

WABC-TV
Annual EEO Report
February 1, 2011 (revised April 28, 2011)

This Annual EEO Report is filed on behalf of WABC-TV, New York, New York, in compliance with the FCC's EEO reporting requirements. WABC-TV, which is licensed to American Broadcasting Companies, Inc., serves a potential viewership of 20 million people living in the greater New York City region, New Jersey, and Connecticut. This report includes information from February 1, 2010 to January 31, 2011, and it will be placed in the station's public file, and on the station's website as of February 1, 2011.

WABC-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Opportunity Program as described herein.

Job Vacancy Information

As an Equal Opportunity Employer, WABC-TV is committed to disseminating information about job vacancies as widely as possible.

Full-time job vacancies are posted internally within the Company, in trade publications and websites with a broad-based readership that includes women and minorities, and in local community newspapers. (See Attachment A – Job Sources). The Station also sends notices of full-time job vacancies to organizations on its mailing list. By broadcasting 30 second on-air announcements once a month in rotating day parts, the station invites organizations that provide job information or referrals to contact us and place their names on our mailing list to receive notification of job vacancies. WABC-TV also posts this on several pages of its website, www.7online.com.

Attachment B contains the contact information of organizations that have requested to be placed on our mailing list for job openings as a result of the above announcements, ads, and outreach. This list is periodically updated. The last update occurred in December 2010, and it was revised on April 28, 2011 to include an omitted source.

In addition, ABC Media Networks Human Resources department has contracted with The Direct Employers Association to distribute notice of all full-time positions to Direct Employers' network of hundreds of organizations that cater to students, alumni, veterans, minorities, disabled individuals, and individuals seeking employment information.

Record Keeping

In compliance with EEO record keeping requirements, the Station creates a file for each full-time position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the

source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

From February 1, 2010 to January 31, 2011, the Station has filled 16 full-time jobs. Every job vacancy, except two which are described in greater detail below, was publicized in the Disney careers/Disney jobs website, the following periodicals: *Amsterdam News*, the *World Journal* (or the *China Times*), the *Korean News*, and *El Diario*. Job vacancies were also sent to all of the organizations in Attachment B. The openings were also advertised on the station's web site – www.7online.com. The job vacancy may also be posted in additional sources that vary according to the job. Please see Attachment C for more recruitment details by position and candidate.

The position of General Manager and President became vacant when Rebecca Campbell, who held the position from October 22, 2007 to May 14, 2010, was promoted to President of the ABC owned television station group. She in turn appointed Dave Davis to the position of General Manager and President, a position he had formerly held from October 8, 2003 to September 23, 2007. Given the unique aspects of this position and Mr. Davis' unique qualifications for it, the Station did not believe it was necessary to engage in its usual outreach process. Another position, the Long Island Reporter, was initially a part-time position, and the Station posted the position on its website, conducted several interviews for that position, and hired Josh Einiger. However, when the Station upgraded that position, it did not conduct any additional recruiting.

Supplemental Recruitment Activities

In addition to the specific job recruitment efforts mentioned above, the Station also engages in a variety of long-term initiatives designed to increase awareness of and develop qualifications for careers in broadcasting. During the reporting period, those included the following:

1. Job Fairs

WABC-TV Intern Nights – The events were held in New York on April 7, 2010 and November 4, 2010. In attendance were managers from all the departments at the television station. Students in their Junior or Senior year of college, studying communications, journalism or other major related to broadcasting and reside or go to school in New York, New Jersey or Connecticut are invited to interview with these managers and be selected for an internship at the television station.

Grace Institute Career Fair - Grace Institute provides tuition-free, practical job training for underserved New York area women of all ages and from many diverse backgrounds. The event was held in New York, NY on February 2, 2010. Graduates of the Institute met with representatives of over 30 companies and community partners to discuss job openings, network and receive career advice. Sandra Thomas, the VP of Creative Services, represented WABC-TV.

Women in Communications Career Fair – Women in Communications promotes professional growth for women in all communication disciplines and all career levels. This event, a Student Career Conference, was held in New York, NY on November 6, 2010. Over 300 students gathered for a full

day of education, career advice and networking. Liz Cho, WABC-TV Anchor / Reporter was a panelist along with over 40 leading communication professionals.

2. Internship Program – WABC-TV sponsors an internship program aimed at third and fourth year college students who attend school in the tri-state area. The purpose of this program is to enrich and supplement the education of local college students in the field of television. Although the program is open to all, we place special emphasis on seeking out and identifying female and minority students who are majoring in broadcasting. During the reporting period, the Station had a total of 166 interns. For a list of participating schools see Attachment D.

Students selected by the various department managers as a result of the intern recruitment nights described above gain first-hand experience at a television station and also receive college credit. These internships also help students develop relationships with industry professionals who may be of assistance to them in their future careers. They often assist in finding employment in similar markets.

3. Emma Bowen Foundation for Minority Interests in Media Scholarship Program – WABC-TV is one of many communication companies that participate in this program which was developed to enhance the presence of minorities in the media by giving minority youth work experience during high school and college that will qualify them for jobs in the media. At the end of their third year of high school, students identified and chosen by the program on the basis of academics, recommendations, interviews and commitment to the program, enter the employment of WABC-TV. The student will have summer employment and possibly employment while school is in session, in addition to help with college expenses for the remainder of the student's high school and college years. WABC-TV is responsible for exposing the student to a broad range of education, training and experience needed to qualify the student and help them advance to management and executive level positions in the future. In the reporting period, WABC-TV employed a student from Spelman College.
4. New York City Housing Authority (NYCHA) Achievers Program - WABC-TV participated as an internship site. A local college student spent 6 weeks in the program working as an intern at the television station under the guidance and supervision of the VP of Community Affairs.
5. Mentoring Programs - This is a one-on-one mentoring program dedicated to reducing school drop out rates among inner city girls and helping them to attain their goal of attending college. The program runs October through June and the mentors spend 6-8 hours a month with their mentee, and contact their mentees via phone or email at least once a week. For the past six years, the following WABC-TV employees were involved in the Disney VolunTEars Mentoring Program – Candy Martinez, Associate Director / Stage Manager, Nika Beamon, Newswriter, and John Antonio, Executive Producer. In the reporting period, Candy Martinez, participated in the program and was the Coordinator for the ABC/Disney/ESPN Mentoring Program.
6. Get Reel With Your Dreams: The Inside Track – is a program created by Sade Baderinwa, WABC-TV News Anchor. She partners with Disney, Lincoln Center Institute and New York Women in Film and Television for this project which exposes New York Inner City high school students to top professionals in film and television. Qualifying students are invited to attend the initial event, to get “inside track”

advice from these professionals who share their personal and professional stories, offer advice and exposure to new possibilities. They are encouraged to submit a self-produced Public Service Announcement and compete in the Reel Awards – over \$25,000 in college scholarships. The initial event took place on March 13, 2010 at Lincoln Center, New York, NY. Besides, Ms Baderinwa, WABC-TV “insiders” included Lucy Yang, reporter, Todd Pierce and Robert Cantwell – photographer / editors. The second phase took place on June 11, 2010. Ms. Baderinwa participated in the panel which judged the PSA’s submitted by the students. On June 24, 2010, the Awards were presented to the top three winners by Sade Baderinwa at the WABC-TV studios.

7. WABC-TV participates in job shadows, career days and events, speaking engagements in the Community and host tours of the Station throughout the year. Some examples include:

<u>Event</u>	<u>Participant</u>	
Patterson Elementary School Career Day	Saundra Thomas / VP, Community Affairs	2/24/10
Patterson Middle School Career Day	Saundra Thomas / VP, Community Affairs	4/21/10
Acorn High School, Brooklyn Career Day	Saundra Thomas /VP, Community Affairs	6/4/10
Middle School of the Arts, Brooklyn Career Day	Saundra Thomas / VP, Community Affairs Jeff Smith / Meteorologist	6/11/10
St. Francis College Young Journalist in Training Career Day	Saundra Thomas / VP, Community Affairs	10/26/10
Advertising Club of Hofstra	Scott Simensky / VP, Sales	11/11/10
New York Women in Film & Television	Sade Baderinwa / News Anchor	12/8/10

Station Tours

Hannah Senesh School, Brooklyn	1/14/10
Stony Brook University, Long Island	1/19/10 & 1/25/10
Poly Prep School, Brooklyn	1/28/10
Mercy First	2/18/10
Bloomfield High School	3/8/10
Fresh Air Fund	3/16, 3/18, 11/11 & 11/15/10
St. Ann’s School	3/17
Boy Scout Troop	4/5/10, 4/6/10, 5/19/10, 12/27
RISE UP – youth development org	5/20/10
P.S. 46 Tour	5/21/10 & 5/27/10
Woodbridge, NJ Middle School	6/2/10
P.S. 114X Tour	6/15/10, 6/22/10

West End Day School	7/29/10
Larchmont Community Television	8/12/10
Mahwah High School	10/14/10
LaGuardia Community College	10/15/10
Young Journalists in Training – St Francis College	11/16/10
P.S. 146	12/14/10
JHS 265	12/21/10
District 75 Special Education Students	1/5/11
All Saints School Tour	1/13/11
Moxxie Network	1/13/11

Job Shadows

Harlem LIVE	2/19/10	Saundra Thomas – VP, Community Affairs
Junior Achievement	3/12/10	Saundra Thomas – VP, Community Affairs
Young Women’s Leadership School Works Career Day – Job Shadow	1/14/11	Susan Greenstein – News Director Tracey Bagley – Producer Carolann Monroe – Director of Web Dept Yoomi Lee – Graphic Artist Cristiana Santo Pietro – Marketing AE

The Station will maintain a positive and continuing program of specific practices designed to ensure Equal Opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

In the past year, the Station has expanded its participation in job fairs and career-related events. Next year, the Station will contact specific organizations who it believes may have an interest in becoming part of the mailing list for our job listings.

Publications used for all job vacancies:

Amsterdam News
The World Journal
The Korean News
El Diario

Websites used for all postings:

www.7online.com - WABC-TV's website
www.disneyjobs.com / www.disneycareers.com

Other websites used:

www.tvjobs.com
www.journalismjobs.com
www.RTNDa.org
www.poynter.org
www.tvnewscheck.com
www.nahj.org
www.nabj.org
www.aaia.com
www.mediabistro.com
www.spotsndots.com
www.adweek.com
www.advertisingage.com
www.tvtechnology.com
www.broadcasting.com
www.broadcastengineering.com
www.broadcastingandcable.com
www.creativecow.net
www.coroflot.com
www.itjobs.com

Attachment B

**Organizations that receive
WABC-TV job listings**

2/1/11
Updated 4/28/11

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
1 East Harlem Council for Community Improvement, Inc.	413 120th Street, New York, NY 10035	(212) 410-7707 ext. 205			Mr. John B. Russell
2 New York, NY Employment Resource Center	125 Columbus Avenue, 2nd Fl, New York, NY 10023			wei-ec-newyork@ldschurch.org	
3 SUNY-Delhi	20 Sanford Hall, Delhi, NY 13753			lsmith@gmail.com	Lynne Smith Asst. Professor
4 New York University	Department of Journalism and Mass Communications 10 Washington Place, New York, NY 10003-6636			fran.stern@nyu.edu	Prof. Fran Stern
5 ASI Solutions, Inc.			(718) 504-4514	jvremix@aol.com	Julian Williams Exec. Asst to VP Mktg
6 Job connections				nhlcrific@yahoo.com	John Sanful, Job Connections
7 New York State Dept of Education				cantunes@MAIL.NYSED.GOV	Carol Ann Antunes Job Developer
8 Mid-Brooklyn Civic Association	2720 Foster Avenue, Suite B4 Brooklyn, NY 11210	(212) 743-6063			James Connolly
9 Catholic Charities Brooklyn & Queens Family Center	191 Joralemon Street Brooklyn, NY 11201		(718) 722-6045		Pamela Warren
10 Brauner Foundation	250 South End Avenue, 15B New York, NY 10280			Braunerf@nyc.rr.com	Betty Elam President / CEO
11 Highbridge Unity Center	1465 Nelson Avenue, Suite B New York, NY 10452	(718) 590-1760	(718) 590-0772		Liliam Rosa
12 Care Plus NJ Inc.	111 Lester Street Wallington, NJ 07057	(973) 458-8304	(973) 574-0017	jillp@careplusnj.org	Jill Parisi
13 Florida International University	3000 N.E. 151st Street, ACU 320 North Miami, FL 33181	(305) 919-5625		bertdelgado@fiu.edu	Bert Delgado
14 Occupational Center of Union County	301 Cox Street Roselle, NJ 07203	(908) 241-7200	(908) 241-2025	lboyko@ocucni.com	Lynn Boyko Employment Services Coord.
15 New York State Department of Labor				bruce.schanberg@labor.state.ny.gov	Bruce Schanberg
16 Ocean Bay Community Development Corp	434 Beach 54th Street Arveme, NY 11692	(718) 945-8640		obodc2@nyc.rr.com	Bernadette Luina Service Coordinator
18 Aquarius Media Corporation	P.O. Box 590 Englewood, NJ 07631				Harry Sloan

WABC-TV Full-Time Job Vacancies Filled
February 1, 2010 - January 31, 2011

Date of Opening	Job Title	Department	Date of Interview	Candidate	Interviewed	Hired / Not Hired	Date Hired	Referral Source
12/17/2009	Marketing Account Executive and Producer	Sales	12/17/09	Brigitte Connolly		Hired	2/16/2010	Internal word of mouth (current employee)
			01/14/10		NH	www.Zonline.com		
			01/14/10		NH	www.Zonline.com		
			02/01/10		NH	Industry Referral		
			02/02/10		NH	www.Zonline.com		
			02/05/10		NH	www.Zonline.com		
			02/05/10		NH	Referral by Current WABC-TV employee		
02/05/10	NH	www.Zonline.com						
02/08/10					NH		Referral by Current WABC-TV employee	
11/18/2009	VP, Engineering	Engineering	11/18/09	Kurt Hanson		Hired	3/22/2010	Department Knowledge / current employee
			1/28/2010		NH	KABC-TV Employee Referral		
			1/28/2010		NH	Industry word of mouth		
			2/2/2010		NH	www.disneyjobs.com		
			2/18/2010		NH	Industry word of mouth		
8/12/2009	LI Reporter	News	08/19/09	Joshua Einliger		Hired	6/1/2010	www.Zonline.com
			07/14/09		NH	Referred by Agent		
			07/14/09		NH	Referred by Current WABC-TV employee		
			07/14/09		NH	Referred by Current WABC-TV employee		
			07/24/09		NH	www.Zonline.com		
			08/11/09		NH	Referred by Agent		
			08/12/09		NH	Referred by Agent		
			08/18/09		NH	www.Zonline.com		
			08/18/09		NH	Referred by Agent		
			08/18/09		NH	www.Zonline.com		
			08/19/09		NH	Referred by Agent		
			08/19/09		NH	www.Zonline.com		
			08/19/09		NH	Referred by Agent / Current WABC-TV Employee		
08/20/09	NH	Referred by Agent						
2/19/2010	Marketing Coordinator / Assistant	Sales	04/01/10	Darcelle Wynn		Hired	6/1/2010	Referred by WPVI-TV Employee
			03/01/10		NH	www.disneycareers.com		
			03/01/10		NH	Referred by NTVS Employee		
			03/02/10		NH	Referred by NTVS Employee		
			03/02/10		NH	Online Ad - www.4entertainmenjobs.com		
			03/02/10		NH	www.disneycareers.com		
			03/03/10		NH	Online Ad - www.simplyhired.com		
			03/04/10		NH	Referred by WABC-TV Employee		
			03/04/10		NH	Online Ad - www.indeed.com		
			03/05/10		NH	Industry Referral		
			03/05/10		NH	Referred by WABC-TV Employee		
			03/08/10		NH	www.disneycareers.com		
			03/10/10		NH	www.disneycareers.com		
03/11/10	NH	Referred by ABC, Inc. Employee						
03/12/10	NH	www.disneycareers.com						
03/15/10	NH	Internal word of mouth						
03/19/10	NH	Referred by NTVS Employee						
03/19/10	NH	Referred by NTVS Employee						

* Identity of interviewed applicants who were not hired has been kept confidential

WABC-TV Full-Time Job Vacancies Filled
February 1, 2010 - January 31, 2011

Date of Opening	Job Title	Department	Date of Interview	Candidate	Interviewed	Hired / Not Hired	Date Hired	Referral Source
5/6/2010	Interactive News Producer	News	03/19/10	*		NH		www.disneycareers.com
			03/22/10	*		NH		www.7online.com
			03/23/10	*		NH		www.disneycareers.com
			03/23/10	*		NH		www.disneycareers.com
			03/25/10	*		NH		Industry Referral
			03/25/10	*		NH		www.7online.com
			03/26/10	*		NH		Referred by ABC Synergy Employee
			03/26/10	*		NH		www.disneycareers.com
			03/26/10	*		NH		Referred by ESPN Employee
			03/29/10	*		NH		Referred by WABC-TV Employee
			04/16/10	*		NH		Referred by WABC-TV Employee
			05/16/10	Jennifer Matarese	Hired	6/16/2010	Internal word of mouth (current employee)	
			05/16/10	*		NH	Internal word of mouth	
			05/17/10	*		NH	www.mediabistro.com	
			05/17/10	*		NH	Internal word of mouth	
			05/17/10	*		NH	www.mediabistro.com	
05/17/10	*		NH	www.disneycareers.com				
05/17/10	*		NH	www.mediabistro.com				
05/18/10	*		NH	Online Ad - www.indeed.com				
05/18/10	*		NH	Internal word of mouth				
05/20/10	*		NH	www.disneycareers.com				
05/20/10	*		NH	www.mediabistro.com				
05/20/10	*		NH	www.mediabistro.com				
05/22/10	*		NH	www.mediabistro.com				
05/22/10	*		NH	www.journalismjobs.com				
05/24/10	*		NH	www.mediabistro.com				
05/27/10	*		NH	www.mediabistro.com				
05/27/10	*		NH	www.journalismjobs.com				
5/6/2010	Media Manager	News	05/12/10	Matthew Luke	Hired	6/21/2010	Referred by WLS-TV Employee	
			05/06/10	*		NH	Internal word of mouth	
			05/07/10	*		NH	www.tyjobs.com	
			05/14/10	*		NH	www.tyjobs.com	
			05/18/10	*		NH	www.mediabistro.com	
			06/03/10	*		NH	www.tyjobs.com	
9/21/2009	IT Specialist	Engineering	02/03/10	Michael Valdes	Hired	6/28/2010	Referred by Employment Agency	
			10/27/09	*		NH	www.disneycareers.com	
			11/03/09	*		NH	Referred by WPVI-TV Employee	
			11/03/09	*		NH	Referred by Disney Media Networks Employee	
			11/03/09	*		NH	www.disneycareers.com	
			11/05/09	*		NH	www.disneycareers.com	
			11/05/09	*		NH	www.disneycareers.com	
			11/05/09	*		NH	www.disneycareers.com	
			11/09/09	*		NH	www.disneycareers.com	
			11/12/09	*		NH	Referred by Employment Agency	
			11/17/09	*		NH	www.disneycareers.com	
			11/18/09	*		NH	Referred by WABC-TV Employee	
			11/23/09	*		NH	www.disneycareers.com	
12/08/09	*		NH	Referred by Disney Employee				
01/15/10	*		NH	Referred by Employment Agency				
01/15/10	*		NH	www.disneycareers.com				

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Date of Opening	Job Title	Department	Date of Interview	Candidate	Interviewed	Hired / Not Hired	Date Hired	Referral Source
			01/18/10 *			NH		Referred by ABC, Inc. Employee
			01/18/10 *			NH		Referred by ABC, Inc. Employee
			01/22/10 *			NH		www.disneycareers.com
			02/04/10 *			NH		Referred by Employment Agency
			02/16/10 *			NH		Referred by Employment Agency
			02/18/10 *			NH		Referred by Employment Agency
			02/22/10 *			NH		Referred by WABC-TV Employee
			02/22/10 *			NH		Referred by Employment Agency
4/2/2010	Assistant Director of Engineering	Engineering	04/21/10 *	David Hewitt		Hired	6/28/2010	Internal word of mouth
			04/07/10 *			NH		www.disneycareers.com
			04/07/10 *			NH		Internal word of mouth
			04/23/10 *			NH		www.disneycareers.com
			04/28/10 *			NH		www.disneycareers.com
5/17/2010	President & General Manager	G&A	**	J. David Davis		Hired	7/7/2010	**
			** Due to unique circumstances explained in report at p. 2, no other candidates were interviewed					
9/11/2009	Engineering Project Manager	Engineering	11/08/09 *	Glenn Robinson		Hired	7/19/2010	www.disneycareers.com
			10/01/09 *			NH		www.disneycareers.com
			10/01/09 *			NH		www.disneycareers.com
			10/01/09 *			NH		www.disneycareers.com
			11/10/09 *			NH		www.disneycareers.com
			11/17/09 *			NH		www.disneycareers.com
			11/17/09 *			NH		www.disneycareers.com
			11/18/09 *			NH		www.disneycareers.com
			11/23/09 *			NH		Direct Contact (unspecified source)
8/26/2010	Graphic Artist / Motion Designer	Creative Services	09/12/10 *	Jorge Noujaim		Hired	10/25/2010	www.disneycareers.com
			09/08/10 *			NH		www.disneycareers.com
			09/07/10 *			NH		Direct Contact (unspecified source)
			09/10/10 *			NH		www.disneycareers.com
			09/15/10 *			NH		Referred by WABC-TV Employee
			09/11/10 *			NH		www.triobs.com
			09/15/10 *			NH		Direct Contact (unspecified source)
			09/09/10 *			NH		Online Ad - PromaxBda
			09/15/10 *			NH		www.coroflot.com
			09/03/10 *			NH		Direct Contact (unspecified source)
7/1/2010	Studio Head Electrician	Creative Services	07/14/10 *	Joshua Hinden		Hired	11/22/2010	Internal word of mouth (current employee)
			07/22/10 *			NH		Internal word of mouth
			08/03/10 *			NH		Internal word of mouth
			08/13/10 *			NH		Internal word of mouth
			08/13/10 *			NH		Referred by Union
			10/12/10 *			NH		Internal word of mouth

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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired /		Data Hired	Referral Source			
					Hired	Not Hired					
9/14/2010	Anchor / Reporter	News	Sep-10	David Novarro	Hired		12/6/2010	Referred by Agent			
			09/27/10	*	NH			www.journalismjobs.com			
			10/01/10	*	NH			www.Zonline.com			
			10/01/10	*	NH			www.Zonline.com			
			10/01/10	*	NH			Referred by Agent			
			10/01/10	*	NH			Referred by Agent			
			10/01/10	*	NH			www.Zonline.com			
			10/01/10	*	NH			www.Zonline.com			
			10/19/10	*	NH			www.tvjobs.com			
			11/22/10	*	NH			Referred by Agent			
			12/08/10	*	NH			Referred by Agent			
			7/22/2010	Weekend Sports Anchor / Reporter	News	10/18/10	Laura Behnke	Hired		12/13/2010	Referred by Agent
						07/21/10	*	NH			Referred by Agent
07/29/10	*	NH						www.journalismjobs.com			
08/27/10	*	NH						Referred by Agent			
09/07/10	*	NH						Referred by Agent			
09/08/10	*	NH						Referred by Agent			
09/13/10	*	NH						www.tvjobs.com			
09/14/10	*	NH						www.journalismjobs.com			
09/15/10	*	NH						Referred by Agent			
09/16/10	*	NH						Referred by Agent			
09/17/10	*	NH						Referred by Agent			
09/22/10	*	NH						www.journalismjobs.com			
09/26/10	*	NH						www.tvjobs.com			
10/11/2010	Sales Service Assistant	Sales	10/13/10	Pamela Guzman	Hired		1/4/2011	Internal word of mouth (former intern)			
			10/13/10	*	NH			Referred by Buena Vista Employee			
			10/14/10	*	NH			Internal word of mouth			
			10/14/10	*	NH			www.disneycareers.com			
			10/14/10	*	NH			Internal word of mouth			
			10/14/10	*	NH			Referred by ABC, Inc. Employee			
			10/18/10	*	NH			Referred by WABC-TV Employee			
			10/28/10	*	NH			Referred by WABC-TV Employee			
			7/1/2010	Engineering Technical Operations Manager	Engineering	10/17/10	Michael Bucca	Hired		1/10/2011	Internal word of mouth (current employee)
						07/07/10	*	NH			Internal word of mouth
						07/07/10	*	NH			Direct Contact (unspecified source)
						07/15/10	*	NH			www.disneycareers.com
						07/15/10	*	NH			www.disneycareers.com
07/15/10	*	NH						www.disneycareers.com			
07/26/10	*	NH						www.disneycareers.com			
08/16/10	*	NH						www.disneycareers.com			
10/21/10	*	NH						Industry Referral			

* Identity of interviewed applicants who were not hired has been kept confidential

Adelphi University
Baruch College
BMCC (Borough of Manhattan Community College)
Brookdale Community College
Brooklyn College
City College
College of Mt St. Vincent
College of New Jersey
College of New Rochelle
College of Staten Island
CW Post Long Island University
Fairleigh Dickinson University
FIT
Fordham University
Hofstra University
Hunter College
Iona College
Kean University
Lehman College
LIU
Manhattanville
Marist College
Monmouth University
Montclair State University
NYU
Pace University
Queens College
Quinnipiac University
Ramapo College
Seton Hall University
St Francis College
St John's University
St Peter College
SUNY - New Paltz
SUNY - Old Westbury
SUNY - Purchase
University of Bridgeport
William Patterson University
York College