Internet source
			5/16/03	*	NH		Internet source
			5/16/03	*	NH		Internet source
			5/22/03	*	NH		Internet source
			6/2/03	*	NH		Internet source
			6/2/03	*	NH		Internet source
			6/3/03	*	NH		On-air announcement
			6/4/03	*	NH		Internet source
			6/9/03	*	NH		Internet source
			6/9/03	*	NH		On-air announcement
			6/10/03	*	NH		Industry colleague referral
			6/11/03	*	NH		Internet source
			6/12/03	*	NH		Industry colleague referral
			6/12/03	*	NH		Internet source
			6/19/03	*	NH		Internet source
			7/2/03	*	NH		Internet source
			7/7/03	*	NH		Industry colleague referral
			7/9/03	*	NH		Internet source
			7/30/03	*	NH		Internet source
			7/30/03	*	NH		Internet source
			7/30/03	*	NH		Internet source
			8/2/03	*	NH		Internet source
			8/2/03	*	NH		Internet source
			8/13/03	*	NH		Internet source
			8/13/03	*	NH		Industry colleague referral
			8/20/03	*	NH		Internet source
			9/8/03	*	NH		Industry colleague referral
			9/22/03	*	NH		Industry colleague referral
			9/30/03	*	NH		Industry colleague referral
			11/3/03	*	NH		Station employee referral

			11/12/03	*	NH		Station employee referral
			11/12/03	*	NH		Entertainmentcareers.net
			11/13/03	*	NH		Entertainmentcareers.net
			11/24/03	*	NH		NYSBA Job Fair
			12/2/03	*	NH		Internet source
			12/2/03	*	NH		Internet source
			12/3/03	*	NH		Internet source
			12/1/03	*	NH		Station employee referral
			12/4/03	*	NH		Entertainmentcareers.net
			12/3/03	*	NH		Internet source
			12/11/03	*	NH		Station employee referral
			12/23/03	*	NH		Station employee referral
			1/13/04	*	NH		Station employee referral
			1/13/04	*	NH		Entertainmentcareers.net
			1/14/04	*	NH		Entertainmentcareers.net
			1/15/04	*	NH		Entertainmentcareers.net
			1/20/04	*	NH		Entertainmentcareers.net

* Identity of interviewed applicants not hired has been kept confidential

** This position opened in December 2002 prior to the effective date of the new EEO rules on March 10, 2003. As was radio group policy at the time, the position was widely disseminated to the extensive list of community groups / colleges / universities used by the radio group at that time. By March 10, 2003 the final candidate had been selected and hire date agreed upon.

V. LONG-TERM RECRUITMENT MEASURES

The FCC's EEO Rules require broadcasters to undertake additional outreach measures to all qualified job candidates. Within a two-year period, large market employment units with more than ten full-time employees need to complete four long-term recruitment initiatives. These measures include job fairs, internship programs, and other community events designed to inform the public as to employment opportunities in broadcasting. All are designed to encourage outreach to persons who may not be aware of the opportunities available in broadcasting or have not yet acquired the experience to compete for current vacancies.

The ABC Radio Group – New York City has engaged in the following long-term outreach initiatives during the period March 10, 2003 to February 1, 2004:

A. INTERNSHIP PROGRAMS

1. COLLEGE LEVEL OPPORTUNITIES

The ABC Radio Station Group – New York 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 gathering internship information. Students also initiate contact with the stations on their own. Students spend one semester in the program and receive college credit.

The group currently offers the following semester-long programs:

WPLJ Promotions Internship

Supervisor: Scott Siegel, Sales Promotion Manager

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: Tina Ciancio, Account Executive

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, to give account executives management experience, supervisory capacity is rotated every 12 to 18 months amongst the newer staff. This enables an account executive to learn management and supervisory skills early in their broadcasting career.

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 Sales Department Internship

Supervisor: Michelle Portner, National Sales Manager

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. This internship is available in all semesters.

77WABC 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.

WQEW Promotions and Sales Internship

Supervisor: Jennifer Casertano, 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 which 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.

WEPN Promotions Department Internship

Supervisor: Kelly McEnery, 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 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.

WEPN Sales Department Internship

Supervisor: Rick Gigliotti, Station Manager

Program Description: This program was established on July 23, 2003. No applicants applied for the Fall Semester 2003. A vigorous outreach campaign is planned for mid-Spring 2004 to remind college advisors of the program and to encourage students to apply. This internship is available in all semesters. 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.

ABC Radio Station Group – New York IT Internship Program

Supervisor: Marlon Cole, Local Network Administrator

Program Description: This program was inaugurated for the Spring Semester of 2004 in conjunction with the New York City College of Technology. Participating students are enrolled in NYCCIT's Internship in Computer Engineering Technology class for 3 academic credits. The students then complete a minimum of 120 hours of fieldwork at the radio group's offices. It is designed for students enrolled in a degree program in Computer Science. This internship is available in all semesters. It is anticipated that once the program is firmly established it will be open to students attending similar programs at schools throughout the Tri-State Area and the United States.

List of College Intern Participants and their Schools (March 10, 2003 to February 1, 2004):

Spring 2003 / 29 of interns were drawn from 23 college and universities:

1 student	State University of New York / Oswego, NY	WPLJ Promotions
1 student	City University of New York / Brooklyn York, NY	WPLJ Promotions
1 student	Hunter College / New York, NY	WPLJ Promotions
1 student	Bucknell University /	WPLJ Promotions
1 student	College of New Rochelle / Westchester, NY	WPLJ Sales
1 student	Marist College / Poughkeepsie, NY	WPLJ Sales
1 student	Iona College / New Rochelle, NY	WPLJ Sales
1 student	Columbia University / New York, NY	WPLJ Sales
1 student	Fordham University / New York, NY	WPLJ Sales
1 student	William Paterson University / Wayne, NJ	WABC Programming
1 student	Ramapo College / Mahwah, NJ	WABC Promotions
1 student	Sarah Lawrence College / Bronxville, NY	WABC Promotions
1 student	St. John's University / Jamaica, NY	WABC Promotions
2 students	College of Mount St. Vincent / Riverdale, NY	WQEW
1 student	Sienna College / Loudonville, NY	WQEW
2 students	Kingsboro Community College / Brooklyn, NY	WQEW
1 student	St. Francis College / Brooklyn, NY	WQEW
3 students	Berkeley College / Woodbridge, NJ	ESPN Promotions
1 student	Hofstra University / Hempstead, NY	ESPN Promotions
2 students	St. John's University / Jamaica, NY	ESPN Promotions
2 students	Ramapo College / Mahwah, NJ	ESPN Promotions
1 student	College of Staten Island / Staten Island, NY	ESPN Promotions
1 student	Manhattan College / Riverdale, NY	ESPN Promotions

Summer 2003 / 52 of interns were drawn from 48 college and universities:

3 students	State University of NY / Oswego, NY	WPLJ Promotions
1 student	Syracuse University / Syracuse, NY	WPLJ Promotions
1 student	George Washington University / Washington, DC	WPLJ Promotions
1 student	George Washington University / Washington DC	WPLJ Promotions
1 student	State University of NY / New Paltz, NY	WPLJ Promotions
1 student	Monmouth University / Caldwell, NJ	WPLJ Promotions
1 student	University of Tampa / Tampa, FL	WPLJ Promotions
1 student	Penn State University / PA	WPLJ Promotions
1 student	Wesley College / DE	WPLJ Promotions
1 student	University of Delaware / DE	WPLJ Promotions
1 student	Cornell University / NY	WPLJ Promotions
1 student	New York University / New York, NY	WPLJ Promotions
1 student	James Madison University / Harrisonburg, VA	WPLJ Sales
1 student	University at Albany / Albany, NY	WPLJ Sales
1 student	University of Rhode Island / Kingston, RI	WPLJ Sales
1 student	Indiana University / Bloomington, IN	WPLJ Sales
1 student	St. Joseph's College / New York, NY	WPLJ Sales
1 student	Rutgers University / New Brunswick, NJ	WPLJ Sales

1 student	University of Pennsylvania / Philadelphia, PA	WABC Programming
1 student	University of Rhode Island / Kingston, RI	WABC Promotions
1 student	State University of NY / Oneonta, NY	WABC Promotions
1 student	Hofstra University / Hempstead, NY	WABC Promotions
1 student	Bergen Community College / Montclair, NJ	WQEW
1 student	University of Buffalo / Buffalo, NY	WQEW
1 student	Hofstra University / Hempstead, NY	WQEW
1 student	Adelphi University / Garden City, NY	WQEW
1 student	University of Hartford / Hartford, CT	WQEW
1 student	College of Staten Island / Staten Island, NY	WQEW
1 student	University of Florida / Gainesville, FL	WQEW
1 student	Ramapo College / Mahwah, NJ	WQEW
1 student	Hartwick College / Oneonta, NY	WQEW
1 student	St. Bonaventure University / St. Bonaventure, NY	WQEW
1 student	Indiana University / Bloomington, IN	WQEW
1 student	University of Michigan / MI	WQEW
1 student	Loyola College / Baltimore, MD	WQEW
1 student	University of North Carolina / Chapel Hill, NC	WQEW
1 student	College of Staten Island / Staten Island, NY	WQEW
2 students	Boston College / Chestnut Hill, MA	ESPN Promotions
1 student	Kingsboro Community College / Brooklyn, NY	ESPN Promotions
1 student	Indiana University / Bloomington, IN	ESPN Promotions
1 student	St. John's University / Jamaica, NY	ESPN Promotions
1 student	State University of NY / Cortland, NY	ESPN Promotions
1 student	State University of NY / Albany, NY	ESPN Promotions
1 student	Berkeley College / Woodbridge, NJ	ESPN Promotions
1 student	Ohio State University / Columbus, OH	ESPN Promotions
2 students	State University of NY / Geneseo, NY	ESPN Promotions
1 student	Syracuse University / Syracuse, NY	ESPN Promotions
1 student	Springfield College / Springfield, MA	ESPN Promotions

Fall 2003 / 22 of interns were drawn from 20 college and universities:

1 student	St. John's University / Jamaica, NY	WPLJ Promotions
1 student	Bergen Community College / Paramus, NJ	WPLJ Promotions
1 student	Fashion Institute of Technology / New York, NY	WPLJ Promotions
1 student	Barnard College / New York, NY	WPLJ Sales
1 student	Dartmouth College / NH	WABC Programming
1 student	Monmouth University / W. Long Branch, NJ	WABC Promotions
1 student	Barnard College / New York, NY	WABC Promotions
1 student	New York University / New York, NY	WABC Promotions
1 student	Mercer County College / NJ	WQEW
1 student	University of the Arts / Philadelphia, PA	WQEW
1 student	Ramapo College / Mahwah, NJ	WQEW
1 student	Rutgers University / New Brunswick, NJ	ESPN Promotions
2 students	Hunter College / New York, NY	ESPN Promotions
2 students	Montclair State University / Montclair, NJ	ESPN Promotions
1 student	Medgar Evers College / Brooklyn, NY	ESPN Promotions
1 student	Nassau Community College / Garden City, NY	ESPN Promotions
1 student	William Paterson College / Wayne, NJ	ESPN Promotions
1 student	Ohio State University / Columbus, OH	ESPN Promotions
1 student	Fordham University / Bronx, NY	ESPN Promotions
1 student	St. Thomas Aquinas College / Sparkhill, NY	ESPN Promotions

Spring 2004 / 28 of interns were drawn from 27 college and universities:

1 student	St. John's University / Jamaica, NY	WPLJ Promotions
1 student	Bergen Community College / Paramus NJ	WPLJ Promotions
1 student	St. John's University / Queens, NY	WPLJ Promotions
1 student	St. Francis College / Brooklyn, NY	WPLJ Promotions
1 student	Rutgers University / New Brunswick, NJ	WPLJ Promotions

1 student	Montclair State University / Montclair, NJ	WPLJ Promotions
1 student	Five Towns College / Dix Hills, NY	WPLJ Promotions
1 student	Manhattan College / Bronx, NY	WPLJ Promotions
1 student	Iona College / New Rochelle, NY	WPLJ Sales
1 student	Bernard Baruch College / New York, NY	WPLJ Sales
1 student	Herbert Lehman College / Bronx, NY	WPLJ Sales
1 student	State University of NY / Purchase, NY	WPLJ Sales
1 student	Rutgers University / New Brunswick, NJ	WPLJ Sales
1 student	Towson State / Baltimore, MD	WABC Programming
1 student	Adelphi University / Garden City, NY	WQEW
1 student	Herbert Lehman College / Bronx, NY	WQEW
1 student	Bernard Baruch College / New York, NY	WQEW
2 students	NYC College of Technology / New York, NY	IT Internship
1 student	William Paterson College / Wayne, NJ	ESPN Promotions
1 student	Fordham University / Bronx, NY	ESPN Promotions
1 student	Queens College / Queens, NY	ESPN Promotions
2 students	Montclair State University / Montclair, NJ	ESPN Promotions
1 student	Middlesex County College / Edison, NJ	ESPN Promotions
1 student	St. John's University / Jamaica, NY	ESPN Promotions
1 student	CT School of Broadcasting / Hasbrouck Heights, NJ	ESPN Promotions
1 student	Hunter College / New York, NY	ESPN Promotions

2. HIGH SCHOOL LEVEL OPPORTUNITIES

WPLJ participates in the Executive Internships Program administered by the New York City Board of Education. Open to the city's high school seniors, they are provided with full-time career experience in the "real world." During the program, high school seniors explore career goals by interning 4 days per week (Monday through Thursday) at their work site. Interns attend meetings, work on projects and are assigned tasks based on interests and abilities. Fridays are dedicated to internship activities and seminars coordinated by the EIP staff. Additionally, each Executive Intern is required to produce written assignments on various professional topics plus create a school project – an activity that presents their career experiences to their peers at their high school.

From time to time, the program administrators approach the radio group to accept students interested in exploring a career in radio. The students are based in the station's Promotions Department and supervised by the Sales Promotion Manager. Assigned duties include interacting with listeners on the phone, in the station, and at on-site promotional activities. Students attend staff meetings, handle all aspects of winner prize fulfillment, and on occasion, assist other station departments with special projects.

List of Executive Internship Participants (March 10, 2003 to February 1, 2004):

2 students	Spring 2003
1 student	Fall 2003
4 students	Spring 2004

Program Contact information:

Executive Internships Program
Board of Education, City of New York
16 Clarkson Street
New York, NY 10014
(212) 337-6890
Robert Lubetsky, Principal

B. MENTORING

1. For the past three years, Mitch Dolan (President / GM of WPLJ) has been involved in ABC Inc.'s Executive Mentoring Program.
2. Jackie Alderman, an 11-year veteran of the WPLJ Sales Department, is actively involved with ABC, Inc.'s mentoring project. She started working with her student in the fall of 2003 at the beginning of her mentee's sophomore year. They meet for two hours every two weeks. They will continue to meet until the student

graduates from high school in 2006. Jackie attended an ABC sponsored training program to learn the skills needed to become a successful mentor. ABC's primary mentoring partnership is in conjunction with the New York Department of Education. Administered through the office of Corporate Partnerships, company volunteers are paired for one-on-one mentoring with a sophomore, junior or senior from LaGuardia High School of the Arts and Performing Arts here in Manhattan. Mentoring programs such as this provide young people with role models and reliable, sustained relationships with adults outside their families. Mentoring can be key in promoting successful outcomes for youth including improving school performance, prevent illicit drug use, underage drinking and violence. Additionally, this program provides the young people with information about jobs and careers.

C. CAREER DAYS

Linda Wnek, the radio group's Diversity Recruitment Coordinator is available to speak at Career Days from the Elementary School Level through College. From time to time, station management and on-air personalities also take part in educational initiatives. These events are usually held in the spring.

During the period of this report, the following activities occurred:

- 1. May 12, 2003 / Career Day at P.S. 247, Brooklyn, NY** – WPLJ on-air personality Jamie Lee attended an assembly of the school's graduating 5th Grade class (150 students). She spoke to them for over an hour about the importance of bringing a positive attitude to all you do. She also spoke to them about her job and told them about the types of jobs available at a radio station.
- 2. May 14, 2003 / Career Day at Rachel L. Carson Intermediate School, Flushing, NY** – Linda Wnek, along with representatives from another New York radio station took part in two "mini-workshops" designed to help educate 8th grade students about the types of careers open to them. About 50 students attended each workshop. In addition to speaking about the well-known jobs like DJ, Music Director and Engineer, the students were told about the numerous "back office" careers that were open to them. For the last 15 minutes of each workshop, there was a Q&A session. The event concluded with a series of addresses to the entire 8th grade class in the school auditorium.
- 3. April 24, 2003 / IRTS College Career Reception** – the annual Radio Reception for the student attendees of the International Radio & Television Society (IRTS) Workshop. Joseph Weinholtz, Station Manager of Radio Disney and Linda Wnek, Diversity Recruitment Coordinator attended on behalf of WABC, WPLJ, WEPN and WQEW. The two and a half hour event allowed station personnel to meet and discuss with students entry-level and internship opportunities and broadcast careers in an informal atmosphere.
- 4. July – August 2003 / SUCCESS High School Program** – WPLJ hosted two students attending Sacred Heart University's SUCCESS Program for underprivileged youth living in the Fairfield / Stamford Area of Connecticut. The program provides high school students with a "college like" atmosphere. They live on campus, attend lectures and field trips. The goal is to give these underprivileged high school students extra help so they have the tools they need to attend college. Evenings are taken up exploring careers. In late July, Mitch Dolan (President / GM), Tom Cuddy (VP Programming) and Scott Shannon (Program Director / On-Air Personality) of WPLJ attended an evening session geared to exposing the students to the various career paths in the broadcast industry. Additionally, they arranged for musician / recording artist Jeffrey Gaines to attend and address the students. At the conclusion of their presentations, they were available for questions and answers. Additionally, two students spent August 5, 2003 at the ABC Radio Group offices in NYC. The students spent the day "shadowing" managers and staff at all four radio stations to learn in depth about the various careers open to them. Additionally, a lunch was scheduled at the ESPN Zone Restaurant with two of WPLJ's summer college interns, the high school students and the group's Diversity Recruitment Coordinator. The topic at lunch was transitioning from high school to college and the preparation one needs to make. The college interns offered their insights and experiences and stressed the need to plan early for any career, not just one in the broadcast industry.
- 5. January 22, 2004 / Wantaugh Elementary Career Day at WPLJ** - WPLJ worked in conjunction with our sister station WABC-TV, and Zenith Media, a major advertising agency to put this event together. WPLJ hosted over 40 students and their teachers from the school's Horizon Program (4th Grade Honor Students) at WPLJ for a half-day visit. The event started in the conference with a short video presentation geared to the students' age group about the various facets of the advertising industry. Program Director / On-Air Personality Scott Shannon, WPLJ On-Air Personality Todd Pettengill, General Sales Manager Steve Borneman and Account Executive Fred Greenspan all addressed the students, in addition to personnel from WABC-TV and Zenith Media. They told the

students about their jobs and answered student questions. The goal was to teach the students about how advertising works and to educate them about the variety of careers available within it. Jennifer Casertano of Radio Disney gave the students a tour of the Radio Disney studios and talked about her job (Promotions Manager). She also answered questions. A pizza lunch was hosted by the WPLJ Sales Department. The students' visit concluded with a tour of WPLJ and a final round of questions and answers.

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. 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 for each station's job information and the email and regular mail addresses to submit resumes.

During the period March 10, 2003 to February 1, 2004, the ABC Radio Station Group – New York sponsored or attended the following job fairs:

1. **April 10, 2003 / Nassau Community College** – attended by Jennifer Casertano, Promotions Manager, of WQEW. Met with approximately 50 students to discuss and distribute information about the radio group's internship programs. Answered questions on broadcasting careers. Provided information to graduating seniors / alumni on contacting the ABC Radio Station Group – New York about full-time job opportunities.
2. **April 25, 2003 / IRTS Career Fair** – NYMRAD (New York Market Radio) hosts a booth at the annual event. The Executive Director of NYMRAD and personnel from member stations staff it. The Diversity Recruitment Coordinator represented the ABC RADIO STATION GROUP from 9AM TO 10:30AM. At the event, students stop by for career advice, how to approach their job search and to drop off resumes for entry-level positions and internships. At the conclusion of the day, NYMRAD forwards copies of all resumes received to all member stations.
3. **May 20, 2003 / Covenant House Spring Job Fair** – staffed by Linda Wnek, Diversity Recruitment Coordinator. Interacted with current members and alumni of the Covenant House Regional Training Center. Answered numerous questions from young people eager to work in the broadcast industry. Interviewed a number of applicants who would be qualified for entry-level administrative positions. About 35 resumes were brought back to stations and kept on file for future openings.
4. **October 7, 2003 / NY State Broadcasters Association Broadcasters Career Fair – this event was sponsored by the ABC Radio Station Group.** The four stations took an active role in organizing and planning this event. An organizational meeting was held on June 18, 2003 and attended by Linda Wnek, Diversity Recruitment Coordinator along with representatives of numerous other radio and television stations in the community. At the meeting, the group decided to plan the career fair for early October 2003 and hold it from late afternoon to early evening to give people an opportunity to attend after work / school. Committees were assigned. The group representative was assigned to the Implementation Committee and would help find a location for the event. At her suggestion, stations were encouraged to place information about the event on their station websites in addition to running promotional announcements for two weeks prior to the event. Additionally, WPLJ's Promotions Department shared its press contact list to assist the NYSBA in sending out a press release. Between September 23 and October 7, each station agreed to air 60 spots to promote the job fair (four station total: 240 spots). All stations received numerous phone calls seeking specific information about the career fair. The event was held at Javits Center in Manhattan and was staffed by Linda Wnek and Joe O'Loughlin, Local Sales Manager / WABC. At the time of the event, the stations were seeking to hire account executives (WABC and WQEW), a national sales manager (WABC), a receptionist (WPLJ), and a full-time producer (WEPN). Response to the event was overwhelming. Station personnel met with several hundred interested persons and collected resumes. The fair resulted in 15 resumes being forwarded to the hiring manager for the receptionist position, 10 for internships, 2 for f/t producer and 14 for account executives (distributed to both station's hiring managers) for further action and review. Over 3,500 individuals attended the event overall. Two weeks after the event, the NYSBA provided each group that attended with resumes of attendees who just dropped resumes off at the NYSBA table. These resumes were also reviewed on receipt.

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 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A. The station plans to broadcast 52 spots in 2004.

WABC broadcast 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A. The station plans to broadcast 52 spots in 2004.

WEPN broadcast 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A (including mornings, midday and afternoon drive M-F). The station plans to broadcast 52 spots in 2004.

WQEW broadcast 161 spots between November 15, 2003 and January 21, 2004 Monday – Sunday 6A – 6A. The station plans to broadcast between 50 and 60 spots per month during the remainder of 2004.

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 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A. The station plans to broadcast 52 spots in 2004.

WABC broadcast 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A. The station plans to broadcast 52 spots in 2004.

WEPN broadcast 7 spots between November 15 and December 31, 2003 Monday – Sunday 6A – 6A (including mornings, midday and afternoon drive M-F). The station plans to broadcast 52 spots in 2004.

WQEW broadcast 190 spots between November 15, 2003 and January 21, 2004 Monday – Sunday 6A – 6A. The station plans to broadcast between 50 and 60 spots per month during the remainder of 2004.

Station Website Outreach:

In an attempt to continually discover new community organizations / educational institutions to help publicize our job openings, the ABC Radio Station Group – New York 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 ABC Radio Station Group – New York maintains a dedicated jobs hotline at (212) 613-8941. It is fully automated. The group's Diversity Recruitment Coordinator checks it for messages daily and all calls are returned promptly.

NACELink Recruitment Alliance Meeting – a 2 ½ hour breakfast meeting was held at New York University on May 20, 2003 to introduce employers in the Tri-State Area to NACELink. NACELink is a state-of-the-art online recruiting system developed by colleges and universities across the United States to connect students with career opportunities. Three hundred schools will begin using this system on July 1st. The schools stressed ease of use. Employers can enter their job or internship information once and with one click, send it to all member schools. Unfortunately, membership costs \$12,500 per year and is cost-prohibitive for New York's four-station radio group.

VI. SELF-ASSESSMENT

The ABC Radio Station Group – New York is continually engaged in evaluating the effectiveness of its EEO outreach and recruitment programs. We strive to improve and refine our methods by monitoring responses received to ensure that our interview pool includes qualified applicants from diverse sources. Our recruitment list is regularly reviewed and updated and changes made where appropriate.

VII. RECRUITMENT LIST (MARCH 10, 2003 TO FEBRUARY 1, 2004) OF THE ABC RADIO STATION GROUP – NEW YORK

COMMUNITY ORGANIZATIONS / JOB REFERRAL SERVICES:

Advertising Club Of New York
235 Park Avenue South - 6th Floor
New York, NY, 10003
Phone: 212-533-8080
Fax: 212-533-1929

ARBOR Career Center
212 West 35th Street - 9th Floor
New York, NY, 10001
Phone: 212-967-2619
Fax: 212-967-2735

Asian American Journalists Association
1182 Market Street - Suite 320
San Francisco, CA, 94102
Phone: 415-346-2051
Fax: 415-346-6343
E-mail: post@aaja.org

Black Broadcasters Alliance
3474 William Penn Highway
Pittsburgh, PA, 15235
Phone: 412-829-9788
Fax: 412-829-2717
E-mail: e-mail@thebba.org

California Chicano News Media Association
3800 South Figueroa Street
Los Angeles, CA, 90037-1206
Phone: 213-743-4960
Fax: 213-743-4989
E-mail: ccmainfo@ccnma.org

Covenant House New York
Regional Training Center
346 West 17th Street
New York, NY, 10011
Phone: 212-727-4014
Fax: 212-691-5428

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

Emma L. Bowen Foundation For Minority Interests in Media
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
Minority Placement Committee
420 Lexington Avenue - Suite 1601
New York, NY, 10170
Phone: 212-867-6650 ext.303
Fax: 212-867-6653
E-mail: patrick.mccune@irts.org

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

Just One Break, Inc.
120 Wall Street - 20th Floor
New York, NY, 10005
Phone: 212-785-7300
Fax: 212-785-4513

NAACP/ Northeast Region 2
39 Broadway
Suite 2220
New York, NY 10006
Phone: 212-344-7474 ext.103
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
PO Box 3191
Atlanta, GA, 30302
Phone: 404-523-6136
Fax: 404-523-5467

National Association Of Broadcasters
1771 N Street
Washington, DC 20036
Phone: 202-429-5300
Fax: 202-429-4199
Website: www.nab.org

National Broadcasting Society
NBS Business Office - Box 915
St. Charles, MO, 63302
Phone: 866-272-3746
Fax: 636-916-3770

National Coalition Of 100 Black Women
38 West 32nd Street - Suite 16-10
New York, NY, 10001
Phone: 212-947-2196
Fax: 212-947-2477

National Congress Of American Indians
2010 Massachusetts Avenue NW - 2nd Floor
Washington, DC, 20036
Phone: 202-466-7767
Fax: 202-466-7797

New Jersey Department Of Labor
Trenton, NJ
Phone: 800-233-5005
Fax : 800-822-2259

New York Bilingual Institute
New York, NY
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 Market Radio
261 Madison Avenue, 23rd Floor
New York, NY 10016
Phone: 646-254-4493
Fax: 646-254-4498

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

New York Urban League
Office of Human Resources
204 West 136th Street
New York, NY 10030
Phone: 212-926-8000 ext.41
Fax: 212-690-4794

E-mail: bdrake@nyul.org

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

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

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

Train and Gain / Institute For Children and Poverty
36 Cooper Square - First Floor
New York, NY 10003
Phone: 212-674-2607
Fax: 212-674-4217

Vocational Foundation
One Hanson Place - 14th floor, Suite 14
Brooklyn, NY 11243
Phone: 718-230-3100
Fax: 718-230-8784

COLLEGES & UNIVERSITIES:

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

Albertus Magnus College
Career Services
700 Prospect Street
New Haven, CT 06511
Phone: 203-773-6989
Fax: 203-773-8984
E-mail: yurkowall@albertus.edu

Bard College
Office Of Career Development
Campus Center Room #201
Annandale-On-Hudson, NY 12504-5000
Phone: 845-758-7539
Fax: 845-758-7560

Barnard College
Career Development

3009 Broadway
New York, NY 10027
Phone: 212-854-2033
Fax: 212-854-2188

Baruch College
Career Development Center
1 Baruch Way / Box#B2-150
New York, NY 10010
Phone: 646-312-4684
Fax: 646-312-4671
E-mail: Barbara_Lambert@baruch.cuny.edu

Baruch College
Office of Graduate Career Services
1 Bernard Baruch Way - Box H-0820
New York, NY 10010
Phone: 646-312-1330
Fax: 646-312-1331
E-mail: graduate-career_services@baruch.cuny.edu

Bergen Community College
400 Paramus Road - Room 8210
Paramus, NJ 07652
Phone: 201-447-7171
Fax: 201-612-9865

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
Career Services
467 Franklin Street
Bloomfield, NJ 07003
Phone: 973-748-9000 x 250
Fax: 973-259-0411

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

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

Brooklyn College
Television & Radio Department
2900 Bedford Avenue - Room 304 Whitehead Building
Brooklyn, NY 11210-2889
Phone: 718-951-5555

Fax: 718-951-4418
E-mail: knapoli@brooklyn.cuny.edu

Brooklyn College
Career Services Office
2900 Bedford Avenue
Brooklyn, NY 11210
Phone: 718-951-5000
Fax: 718-951-4481
E-mail: maxirer@brooklyn.cuny.edu

C.W. Post / Long Island University
Communication Arts Department
720 Northern Boulevard
Brookville, NY 11548
Phone: 516-299-2000
Fax: 516-299-2798

Canisius College
Career Development
2001 Main Street
Buffalo, NY 14208-1098
Phone: 716-888-2475
Fax: 716-888-3132

Central Connecticut State University
Career Services
1615 Stanley Street - Willard Hall Room 100
New Britain, CT 06050-4010
Phone: 860-832-1630
Fax: 860-832-1650
E-mail: career@ccsu.edu

Cheyney University Of Pennsylvania
Career Services
1837 University Circle
PO Box 2003
Cheyney PA 19319-0200
Phone: 610-399-2033
Fax: 610-399-2126
E-mail: mcolston@cheyney.edu

City College Of New York
Career Center
138th Street at Convent Avenue - NAC 1/116
New York, NY 10031
Phone: 212-650-6789
Fax: 212-650-6501 or 6512

Clarkson University
Career Development
PO Box 5606
Potsdam, NY 13699-5605
Phone: 315-268-6477
Fax:
E-mail: kjohnson@clarkson.edu

College Of Mount Saint Vincent
Career Services
6301 Riverdale Avenue
Riverdale, NY 10471

Phone: 718-405-3263
Fax: 718-405-3491

College Of New Jersey
101 West State Street
Trenton, New Jersey 08608-1176
Phone: 609-984-1114
Fax: 609-984-1115

College Of New Rochelle
Communication Arts
29 Castle Place
New Rochelle, NY 10805
Phone: 914-654-5576
Fax: 914-654-5259
E-mail: rzimmer@cnr.edu or mquinn@cnr.edu

College Of Saint Rose
Career Center
432 Western Avenue
Albany, NY 12203
Phone: 518-454-5141
Fax: 518-458-5330
E-mail: jobs@strose.edu

College Of Staten Island
Career Services
2800 Victory Boulevard
Staten Island, NY 10314
Fax: 718-982-2308

Columbia University
MBA Career Services
2960 Broadway
New York, NY 10027
Phone: 212-854-1754
Fax: 212-222-0390

Connecticut College
Office Of Career Enhancing Life Skills
270 Mohegan Avenue
New London, CT 06320
Phone: 860-439-2770
Fax: 860-439-2806
E-mail: dtbir@conncoll.edu

Cornell Cooperative Extension Of NYC
16 East 34th Street - 8th Floor
New York, NY 10016-4328
Phone: 212-340-2900
Fax: 212-340-2908

Cornell University
Career Development Office
203 Barnes Hall
Ithaca, NY 14853-1601
Phone: 607-255-6922
Fax: 607-255-3060
E-mail: nrc2@cornell.edu

County College of Morris

Office Of Career Services & Cooperative Education
214 Cedar Grove Road
Randolph, NJ 07869
Phone: 973-328-5245
Fax: 973-328-4558

County College Of Morris
Department Of Media
214 Cedar Grove Road
Randolph, NJ 07869
Fax: 973-361-9886 or 973-328-5292

Delaware State University
Career Planning & Placement
1200 North DuPont Highway
Dover, DE 19901
Phone: 302-857-6120
Fax: 302-857-6122

Eastern Connecticut State University
Career & Experimental Education Services
83 Windham Street
Willimantic, CT 06226
Phone: 860-465-4559
Fax: 860-465-4440

Essex County College
Career Resource Center
303 University Avenue
Newark, NJ, 07102
Phone: 973-877-3178
Fax: 973-877-3179

Fairleigh Dickinson University
Career Management Center
1000 River Road - TSU202
Teaneck, NJ 07666
Phone: 201-692-2193
Fax: 201-692-2198

Felician College
Career Center
262 South Main Street - Kirby Hall, Suite 201
Lodi, N, 07644
Phone: 201-559-6095
Fax: 201-559-6188

Five Towns College
Career Services
305 North Service Road
Dix Hills, NY 11746
Phone: 631-656-2163
Fax: 631-656-2172 or 631-424-7008
E-mail: jhaggerty@ftc.edu

Hamilton College
Maurice Horowitch Career Center
Clinton, NJ 13323
Phone: 315-859-4346
Fax : 315-859-4332
E-mail : lking@hamilton.edu

Hofstra University
School Of Communication
Hempstead, NY 11549
Phone: 516-463-6600
Fax: 516-463-4866

Hunter College
Career Development Services
805 Hunter East
New York, NY 10021
Phone: 212-772-4850
Fax: 212-772-5438

Iona College
Mass Communications Department
715 North Avenue
New Rochelle, NY 10801
Phone: 914-633-2229
Fax: 914-637-2797

Kean University
Career Services
1000 Morris Avenue
Union, New Jersey, 07087
Phone: 908-737-5830
Fax: 908-737-5835

Kingsborough Community College
Career Services
2001 Oriental Boulevard
Brooklyn, NY 11235
Phone: 718-368-5115
Fax: 718-368-5366

LaGuardia Community College
Career Services
31-10 Thomson Avenue
Long Island City, NY 11101
Phone: 718-482-5935
Fax: 718-482-5947

Lehman College
Career Services
250 Bedford Park Boulevard East
Bronx, NY 10468
Phone: 718-960-8366
Fax: 718-960-7887

Lincoln University
Career Services
21 Dickey Hall - PO Box 179 MSC 186
Lincoln, PA, 19352
Phone: 610-932-8300 x 3102
Fax: 610-932-1097

Long Island University / Brooklyn Campus
1 University Plaza - Pratt Building 5th Floor
Brooklyn, NY 11201-5301
Phone: 718-488-3336
Fax: 718-780-4059

E-mail: nzavolun@liu.edu

Manhattan College
Career Services
Manhattan College Parkway
Riverdale, NY, 10471-4098
Phone: 718-862-7695
Fax: 718-862-7586

Marist College
Career Services - Library 332
Poughkeepsie, NY, 12601-1387
Phone: 845-575-3547
Fax: 845-575-3548

Metropolitan College Of New York
Office Of Career Services
75 Varick Street
New York, NY, 10013
Phone: 212-343-1234
Fax: 212-334-4890
E-mail: careerservices@metropolitan.edu

Mitchell College
Work & Learning Center
437 Pequot Avenue
New London, CT 06320
Phone: 860-701-5000
Fax: 860-701-5090

Molloy College
Career Services
1000 Hempstead Avenue
Rockville Centre, NY 11571
Phone: 516-678-5000 X6246
Fax: 516-256-2263

Montclair State University
Center For Community Based Learning
1 Normal Avenue - Morehead Hall, Room 337
Upper Montclair, NJ, 07043
Phone: 973-655-4426
Fax: 973-655-7204 or 7979

Morgan State University
Career Development
Phone: 443-885-3111
Fax: 443-885-8267
E-mail: dlwicarson@moac.morgan.edu

Nassau Community College
Career Services
1 Education Drive - Nassau Hall Room 14
Garden City, NY, 11530
Phone: 516-572-7132
Fax: 516-572-7820
E-mail: willah@ncc.edu

New York Institute Of Technology
Career Network Center
1855 Broadway Center - Information Hall, Room 230

New York, NY, 10023-7962
Phone: 212-261-1537
Fax: 212-261-1670
E-mail: cdegrego@nyit.edu

New York Institute Of Technology
Career Network Center
P.O. Box 9029 - SAC, Room 121
Central Islip, NY 11722-9029
Phone: 631-348-3073
Fax: 631-348-3241

New York Institute of Technology
Career Network Center
P.O. Box 8000 - Theobald Hall, Room 401
Old Westbury, NY 11568-8000
Phone: 516-686-7528
Fax: 516-686-7802

New York University
Office Of Career Services
719 Broadway - 3rd Floor
New York, NY 10003-6860
Phone: 212-998-4736
Fax: 212-995-3827
E-mail: kara.jessup@nyu.edu

Pine Manor College
Office of Student Life
400 Heath Street
Chestnut Hill, MA 02467
Phone: 617-731-7000
Fax: 617-731-7648

Quinnipiac University
Career Services
275 Mt. Carmel Avenue
Hamden, CT 06518-1908
Phone : 203-582-8680
Fax : 203-582-8796

Ramapo College
Center For Experimental Learning and Career Services
505 Ramapo Valley Road
Mahwah, NJ 07430-1680
Phone: 201-684-7443
Fax: 204-684-7452

Richard Stockton College of New Jersey
Career Services
PO Box 195
Pomona, NJ 08240
Phone: 609-652-1776
Fax: 609-748-6003

Rutgers University / Camden
Career Planning and Placement
326 Penn Street
Camden, NJ 08102
Phone: 856-225-6046
Fax: 856-225-6511

Saint Joseph College
Career Counseling
1678 Asylum Avenue
West Hartford, CT 06117
Phone: 860-231-5551
Fax: 860-231-6722
E-mail: careercenter@sjc.edu

Saint Peter's College
Career Services Department
2641 Kennedy Boulevard
Jersey City, NJ 07306
Phone: 201-915-9303
Fax: 201-915-9298
E-mail: spcareers@spc.edu

Southern Connecticut State University
Career Services
501 Crescent Street
New Haven, CT 06515
Phone: 203-392-6536
Fax: 203-392-6541

Suffolk Community College
Career Services
533 College Road
Selden, NY 11784
Phone: 631-451-4049
Fax: 631-451-4796

Trinity College
Career Services
300 Summit Street
Hartford, CT 06106
Phone: 860-297-2080
Fax: 860-297-5378
E-mail: career-services@trinoll.edu

Union County College
UCC Career Counseling Services
1033 Springfield Avenue
Cranford, NJ 07016
Phone: 908-709-7188
Fax: 908-709-7110
E-mail: couzzi@ucc.edu

University Of Bridgeport
Career Services
Wahlstrom Library
126 Park Avenue
Bridgeport, CT 06601
Phone: 203-576-4466
Fax: 203-576-4381
E-mail: careercenter@bridgeport.edu

University Of Connecticut
Career Services
368 Fairfield Road - U-2051
Storrs, CT 06269
Phone: 860-486-3013

Fax: 860-486-5287
E-mail: Mary.Boileau@uconn.edu

University Of Delaware
Career Resource Center
401 Academy Street
Newark, DE 19716
Phone: 302-831-8138 or 1232
Fax: 302-831-4034 or 1452
E-mail: lindy@udel.edu or megreen@udel.edu

Utica College Of Syracuse University
Career Services
1600 Burrstone Road
Utica, NY 13502-4892
Phone: 315-792-3087
Fax: 792-3370

Villanova University
Internship and Credit By Examination Department
800 Lancaster Avenue
Villanova, PA 19085-1699
Phone : 610-519-4661
Fax : 610-519-6322

Wagner College
Center For Career Development and Experimental Learning
1 Campus Road
Staten Island, NY 10301
Phone: 718-390-3181
Fax: 718-420-4012
E-mail: ccdel@wagner.edu

William Paterson University
Career Development Center
300 Pompton Road
Wayne, NJ 07470
Phone: 973-720-2281
Fax: 973-720-2074

York College
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

Zicklin School at Baruch College
One Bernard Baruch Way
New York, NY 10010
Phone: 646-312-1000
Fax: 646-312-3031

VIII. RECRUITMENT LIST (MARCH 10, 2003 TO FEBRUARY 1, 2004) OF ABC, INC.:

Hartford CT Works Center
3580 Main St
Hartford, CT 06120

Employment Services Department
Industrial Relation
649 Monroe St, Room 2813
Montgomery, AL 36131

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 3rd Avenue
New York, NY 10128

AWRT, Inc.
Attn: Rosemary Sharpe
234 5th 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 54th 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

Pitzer College
Career Planning Center
Attn: Center Director
Claremont, CA 91711

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

Pasadena Community College Communications Department
Attn: Crystal Watson
1570 E Colorado Blvd.
Pasadena, CA 91106

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

Community Board 7
Attn: Thomas Walsh
783 4th 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
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 Job Placement
115 W Kelso Street
Inglewood, CA 90301

Adult Int'l 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 90012

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

L.A. Job Corps Center
Attn: Placement Director
1106 S 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

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

Pacific / Asian C.E.
M.B. Strausridged
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

So Cal 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
C/O: Andy Rodriguez
247 W. 54th Street
New York, N.Y. 10019

Veterans Program / 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

Editor, Job Bank
C/O Women in Film
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
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 Broadcast
C/O: Luis Esquilin
888 Union St. Suite D-4
Brooklyn, N.Y. 11215

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

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

New Jersey Department of Labor
C/O: Amanda Young
PSG 107 Bassett Hwy
Dover, N.J. 07801

International Center for the Disabled
C/O: Leroy Jones
340 E. 24th St.
New York ,N.Y. 10010

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

SOBRO
C/O: Karen Hill
370 E 149th St.
Bronx, N.Y. 10455

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

Texas Workforce Commission
Dallas - Labor Office
1050 N. Westmoreland Suite 432-B
Dallas, TX. 75211

Institute for Immigrant Concerns at Monroe College
C/O: Susan Jonas
1233 2nd Ave
New York, NY