

**ESPN RADIO – NEW YORK CITY
ANNUAL EEO REPORT
FEBRUARY 1, 2008**

I. INTRODUCTION AND GENERAL POLICY

WEPN-AM (1050 ESPN RADIO) is owned and operated by The Walt Disney Company / ABC, Inc. The Station broadcasts from Midtown Manhattan. The Station 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 report includes information from February 1, 2007 through January 31, 2008.

II. INTERNAL RECORD KEEPING

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

III. VACANCY SPECIFIC RECRUITMENT MEASURES

The Station is committed to meeting its EEO obligations. The Station has 2 managers who share responsibility for implementing, monitoring and improving compliance with company EEO policies and those of the Commission. They act as a liaison to the community at large and ensure that the Station job openings are disseminated widely. The Station's extensive recruitment list is set forth in Section VII. The list is updated when someone on the list notifies the Diversity Recruitment Coordinator of a change in address or if a job notice is returned as undeliverable. Each organization (except websites) is contacted by phone yearly to confirm contact information and continued interest.

IV. FULL-TIME POSITIONS FILLED (FEBRUARY 1, 2007 TO JANUARY 31, 2008):

During the period covered by this report, a total of **8** vacancies occurred at 1050 ESPN Radio. All have been filled. Please see attached chart:

DATE OF OPENING	JOB TITLE	STATIONS(S) AND DEPARTMENT	DATE OF INTERVIEW	CANDIDATE INTERVIEWED	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCES FOR INTERVIEWEES
10/06	Staff Accountant	WEPN - G/A	10/13/06	Chris Carucci	H	01/22/07	espn.com
			11/3/06	candidate 2	NH		internet source
			11/28/06	candidate 3	NH		hotjobs.com
			11/03/06	candidate 4	NH		Keane university
			12/15/06	candidate 5	NH		espn.com
			1/17/07	candidate 6	NH		Pace university
			1/17/07	candidate 7	NH		internet source
7/07	Sales Assistant	WEPN - SALES	7/25/07	candidate 1	NH		internal candidate
			7/26/07	candidate 2	NH		internet source
			7/27/07	candidate 3	NH		internet source
			7/18/07	Ebony Harper	H	08/08/07	industry referral

2/07	Promotion Coordinator	WEPN - Promotions & Marketing	2/23/07	John Broder	H	04/16/07	ESPN Network
			2/23/07	candidate 2	NH		Referral
			2/22/07	candidate 3	NH		ABC job posting
3/07	Marketing Director	WEPN - Promotions & Marketing	3/6/07	Greg Brodsky	H	05/07/07	industry referral
			3/8/07	candidate 2	NH		WFAN-AM
			4/5/07	candidate 3	NH		internal candidate
			3/8/07	candidate 4	NH		industry referral
12/06	Account Executive	WEPN - Sales	8/27/06	Todd Hommel	H	01/02/07	WFAN-AM
			9/1/06	Mike Novara	H	01/02/07	Emmis Broadcasting
			8/10/06	candidate 3	NH		internal candidate
			9/1/06	candidate 4	NH		Disney Careers
			9/1/06	candidate 5	NH		internet source
			9/10/06	candidate 6	NH		Disney Careers
			9/10/06	candidate 7	NH		internet source
11/07	Account Executive	WEPN - Sales	11/1/07	Jamie Spedliare	H	01/04/07	industry referral
			11/5/07	candidate 2	NH		internal candidate
			11/15/07	candidate 3	NH		internet source
			11/28/07	candidate 4	NH		industry referral
8/07	Executive Producer	WEPN - Programming	8/20/07	Pete Silverman	H	09/05/07	industry referral
			8/20/07	candidate 2	NH		ESPN Network
			8/21/07	candidate 3	NH		ESPN Network
			8/21/07	candidate 4	NH		internal candidate

V. LONG-TERM RECRUITMENT MEASURES

The station has engaged in the following long-term outreach initiatives during the period February 1, 2007 to January 31, 2008:

A. INTERNSHIP PROGRAMS / COLLEGE LEVEL OPPORTUNITIES

The Station has a long-standing and extensive internship program open to college students. The station strives 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 the Station website. The information is also regularly disseminated to colleges and universities as well as posted on websites dedicated to college internship opportunities. Students also initiate contact with the stations on their own. Students spend one semester in the program and receive college credit. All interns at the radio group are encouraged to speak to all station employees about the various jobs available in broadcasting and to utilize them as a career resource.

The following semester-long programs are currently offered:

- **WEPN Programming Department Internship**

Supervisor: Aaron Spielberg Program Director

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

- **WEPN Promotions Department Internship**

Supervisor: Kelly McEnergy, Promotions Manager

Program Description: The Promotions Department produces, promotes and executes live broadcasts, movie screenings, sports events and other station-related events as well as client-based promotional van-appearances. Interns assist at these events and learn to act as an event host. They are also assigned day-to-day office duties to learn how a radio station operates "behind the scenes". This internship is available in all semesters.

- **WEPN Sales Department Internship**

Supervisor: Pete Doherty, Local 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. 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.

List of Intern Participants and their Schools for 2007:

Spring 2007 – 9 students:

• 1 student	St. John's University	Promotions
• 1 student	Dowling College	Promotions
• 1 student	Montclair State University	Promotions
• 1 student	New York Institute of Technology	Promotions
• 1 student	Hunter College	Promotions
• 1 student	Northeastern	Programming
• 1 student	NJCU	Programming
• 1 student	Patterson	Programming
• 1 student	Hofstra University	Programming

Summer 2007 – 24 students:

• 1 student	SUNY Oneonta	Promotions
• 2 students	St. Leo University	Promotions
• 1 student	Manhattan College	Promotions
• 1 student	William Smith College	Promotions
• 1 student	Gettysburg University	Promotions
• 1 student	Franklin & Marshall College	Promotions
• 1 student	University of Arizona	Promotions
• 1 student	North Carolina State University	Promotions
• 1 student	Villanova University	Promotions
• 1 student	Farmingdale State University	Promotions
• 1 student	Boston University	Promotions
• 1 student	Indiana University	Promotions
• 1 student	Union College	Promotions
• 1 student	Pima Community College	Promotions
• 1 student	Stony Brook University	Promotions
• 1 student	University of Dayton	Sales & Marketing

- 1 student Binghamton Programming
- 2 students St. Johns Programming
- 1 student Northeastern Programming
- 1 student NYU Programming
- 1 student University of Pennsylvania Programming
- 1 student NJCU Programming

Fall/Winter 2007 – 10 students:

- 2 students Hofstra University 1 Promotions/1 Programming
- 1 student St. John's University Promotions
- 2 students Middlesex County College Promotions
- 1 student Marist College Promotions
- 1 student Iona College Promotions
- 1 student Ohio State Programming
- 2 students Syracuse Programming

B. CAREER DAYS/JOB FAIRS

Station Management and/or on-air personalities are available to speak at Career Days from the Elementary School Level through College. The schools extend these invitations to the Station from time to time. Employees attend annual career events at their alma mater or host students for informational sessions at the group offices. During the period of this report, the following activity took place:

September 2007 / Solanco High School -- Lori Houck, Business Office Manager at WEPN spoke to the Future Business Leaders of America Association (FBLA) student members about career opportunities in the accounting, finance and broadcast/media industries as well as the college experience, interviewing and other areas of interest to FBLA. Lori graduated from Solanco High in 1996 continued her education at Bucknell University and is now a part-time student at Fordham University Graduate program in Manhattan. She is a constant resource for Solanco students and staff for helping teach career and life development.

C. OTHER OUTREACH

Radio Advertising:

Whether or not a specific position is available, the Station airs :30 spots on-air all year round. The spot instructs the work force in our community of license as follows:

"WEPN is always looking for bright, qualified individuals to fill open job positions. If you are interested in being part of the 1050 team, visit the "jobs" section of 1050espnradio.com or call (212) 615-3245. College internships are available too! Once again, employment information is available in the "jobs" section of 1050espnradio.com or by calling (212) 615-3245. WEPN is an equal opportunity employer."

WEPN broadcasted **65 spots** between February 1, 2007 and January 31, 2008 Monday – Sunday 6A – 6A. Spots will continue to air throughout 2008.

D. COMMUNITY OUTREACH

Throughout the calendar year, WEPN engages in a variety of public service projects to benefit members of our community. During 2007, the station worked on the following charitable events:

- *July 11, 2007: Jimmy V Foundation*

1050 ESPN Radio will devote most of its broadcast day on Wednesday, July 11th to support The V Foundation for Cancer Research with a live broadcast from the ESPN Zone in Times Square. Listeners are encouraged to stop by the restaurant to make a tax deductible donation, bid on the many items being auctioned and meet 1050's on-air talent.

- *July 20, 2007: Epilepsy Golf Outing*

On July 20th, Tim McCarthy, President & General Manager of 1050 ESPN, held a golf outing at the New York Country Club benefitting Epilepsy. In addition to raising money for The Epilepsy Society of Eastern New York, Mr. McCarthy also started a children's summer camp program for children with Epilepsy where each year the money raised funds this camp.

- *August 2, 2007: Mike and Mike Golf Outing*

On August 2nd, 2007, WEPN hosted the Mike & Mike Golf Outing at Branton Woods Golf Club in New York.

The event supported the *Cancer Hope Network*, raising money for its cause, while promoting the event on-air and on-line weeks prior.

- *August 21, 2007: Radiothon Supporting Beth Israel Medical Center's Neonatal Intensive Care Unit*

1050 ESPN Radio broadcast a live radiothon on Saturday, August 18th from 7A-1P at Beth Israel Medical Center's Phillips Ambulatory Care Center to support the hospital's Neonatal Intensive Care Unit. The event drew big crowds to Manhattan's Union Square and raised more than \$11,000.

- *December 7, 2007: 1050's MIKE & MIKE 4th ANNUAL HOLIDAY BROADCAST TO BENEFIT CITY HARVEST*

Mike and Mike in the Morning, the popular morning drive team on 1050 ESPN, will celebrate their 4th annual holiday broadcast this Friday, December 7, 6 – 10am, at Penn Station, to benefit City Harvest. *Mike and Mike in the Morning's* Mike Greenberg and Mike Golic will be broadcasting their show live in front of the Christmas tree on the Amtrak level of Penn Station and are urging listeners to stop by and make a donation to City Harvest. Fans who donate five cans of food or a 16 oz. box of cereal or equivalent in non-perishable food items or \$5 will receive two tickets to the December 17 New York Knicks home game, courtesy of the Knicks, while supplies last.

- *December 18, 2007: St. Nick's Foundation*

Please join St. Nick Mangold, Center for the NY Jets, & 1050 ESPN Radio spread some holiday cheer. We're taking children from Little St. Nick's Foundation shopping at Toys R Us in Times Square on Tuesday, 12/18 at 11am. Please stop by and support our cause by purchasing a toy that will be brought to Morgan Stanley Presbyterian Hospital immediately following – log onto www.allstarshelpingkids.org for more information.

- *DECEMBER 14, 2007: WEPN-AM's MICHAEL KAY SPEARHEADS 'TOYS FOR TOTS' LISTENER EFFORT*

1050 ESPN New York afternoon drive host, Michael Kay, held his second annual holiday party on Wednesday, December 12. Listeners who attended the event were encouraged to bring an unwrapped toy for distribution to Toys for Tots. Following that afternoon's 4-7pm live broadcast of *The Michael Kay Show* from Blondie's in Manhattan, Kay and his on-air team of Don LaGreca and Joey Salvia were joined by fellow 1050 ESPN New York on-air colleagues Max Kellerman and Larry Hardesty. The toys are being donated to Toys for Tots in time for the holidays.

E. MANAGEMENT AND EMPLOYEE TRAINING

All department heads at WEPN are aware that all hiring and promotion is to be conducted in a manner that is free of improper discrimination of any kind. The importance of equal opportunity is reinforced in management training periodically conducted by ABC, Inc.'s Legal Department and Human Resources Department, which explains the company's commitment to diversity and to avoiding all forms of discrimination and sexual harassment.

ABC, Inc.'s Law and Regulation Department has given presentations, sent out memos and conducted conference calls and meetings with general managers and employees explaining the Commission's EEO rules and emphasizing the importance of strict compliance with them. The Legal Department works closely with station group management on an ongoing basis to address any questions and facilitate and improve compliance.

The Walt Disney Company maintains a strong equal opportunity policy, which is periodically mailed to all employees at their home addresses. All employees of The Walt Disney Company are also expected to be familiar with the company's Standards of Business Conduct, which contains a commitment to diversity and to a work environment that is free of discrimination and sexual harassment. All employees of The Walt Disney Company are required to complete on-line training yearly to ensure compliance with the Standards of Business Conduct. Disney's Human Resources Department conducts new employee orientation, which includes distribution of written copies of both The Walt Disney Company EEO policy and the ABC Inc. Fair Employment Policy mentioned above and a video presentation that covers, among other topics, the importance of avoiding discrimination and sexual harassment in the workplace.

VI. SELF- ASSESSMENT

Management at WEPN continually evaluate the EEO program. The group strives to improve and refine methods by monitoring responses received to ensure that its applicant pool includes qualified applicants from diverse sources. The responsibility for maintaining this policy and practice rests primarily with the management of WEPN, including the Station Manager and the department heads responsible for hiring and promotion, although all employees of the Station are expected to be aware of its EEO policy and assist in effectively maintaining it.

VII. RECRUITMENT LIST / JOB REFERRAL SERVICES:

4 Entertainment Jobs Website
www.4entertainmentjobs.com

Entertainmentcareers.net
Website: www.entertainmentcareers.net
International Radio & Television Foundation

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

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

New York State Broadcasters Association
Dick Novick
1805 Western Avenue
Albany, NY 12203
Phone: 518-456-8888
Fax: 518-456-8943

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

Sportscastingjobs.com
Strive – New York
Miguel Acosta, Manager
240 East 123rd Street
New York, NY 10035-2038
Phone : 212-360-1100
Fax : 212-360-5634

COLLEGES & UNIVERSITIES / TRADE SCHOOLS:

Baruch College
Barbara Lambert, F/T Job Coordinator
Career Development Center
1 Baruch Way / Box Number B2-150
New York, NY 10010

Phone: 646-312-1330
Fax: 646-312-1331
Email: Barbara_lambert@baruch.cuny.edu

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

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

City College Of New York
Dr. Sophia Demetrious, Director
The Career Center
138th Street at Convent Avenue - NAC 1/116
New York, NY 10031
Phone: 212-650-5327
Fax: 212-650-6512

College Of New Rochelle
Michael Quinn, Internship Coordinator
Communication Arts Department
29 Castle Place
New Rochelle, NY 10805
Phone: 914-654-5576
Fax: 914-654-5259
E-mail: mquinn@cnr.edu

College Of Staten Island
Joan Lyons, Internship Coordinator
Career Placement
2800 Victory Boulevard
Staten Island, NY 10314-6609
Phone: 718-982-2300
Fax: 718-982-2308
Email: careerplacement@mail.csi.cuny.edu

Connecticut School of Broadcasting
130 Birdseye Road – Radio Park
Farmington, CT 06032
Phone : 860-677-7577
Email : sdemay@800tvradio.com

Essex County College
Pamela Maynard, Director
Kathy Flynn, Academic Coordinator
Career Resource Center
303 University Avenue
Newark, NJ, 07102
Phone: 973-877-3178

Fax: 973-877-3179

Farleigh Dickinson University
Catherine Love, Director
Career Development Office
1000 River Road - TSU202
Teaneck, NJ 07666
Phone: 201-692-2193
Fax: 201-692-2198
Email: clove@fdu.edu

Fordham University
Diana Balsamo, Employment & Career Coordinator
Career Planning & Placement
113 West 60th Street
New York, NY 10023-7484
Phone : 212-636-6280
Fax : 212-636-7048
Email : balsalmo@fordham.edu

Hofstra University
Marvin Reed, Director
Jennifer Ruggiero, Internship Coordinator
Career Services
1000 Fulton Avenue
Hempstead, NY 11549
Phone: 516-463-6660
Fax: 516-463-4892

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

Iona College
Career Services
715 North Avenue
New Rochelle, NY 10801
Phone: 914-633-2229
Email: careerservices@iona.edu

Kean University
Freda Remmers, Internship Coordinator
Communications Department
1000 Morris Avenue
Union, New Jersey, 07087
Phone: 908-737-4448
Email: fremmers@kean.edu

Kingsborough Community College
Elizabeth Basile, Director
Center of Career Development & Placement
2001 Oriental Boulevard
Brooklyn, NY 11235
Phone: 718-368-5115
Fax: 718-368-5366

Long Island University / Brooklyn Campus
Nora Zavolunova
Career Services
1 University Plaza
Brooklyn, NY 11201-5301
Phone: 718-488-3336
Fax: 718-780-4059

Long Island University / C.W. Post Campus
Dr. Barbara Fowles, Department Chair
Media Arts Department
720 Northern Boulevard
Brookville, NY 11548
Phone: 516-299-2382
Fax: 516-299-3327

Manhattan College
Janen Glenn, Recruitment Coordinator
Career Services
4513 Manhattan College Parkway
Riverdale, NY, 10471-4098
Phone: 718-862-7695
Fax: 718-862-7586
Email: janen.glenn@manhattan.edu

Marist College
Desmond Murray, Assistant Director – Field Experience
Career Services - Library 332
Poughkeepsie, NY, 12601-1387
Phone: 845-575-3547
Fax: 845-575-3548

Marymount Manhattan College
Susan Arch
Career Services
221 East 71st Street
New York, NY 10021
Phone: 212-517-0430
Fax: 212-517-0510
West Long Branch, NJ 07764

Molloy College
Betty Morr, Career Services Specialist
Career Services
1000 Hempstead Avenue
Rockville Centre, NY 11571
Phone: 516-678-5000
Fax: 516-256-2263
Email: careerservices@molloy.edu

New School University
Donna Sweidan, Director of Career Development
66 West 12th Street
New York, NY 10011
Phone : 212-229-1324
Fax : 212-229-5410

New York University
Internship Coordinator
Office of Career Services

719 Broadway - 3rd Floor
New York, NY 10003-6860
Phone: 212-998-4738
Fax: 212-995-3827
E-mail: sharon.masaniello@nyu.edu

Pace University
Jody Queen Hubert, Director
Cooperative Education & Career Services
861 Bedford Road
Pleasantville, NY 10570
Phone : 914-773-3415
Fax : 914-773-3377
Email : careers@pace.edu

Rutgers University / Camden
Stephen Ball, Director
Career Planning and Placement
326 Penn Street
Camden, NJ 08102
Phone: 856-225-6178
Fax: 856-225-6184
Email: careerservices@camden.rutgers.edu

St. John's University
Prof. Antoinette Durso / Director, Communications Program
8000 Utopia Parkway
Jamaica, NY 11439
Fax: 718-454-5559
Email: dursoa@st.johns.edu

St. Joseph College
Jaime Vacca
Career Services
245 Clinton Avenue
Phone: 718-399-0068
Fax: 718-636-7245

St. Bonaventure University
Connie Whitcomb, Director
Career Center
3261 West Slate Road
St. Bonaventure, NY 14788
Phone: 716-375-2384
Fax: 716-375-2381
Email: career@sbu.edu

St. Francis College
Naomi Kinley, Director
Career Development Center
180 Remson Street
Brooklyn Heights, NY 11201
Phone: 718-489-5260
Fax: 718-489-5304

State University of New York – New Paltz
Tonda Highley, Director
Career Resource Center
75 South Manheim Boulevard
New Paltz, NY 12561

Phone: 845-257-3265
Fax: 845-257-3674

The School for Film & Television
Career Services
39 West 19th Street, 12th Floor
New York, NY 10011
Phone: 212-645-0030
Fax: 212-645-0039

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