

April 1, 2008
 EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period of April 1, 2007 – March 31, 2008.

Employment Unit: KESN Assets LLC (ESPN Radio) / 1480 ESPN Deportes – Arlington, Texas

Community of License: KESN Assets LLC (ESPN Radio) / Arlington, Texas
 ESPN Deportes / Arlington, Texas

EEO Contact Information: ESPN & ESPN Deportes
 2221 E. Lamar, Suite 300
 Arlington, Texas 76006

Suzette Harris / Diversity Recruitment Coordinator
abcrcs.arlradijobs@abc.com

Stations ESPN & ESPN Deportes 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. This report includes information from April 1, 2007 – March 31, 2008.

FULL-TIME VACANCIES FILLED BY THE EMPLOYMENT UNIT:

For the period from April 2, 2007 – March 31, 2008, this Employment Unit interviewed 61 interviewees for 11 full-time job vacancies.

JOB TITLE	STATION & DEPT.	CANDIDATE INTERVIEWED	HIRED (H) OR NOT HIRED (NH)	REFERRAL SOURCE	SOURCES CONTACTED
Chief Engineer	KESN	Armando Gonzales	H 7/23/07	Referral from Industry Colleague	ABC Job Posting, Contact List, 4 Entertainment Jobs, Entertainment Careers.Net, Texas Association of Broadcasters, TV and Radio Jobs.com,
		*	NH	Internet Posting	
		*	NH	Internet Posting	
		*	NH	ABC Job Postings	
		*	NH	Internet Posting	
		*	NH	Internet Posting	
Promotions Director	KESN	*	NH	Outside Referral Service	ABC Job Posting, Contact List, 4 Entertainment Jobs, Texas Job Bank, Entertainment Careers.net, Rick Scott & Associates, TV and Radio Jobs.com, CS Work, Texas Association of Broadcasters,
		Travis Hill	H 7/16/07	Referral from Industry Colleague	
		*	NH	ESPN Employee	
		*	NH	ESPN Website	
		*	NH	ESPN Website	

Account Executives	KESN	Matt Hendricks	H 5/24/07	Internet, Disney Website	ABC Job Posting, Contact list, 4 Entertainment Jobs, Texas Job Bank, Entertainment Careers.net, Texas Association of Broadcasters, TV and Radio Jobs.com, CSWork
		*	NH	Industry Colleague	
		*	NH	Industry Colleague	
		*	NH	Industry Colleague	
			NH	Disney Website	
		*	NH	Industry Colleague	
		*	NH	Industry Colleague	
Account Executives	KESN	Raquel Larson	H 9/17/07	Industry Colleague	Contact list, 4 Entertainment Jobs, Texas Job Bank, Entertainment Careers.net, Texas Association of Broadcasters, TV and Radio Jobs.com, CSWork, ESPN Website, Sportscastingjobs.com
		*	NH	ESPN Website	
		*	NH	ESPN Website	
		*	NH	Not Indicated	
		*	NH	Industry Colleague	
Operations Manager/Program Director	KESN				Contact list, 4 Entertainment Jobs, Texas Job Bank, Entertainment Careers.net, Texas Association of Broadcasters, TV and Radio Jobs.com, CSWork, ESPN Website, Sportscastingjobs.com, Rick Scott & Associates
		Tom Lee	H 7/30/07	Outside Referral	
		*	NH	ESPN Website	
		*	NH	ESPN Website	
		*	NH	Rick Scott & Associates	
		*	NH	Outside Referral	
Sales Assistant	KESN				Contact list, 4 Entertainment Jobs, Texas Job Bank, Entertainment Careers.net, Texas Association of Broadcasters, TV and Radio Jobs.com, CSWork, ESPN Website, Sportscastingjobs.com
		Renee Grabeel	H 7/30/07	Industry Colleague	
		*	*	Disney Web Site	
ESPN Deportes - Local Sales Manager	KESN	Sonia Bass	H 9/19/07	Industry Colleague	4 Entertainment Jobs, Entertainment Careers.net, Rick Scott & Associates, Sportscasting Jobs, Texas Association of Broadcasters, TVandRadioJobs.com, Contact List, Disney Careers, ESPN Website
		*	NH	ESPN Website	
		*	NH	Industry Colleague	
		*	NH	Outside Referral	
		*	NH	Not Indicated	
		*	NH	Outside Referral	
		*	NH	Disney Website	
Promotions Manager	KESN	*	NH	Internal Candidate	Texas Association of Broadcasters, TVand RadioJobs.com, Contact List, 4 Entertainment Jobs, EntertainmentCareers.net, Disney, ESPN Website

		Nathan Huber *	H 11/15/07	Internal Candidate	
		*	NH	Internal Candidate	
		*	NH	ESPN HR	
		*	NH	ESPN HR	
		*	NH	ESPN HR	
		*	NH	ESPN HR/Internal Referral	
		*	NH	Internal Candidate	
		*	NH	Work in Sports.com	
Account Executives	ESPN Deportes-KNIT	Jesus Padilla	H 12/10/07	Referral Colleague	4 EntertainmentJobs, EntertainmentCareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Disney, ESPN Website
		Gerardo Alaniz	H 12/10/07	Referral Colleague	4 EntertainmentJobs, EntertainmentCareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Disney, ESPN Website
		*	NH	ESPN Website	
		*	NH	ESPN Website	
		*	NH	ESPN Website	
		*	NH	ABC Radio Website	
Account Executives	ESPN Radio	Nancy Martinez	H 2/21/08	Outside Referral	4 EntertainmentJobs, EntertainmentCareers.net, Texas Association of Broadcasters, TVandRadiojobs.com, Disney, ESPN Website, Rick Scott & Associates
		*	NH	Outside Referral	
		*	NH	Disney Website	
		*	NH	ESPN Website	
		*	NH	ESPN Website	
		*	NH	Outside Referral	
		*	NH	ESPN Website	

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

INTERNAL PROMOTIONS (APRIL 1, 2007 – MARCH 31, 2008):

- **Maria Cobio promoted from ESPN Sales Assistant to ESPN Deportes Traffic Manager**
- **Nathan Huber promoted from ESPN PT Promotions to ESPN Promotions Manager**

SUPPLEMENTAL RECRUITMENT INITIATIVES:

KESN Assets, LLC – Arlington, Texas has engaged in the following long-term outreach initiatives during the period April 1, 2007 to March 31, 2008.

1. INTERNSHIPS - COLLEGE LEVEL OPPORTUNITIES

KESN Assets, LLC – Arlington 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:

KESN (ESPN 103.3FM) Internship

Supervisor: Suzette Harris, Administrative Assistant

Program Description: An Internship with KESN (ESPN 103.3FM) entails responsibilities in several areas. Those areas include but are not limited to sales and marketing, production, traffic and administration. During the internship with ESPN 103.3FM you 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, reviewing on-air personalities (during the show), reviewing Sports Center Updates, and assisting Account Executives.

Supervisor: Melissa Olivares (Programming Department)

Supervisor: Nathan Huber/Travis Hill (Promotions Department)

List of College Intern Participants and their Schools 9 Students from 4 Universities (April 1, 2007 to March 31, 2008):

2007

1 Student - Spring	Texas A&M University	ESPN Programming
1 Student - Spring	Tarleton State University	ESPN Programming
1 Student - Summer	Texas Christian University	ESPN Programming
1 Student - Summer	Texas Christian University	ESPN Sales
1 Student - Fall	University of Texas at Arlington	ESPN Sales/Programming/Promotions
1 Student - Fall	Texas Christian University	ESPN Sales

2008

1 Student – Winter	University of Texas at Arlington	ESPN Programming
1 Student – Winter	Texas Christian University	ESPN Sales
1 Student – Winter	University of Texas at Arlington	ESPN Sales/Promotions

2. INTERNSHIP - HIGH SCHOOL LEVEL OPPORTUNITIES

KESN LLC - Arlington participates in the Internship Program administered by the Arlington Independent School District 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 3 days per week (Monday through Friday) at their work site. Interns work on projects and are assigned tasks based on interests and abilities.

List of Executive Internship Participants (April 1, 2007 – March 31, 2008)

2007

1 Student - Spring	Lamar High School	ESPN Sales/Programming/Promotions
1 Student - Fall	Lamar High School	ESPN Sales/Programming/Promotions
1 Student – Fall	Lamar High School	ESPN Sales/Programming/Promotions
1 Student – Winter	Lamar High School	ESPN Sales/Programming/Promotions
1 Student – Winter	Lamar High School	ESPN Sales/Programming/Promotions

2008

1 Student – Winter	Lamar High School	ESPN Sales/Programming/Promotions
1 Student – Winter	Lamar High School	ESPN 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

3. CAREER DAYS/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.

Wednesday, July 18, 2007 – Brookhaven College Bilingual Job Fair – ESPN and ESPN Deportes Were invited by Brookhaven College to participate in their annual Bilingual Job Fair. Short interviews were conducted and resumes collected.

Thursday, March 27, 2008 – Texas Wesleyan University – ESPN and ESPN Deportes were invited by Texas Wesleyan University to participate in their annual Career Fair Day. Short interviews were conducted and resumes collected.

4. 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 most recent training was completed by February 29, 2008.

ESPN Bristol Human Resources Department conducts new employee orientation in Bristol, CT, which includes a "Rookie Camp" for all new employees.

5. NOTIFICATION OF UPPER LEVEL OPENINGS TO MEDIA ORGANIZATIONS WITH BROAD-BASED MEMBERSHIP

KESN Assets, LLC – Arlington provides information regarding each upper-level opening to media trade groups with broad-based memberships that include women and minorities.

Example: Inside Radio – ESPN Radio has exciting career opportunities at our New York, Dallas, and Pittsburgh locations. Hiring for General Manager, Account Executives and Webmaster. Resumes now Being Accepted online: www.espn.com/joinourteam

6. SELF- ASSESSMENT:

KESN Assets, LLC – Arlington 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. KESN LLC – Arlington's commitment to publicize the procedure by which recruitment sources and community groups can get on our recruitment list for job vacancies, the station group engaged in the following outreach activities.

7. STATION WEBSITE OUTREACH:

The following information is posted on our website at 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 jobs at all of our D/FW stations. You can [Email us](mailto:) 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.

8. CONTACT/RECRUITMENT LIST (April 1, 2007 to March 31, 2008) of KESN LLC – Arlington:

Helen Sullivan
Arlington Baptist College
3001 West Division
Arlington, TX

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

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

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

Temple Weiskopf
Baylor University
PO Box 97036
Waco, Texas

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

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

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

Broadcast Association
Broadcast Education Association
1771 North Street NW
Washington, DC

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

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

c/o University of Southern California
PO Box 25
Los Angeles, CA

Black Journalists Association
PO Box 25
Los Angeles, CA

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

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

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

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

Will Robedee
Collegiate Broadcasters, Inc.

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

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

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

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

Patrick McCune
International Radio & Television
Foundation
420 Lexington Avenue
Suite 1601
New York, NY

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

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

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

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

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

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

Job Placement Director
DFW Association of Black
Communicators % DMN
1150 South Freeway
Suite 211
Ft. Worth, Texas

Christine Giles
Student
3600 Alma #3221
Richardson, Texas

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

Attn: Executive Director
Japanese American Citizens League
244 S. San Pedro St.
Los Angeles, CA

Laura Gilbreath
North Richland Hills Public Library
6720 NE Loop 820
North Richland Hills, TX

Matt Boisvert
Abilene Christian University

NABET
501 3rd St. NW
Washington, DC

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

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

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

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

Adam Goodman
Goods Entertainment
PO Box 1266
Weston, CT

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

Attn: Center Director
Japanese Community Center
1203 W. Puente Avenue
West Covina, CA

Jannet Davis
LeTourneau University
PO Box 7001
Longview, TX

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

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

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

Attn: HR Department
National Congress of American Indians
1301 Connecticut Avenue
Suite 200
Washington, DC

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

Ron Whittaker
Pepperdine University
Prof of Broadcasting
Malibu, CA

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

Center Director
Pitzer College
Claremont, CA

Scott Jones
SBE
9247 North Meridian Street
Suite 305

Robert Oakley
Work in Sports, L.L.C.

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

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

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

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

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

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

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

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

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

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

Ms. Sherri Mata
Texas Wesleyan College
1201 Wesleyan Street
Fort Worth, TX

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

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

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

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

University of California - Irvine
100 Stufen Services
Irvine, CA

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

Barbara Peete
UT @ Arlington
800 South Cooper
Arlington, Texas

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

Veterans Administration Office
1100 Wilshire Blvd.
Los Angeles, CA

Oz Jakubik
Weatherford College
308 E. Park Avenue
Weatherford, TX

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

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

9. SUPPLMENTAL COMMUNITY ORGANIZATIONS TO CONTACT

All of the following sites, organizations and individuals are also contacted as part of the Contact/Recruitment List (above) distribution process.

CSWork.com
4 Entertainment Jobs
Collegiate Broadcasters
American Job Bank (AJB) (Texas Job Bank)
Entertainment Jobs
New Mexico State University
Rick Scott & Associates
Sports Casting Jobs
TV and Radio Jobs
University of California – Berkeley
Jobs in Sports.com
Abilene Christian University

Contacted Radio Station:

Employment Transition Ministry – twatson600@tx.rr.com
JobsinDallas.com – Derek Collins @ 214.522.9949
Blue Grass Consulting – Erick Dannon @ Erick.dannon@bluegrass-consulting.com