

EEO Public File Report Form

[Station Call Signs

]

EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **WRIW and ZGS Providence Inc.**, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **December 1st, 2008 to and including November 30th 2009** (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

EEO Public File Report Form

Covering the Period from December 2008 to November 2009

Station(s) Comprising Station Employment Unit: WRIW

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Sales/Account Executive	Website: ZGS Communication
2	Sales /Account Executive	Referral
3	Marketing Director	Hispanic Chamber Of Commerce
4	Sales/Account Executive	Referral/Internship program
5	Master Control Operator	Internal Referral

Total Number of Persons Interviewed During Applicable Period: 8

Appendix 2 to

EEO Public File Report Form

Covering the Period from December 1st, 2008 to Novemebr 30th 2009

Station(s) Comprising Station Employment Unit: WRIW

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Hispanic American Chamber Commerce: 406 S. Huntington Ave Boston MA 02130 Nader Acevedo 617-261-4222	4	1
B	ZGS Inc. Website	1	1
C	Personal Referrals	6	3
D	Craig's List		
E	Latpro		
F	Emails		

* Indicates sources that have requested notification of job openings.

Appendix 3 to

EEO Public File Report Form

Covering the Period from December 1st, 2008 to Novemebr 2009

Station(s) Comprising Station Employment Unit: WRIW

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WRIW

[Description of the activities.]

The Ad Club Mixers – attended various outreach events in order to encourage applications and discussions about the opportunities in the growing Hispanic Market. On 6.29.08, WNEU representative participated in The Ad Club “Here’s the Pitch” event to encourage interested members to learn more about and participate in the Hispanic Media opportunities in Boston.

El Planeta Job Fair – outreach to increase pool of potential job applicants

NBC Universal Internship Program – Aggressively sought help stabling an internship Program modeled on the NBC structure. Coordinated material with Lee Flaster, NBCU NY, regarding procedures, contact info, program structure, etc. Instituted an internship program at WRIW (Sales and Marketing) as a result of the efforts.

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[Station Call Signs]

EEO Public File Report

ZGS Providence, Inc *WRIW*

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 12/01/08 to and including 11/30/09 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

EEO Public File Report Form

Covering the Period from DEC. 1, 2008 to NOV. 30, 2009

Station(s) Comprising Station Employment Unit: [Station Call Sign(s)] WR1W

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	
1	SALES ACCOUNT EXECUTIVE	website: ZGS Comm.	- GS
2	SALES ACCOUNT EXECUTIVE	REFERRAL	- CREUSA
3	MARKETING DIRECTOR	HACC	- DIGNA
4	SALES ACCOUNT EXECUTIVE	Referral / Intern	- Stephanie
5	Master Control	Referral	- Vanessa

Total Number of Persons Interviewed During Applicable Period: 8

Appendix 2 to

EEO Public File Report Form

Covering the Period from Dec. 1, 2008 to Nov. 30, 2009

Station(s) Comprising Station Employment Unit: [Station Call Sign(s)] WR1W

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	HACC	4	1
B	ZGS website	1	1
C	Referrals	6	3
D	Craig's List		
E	LATPRO		
F			
G			
H			

* Indicates sources that have requested notification of job openings.

Appendix 3 to

EEO Public File Report Form

Covering the Period from Dec 1, 2008 to Nov. 30, 2009

Station(s) Comprising Station Employment Unit: [Station Call Sign(s)]

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by [Station Call Sign(s)] wniw

[Description of the activities.]

1. - 11/12 Job Fair

1. - Ad CLUB Mixers

2. - EL Planeta Job Fair

3. - NBC Universal Internship Program

Annual EEO Public File Report

WRIW-CA

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign
WRIW-CA

Community of License
ZGS Communications, Inc.

The information contained in this Report covers the time period from **December 1, 2008 to and including November 30, 2009** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and a list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file on **November 30, 2009**.

SECTION 1: Full- Time Job Openings Filled During This Period

Time Period Covered: **December 1, 2008 to November 30, 2009**

Stations in Employment Unit: **WRIW-CA**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Sales/Account Executive 8/21/09	Website: ZGS Communication <i>group</i> ZGSresumes@gmail.com	2
2.	Sales /Account Executive 10/19/09	Referral - <i>Inf dny</i>	2
3.	Marketing Director 4/27/09	<i>American</i> Hispanic Chamber Of Commerce	4 3
4.	Master Control Operator 4/06/09	Internal Referral	1 2
5.	Sales/Account Executive 10/05/09	Referral/Internship program	1 2

Total Number of People Interviewed for All Job Postings: ~~8~~

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SECTION 2: Recruitment Sources

Time Period Covered: **December 1, 2008 to November 30, 2009**

Stations in Employment Unit: **WRIW-CA**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Hispanic American Chamber Commerce: 406 S. Huntington Ave Boston MA 02130 Nader Acevedo 617-261-4222	4	1-Marketing Coordinator
2.	ZGS Inc. Website zgsgrouppresumes@gmail.com	1	Sales/Account Executive
3.	Personal Referrals	6	Sales/Account Executive
4.	Craig's List		Sales/Account Executive
5.	Latpro		Sales/Account Executive

* Indicates sources that have requested notification of job openings.

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **INSERT TIME PERIOD** December 1, 2008 - November 30, 2009

Stations in Employment Unit: **LIST STATION WITH CALL LETTERS** WR1W-CA

LIST RECRUITMENT ACTIVITIES

Great
lead
before
Period

1. **The Ad Club Mixers** – attended various outreach events in order to encourage applications and discussions about the opportunities in the growing Hispanic Market. On 6.29.08, WNEU representative participated in The Ad Club “Here’s the Pitch” event to encourage interested members to learn more about and participate in the Hispanic Media opportunities in Boston.
2. **El Planeta Job Fair** – outreach to increase pool of potential job applicants, October 4th, 2009
3. **NBC Universal Internship Program** – Aggressively sought help stabling an internship Program modeled on the NBC structure. Coordinated material with Lee Flaster, NBCU NY, regarding procedures, contact info, program structure, etc. Instituted an internship program at WR1W (Sales and Marketing) as a result of the efforts.