

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
FOR KESN-FM, ARLINGTON, TX
AND THE TIME BROKERS FOR KNIT(AM), ARLINGTON, TX**

APRIL 1, 2009

This Annual Equal Employment Opportunity (“EEO”) Public File Report is filed on behalf of KESN-FM, Arlington, Texas (“KESN” or the “Station”), which is licensed to KESN Assets LLC, an indirect subsidiary of The Walt Disney Company (“Company”), together with the time brokers for KNIT(AM), Arlington, Texas (“KNIT Time Brokers”) , which is licensed to James Crystal Radio, Inc. (“KESN” and “KNIT Time Brokers” hereinafter collectively referred to as “Stations”).

This report includes details of the Stations’ EEO efforts for the period of April 1, 2008 – March 31, 2009 (the “Reporting Period”), in compliance with the Federal Communications Commission’s EEO reporting requirements. The report will be posted on the KESN website and a copy placed in the KESN public file and on its website as of April 1, 2009.

I. OUR POLICY

The Stations are equal opportunity employers. Our longstanding policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

II. FULL-TIME VACANCIES FILLED BY THE STATIONS

During the Reporting Period, the Stations interviewed 32 candidates for 7 full-time job vacancies. For each vacancy, notice of the opening was posted on www.espn1033.com, and was sent to ESPN Human Resources for posting on www.espn.com/joinourteam and DisneyJobs.com as well as internal websites accessible to Disney, ESPN and ABC employees. In addition, the Stations sent notices of the job vacancies to the list provided in Section 7 below. Other recruitment sources for particular jobs are listed in the right-hand column by the name of the candidate interviewed.

JOB TITLE	STATION & DEPT.	CANDIDATE INTERVIEWED	HIRED (H) OR NOT HIRED (NH)	REFERRAL SOURCE	RECRUITMENT SOURCES CONTACTED ABOUT THIS POSITION
KNIT Time Brokers Promotions Director (3/28/08)	KNIT Time Brokers	Roger Sosa	H 4/7/08	Part-time employee converted to full-time	4EntertainmentJobs.com, TvandRadioJobs.com, EntertainmentCareers.net,
		*	NH	Internal	
Traffic Manager (4/21/08)	KESN	Linda Lynn	H 5/19/08	Industry Colleague	4Entertainment Jobs.com, Entertainmentcareers.net, Texas Association of Broadcasters, TvandRadiojobs.com, Traffic Directors Guild of America, JobsInDallas.com TV
		*	NH	Industry Colleague	
		*	NH	TAB.com	
ESPN Account Executive (9/12/08)	KESN	Dain Brinkerhoff	H 10/20/08	Industry Colleague	4 EntertainmentJobs.com, Entertainmentcareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Monster.com, Diversity Inc., Careerbuilders, Lat Pro & Hotjobs
		*		Outside Referral	
		*		Industry Colleague	
		*		Industry Colleague	
		*		Industry Colleague	

		*		Outside Referral	
Assistant Program Director (8/15/08)	KESN	Mark Friedman	H 1/28/09	Industry Colleague	4 EntertainmentJobs.com, Entertainmentcareers.net, , TVandRadiojobs.com, Texas Association of Broadcasters
		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Outside Referral	
Local Sales Manager (9/25/08)	KESN	Todd Tedder	H 12/16/08	Promoted from National Sales Manager to Local Sales Manager, a higher position	4 EntertainmentJobs.com, Entertainmentcareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Monster.com, Diversity Inc., Careerbuilders, Lat Pro & Hotjobs
		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Industry Colleague	
National Sales Manager (12/16/08)	KESN	Kirt Hayes	H 1/28/09	Outside Referral	4 EntertainmentJobs.com, Entertainmentcareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Monster.com, Diversity Inc., Careerbuilders, Lat Pro & Hotjobs
		*	NH	Industry Colleague	
		*	NH	Outside Referral	
		*	NH	Outside Referral	
Digital Account Executive (11/1308)	KESN	Ross Houglan	H 1/9/09	Traffic.com	4 EntertainmentJobs.com, Entertainmentcareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Monster.com, Diversity Inc., Careerbuilders, Lat Pro & Hotjobs

		*	NH	Outside Referral	
		*	NH	Outside Referral	
		*	NH	Industry Colleague	
		*	NH	Outside Referral	

* *Identity of interviewed applicants not hired has been kept confidential.*

III. SUPPLEMENTAL RECRUITMENT INITIATIVES:

The Stations have engaged in the following long-term outreach initiatives during the reporting period covered by this report.

A. COLLEGE INTERNSHIPS

The Stations have 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 KESN’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 Stations currently offer the following semester-long programs:

Overall Supervisor: Suzette Harris, Administrative Assistant/Diversity Recruitment Coordinator

Programming Supervisor: Melissa Olivares (Programming Department)

Promotion Supervisor: Nathan Huber/Travis Hill (Promotions Department)

Program Description: A college internship with the Stations entails responsibilities in several areas. Those areas include but are not limited to sales and marketing, production, traffic and administration. During the internship, students may be responsible for assisting with: preparing marketing books, designing and completing sales and promotional books, maintaining promotional materials, organizing and maintaining broadcast contracts and contract files, organizing and maintaining aging reports and financial records, assisting production, organizing and maintaining post logs and other administrative programs, observing on-air personalities (during the show) reviewing Sports Center Updates, and assisting Account Executives. Interns are awarded course credit for their participation in the program.

During the reporting period, the Stations had six college interns from five different universities, as follows:

1 Student – 8/15 – 12/1/08	University of Texas at Arlington	Programming
1 Student – 8/15 – 12/15/08	Texas Christian University	Sales
1 Student – 5/19 – 8/1/08	University of Texas at Arlington	Sales/Promotions
1 Student – 5/19 – 8/15/08	University of Southern California	Promotions
1 Student – 5/19 – 7/25/08	Iona College-New York	Sales/Programming/Promotions
1 Student – 8/4 – 12/12/08	Dallas Baptist University	Sales

B. HIGH SCHOOL INTERNSHIP

The Stations participate in the Internship Program administered by the Arlington Independent School District. This program provides high school seniors with full-time career experience in the "real world." Participating students explore career goals by interning three days per week (Monday through Friday) at their work site in exchange for course credit. Interns work on projects and are assigned tasks based on interests and abilities.

During the reporting period, the Stations had six high school interns during the winter season, as follows:

1 Student – 9/24 – 10/21/08	Lamar High School	Sales/Programming/Promotions
1 Student – 10/27 – 11/24/08	Lamar High School	Sales/Programming/Promotions
1 Student – 12/1 – 1/12/09	Lamar High School	Sales/Programming/Promotions
1 Student – 2/4 – 3/5/09	Lamar High School	Sales/Programming/Promotions
1 Student – 3/26 – 4/17/09	Lamar High School	Sales/Programming/Promotions

Program Contact information:

M.B. Lamar High School
Arlington Independent School District
1400 Lamar Blvd. West
Arlington, Texas 76012
LaDean Houck, Coordinator, Business Executive Internship – 817.459.8300

C. CAREER DAYS/JOB FAIR

During the reporting period, the KESN Diversity Recruitment Coordinator and/or other Station personnel who have responsibility for hiring decisions attended two job fairs as specified below. . At all such 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.

Thursday, April 24, 2008 – Texas Association of Broadcast Career Fair – ESPN and KNIT Time Brokers

Attended by: Koby Halbrook – KESN General Sales Manager
Renee Grabeel – KESN Sales Assistant
Nathan Huber – KESN Promotion Manager

Friday, February 27, 2009 – Texas Association of Broadcast Career Expo – ESPN and KNIT Time Brokers

Attended by: Maria Cobio – KNIT Time Brokers , Traffic & Continuity Director
Suzette Harris – KESN Administrative Assistant/Diversity Recruitment Coordinator
Jey Wilson – KESN Promotions Coordinator

D. MANAGEMENT AND EMPLOYEE TRAINING

All employees of The Walt Disney Company are required to complete on-line training periodically to ensure compliance with the Standards of Business Conduct. The Training includes "Our Standards of Business Conduct" and "Preventing Workplace Harassment." The most recent training was completed by March 27, 2009.

ESPN Bristol Human Resources Department conducts new employee orientation in Bristol, CT, which includes a "Rookie Camp" for all new employees. This is an introduction to the ESPN culture. This includes a tour of the ESPN facility, Rules & Regulations, Business Practices and company guidelines. In addition, management receives regular training from the Legal Department on FCC EEO procedures.

E. SELF- ASSESSMENT:

The Stations' management, including KESN General Manager Pete Dits and KESN Recruitment Coordinator Suzette Harris, continually engage in evaluating the effectiveness of their 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. .

F. STATION WEBSITE OUTREACH:

In an effort to expand the Stations' recruitment sources and its recruitment pool for all full-time non-temporary job openings, the following information is continually posted on KESN's website, www.espn1033.com.

Do You Want To Join Our Team?

ESPN is an equal opportunity employer. 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 our jobs. You can [Email us](#) or call our jobs hotline at (817) 695-3512 with the information.

IF YOU'RE INTERESTED IN A CAREER IN RADIO THIS IS THE PLACE TO LOOK!

The application process - What to expect:

ESPN encourages qualified candidates to apply for open positions. When your resume and application are submitted for an open position, it will be received by the Staffing Department within ESPN and be included in the pool of resumes and applications for the designated position.

Your resume will be reviewed and considered for the open position for which you have applied. In the event that your qualifications and experience match up with the requirements of the position, you will be contacted by ESPN.

Due to the high number and volume of resumes and applications ESPN receives, we are not able to directly contact everyone who applies; however, each applicant will receive an automated response indicating receipt of their resume.

103.3 FM ESPN is always looking for the best and brightest people to fill our open positions. ESPN also offers a variety of internships for college students.

G. CONTACT/RECRUITMENT LIST (April 1, 2008 to March 31, 2009)

During the reporting period, the Stations sent notices of all full-time job vacancies to the list below:

Helen Sullivan
Arlington Baptist College
3001 West Division
Arlington, TX

Kimmie Nguyen
Arlington Workforce Solutions
140 W. Mitchell Street
Arlington, Texas 76010

Asian American Journalists Association
1765 Sutter Street
San Francisco, CA 94115

Rudy Marshall
Bay Area Black Media Coalition
PO Box 2382
Oakland, CA 94614

Temple Weiskopf
Baylor University
PO Box 97036
Waco, Texas 76798

Employment Services Department
Bernard College
649 Monroe St. Room 2813
Montgomery, AL 36131

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

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

Broadcast Education Association
1771 North Street NW
Washington, DC 20036

Valee Bunting
BJASC Jobline
2621 W. 54th Street
Los Angeles, CA 90043

Jennifer Buyten
Brookhaven College
3939 Valley View Lane
Farmers Branch, TX 75244

c/o University of Southern California
Black Journalists Association
PO Box 25
Los Angeles, CA 90089

Patti Everitt
Cassata Learning Center
1400 Hemphill Street
Fort Worth, Texas 76104

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

Barbara Peete
Career Services UT @ Arlingt
800 South Cooper
Arlington, TX

Bill Butler
Columbia School of Broadcasting
3947 University Drive-2nd Floor
Fairfax, VA 22030

Mike Alford
Cedar Valley College
3030 N. Dallas Avenue
Lancaster, TX 75134

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

Roz Harper
Department of Employment Services
500 C. Street
Washington, DC 20001

Connecticut School of Broadcasting
Routh 17 South - Penthouse 377
Hasbrouck Heights, NJ 07604

Ty Walker
Eastern New Mexico University
1500 S. Ave K
Station 34
Protles, NM 88130

Kimberly Prince
Express Personnel
3701 S. Cooper-Suite 233
Arlington, Texas 76015

DFW Association of Black Communicators
% DMN
1150 South Freeway-Suite 211
Ft. Worth, Texas 76015

Adam Goodman
Goods Entertainment
PO Box 1266
Weston, CT
Eastern New Mexico University

Job Placement
Greater Dallas Comm.
400 S. Zang Blvd.-Suite 1025
Dallas, TX 75208

Christine Giles
Student
3600 Alma #3221
Richardson, Texas 75080

Henry Guittierez
Hispanic Urban Center
1075 S. Herbert Avenue
Los Angeles, CA 90023

Patrick McCune
Intl Radio & Television Foundation
420 Lexington Avenue-Suite 1601
New York, NY 10170

Japanese American Citizens League
244 S. San Pedro St.
Los Angeles, CA 90012

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

Laura Gilbreath
North Richland Hills Public Library
6720 NE Loop 820

Leslie Rigoulot
1201 Mockingbird Dr.
Grapevine, TX 76051

Jannet Davis
LeTourneau University
PO Box 7001
Longview, TX 75607

Keith Jones
N A A C P
30 Clinton Street
Newark, NJ 07960

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

Matt Boisvert
Abilene Christian University Matt Boisvert

Francienne Maynard
North Lake College
5001 N. McArthur Blvd.
Irving, Texas 75038

NABET
501 3rd St. NW
Washington, DC 20001

National Alliance for Hispanic Health
1501 16th Street NW
Washington, DC 20036

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

National Black Media Coalition
11120 New Hampshire Ave. Suite 204
Silver Springs, MD 20904

Jim Olsen
National Broadcasting Society
NBS Business Office - Box 915
St. Charles, MO 63302

Lo Jelks
National Association of Black College
Broadcasters – PO Box 3191
Atlanta, GA 30302

Mervin Aubespain
National Association of Black Journalists
525 W. Broadway
Louisville, KY 40202

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

National Congress of American Indians
1301 Connecticut Avenue Suite 200
Washington, DC 20036

Alex Nogales
National Hispanic Media Coalition
3550 Wilshire Blvd Suite 670
Los Angeles, CA 90010

Ron Whittaker
Pepperdine University
Prof of Broadcasting
Malibu, CA 90265

Scott Jones
SBE
9247 North Meridian Street Suite 305
Indianapolis, IN 46260

Darin Bridwell
So Cal Broadcasters Association
5670 Wilshire Blvd., Suite 910
Los Angeles, CA 90036

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

Dawn Gerardo
Scripps College
1030 Columbia Avenue #1213
Claremont, CA 91711

Steve Stafford
SW Adventist College
100 W. Hillcrest
Keene, Texas 76059

Keith Wartman
State Department of Employment
1405 S. Broadway
Los Angeles, CA 90015

Jonathan Patrick
Southwestern Baptist Seminary
Attn: Church Minister Relation
P O Box 22120
Fort Worth, TX 76122

Terri Rios
Women's Center of Tarrant County
PO Box 825
Fort Worth, Texas 76110

Kelly Bell McGlothlan
YWCA
Attn: Supporting Living Staff
512 West 4th Street
Fort Worth, TX 76102

Bill Stowe
Texas Christian University
TCU Box 297300
Fort Worth, TX 76129

Job Placement Service
Tarrant County Job Bank
6250 N.E. Loop 820
Fort Worth, TX 76180

Craig Bean
Texas Association of Broadcasters
502 E. 11th Street, Suite 200
Austin, Texas 78701

Lisa Vallejo
Texas State University
601 University Drive
San Marcos, Texas 78666

Sherri Mata
Texas Wesleyan College
1201 Wesleyan Street
Fort Worth, TX 76105

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

The School for Film & Television
39 West 19th Street, 12th Floor
New York, NY 10011

Tim Nguyen
UC Berkeley Career Center
2111 Bancroft Way
Berkeley, CA 94720

UCLA Latino Management Association
405 Hlgard Ave. - GSM Room 1387
Los Angeles, cA 90095

University of California - Irvine
100 Studen Services
Irvine, CA 92697

Richard Paterik
University of Dallas
1845 E. Northgate Drive
Irving, TX 75062

Barbara Peete
UT @ Arlington
800 South Cooper
Arlington, Texas 76006

Wanda Brooks
UT @ Arlington
P O Box 19619
Arlington, TX 76019

Veterans Administration Office
1100 Wilshire Blvd.
Los Angeles, CA 90024

Oz Rivas / Doug Jakubik
Weatherford College
308 E. Park Avenue
Weatherford, TX 76086

Pat Keichler
Women at Work
50 N. Hill Ave.
Suite 300
Pasadena, CA 91106

Collegiate Broadcasters (posting by email)

University of California – Berkley (website
posting)

Traffic Director Guild of America (website
posting)

Blue Grass Consulting – Erick Dannon @
erick.dannon@bluegrass-consulting.com **

**** Contacted the radio station to be added to our mailing list for job postings**