

EEO Public File Report Form

WRIW-CD

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 **WRIW-CD**. **WRIW-CD** is owned and operated by **ZGS COMMUNICATIONS**.

The information contained in this Annual EEO Report covers the time period from **December 1st, 2014 to and including November 30th 2015** (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) 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 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
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

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

This Annual Report was placed in the station's public inspection file on November 25, 2015, in accordance with the FCC's EEO Rules.

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

Time Period Covered: **December 1st 2014 to November 30, 2015**

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

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Leah Camposeo 1/12/2015	Accountemps (STAFFING AGENCY) 275 Promenade Street Suite 140 Providence, RI 02908 (800) 803-8367	2
2.	Master Control 4/01/2014	Rhode Island Craigslist http://providence.craigslist.org	3
3.			
4.			
5.			

Total Number of Persons Interviewed for All Job Positions: 5

SECTION 2: Recruitment Sources

Time Period Covered: **December 1st 2014 to November 30, 2015**

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

	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.	Accountemps 275 Promenade Street Suite 140 Providence, RI 02908 (800) 803-8367	3	1
2.	Rhode Island Craigslist http://providence.craigslist.org	3	1
3.			
4.			
5.			
6.			

* Indicates sources that have requested notification of job openings.

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

Time Period Covered: **December 1st 2014 to November 30, 2015**

Station in Employment Unit: **WRIW**

1. **On-Going Internship Program** – This on-going internship program has been in place at the station for many years. The station welcomes students from area universities and colleges who are motivated about expanding their knowledge and hands-on experience in a broadcasting environment. They must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Upon completion of the semester-long program, students are rewarded with course credit hours. The internship periods include the Fall, Spring, and Summer semesters of each year. During the period covered by this report, WRIW had 2 interns work in the Sales and Marketing Departments.
2. **Massachusetts Broadcasters Association (MBA) Job Fair** – WRIW sponsored the MBA Job Fair on April 22, 2015. Yesenia Peguero represented the station with a booth at the event and she also had the opportunity to meet with students about internship opportunities with WRIW Providence. She distributed information about the internship programs at the stations and collected resume from potential job seekers. The MBA works to promote careers in broadcasting as exciting and fulfilling career choices. Via job fairs, Equal Employment Opportunity webinars, the MBA works together with broadcasters throughout Massachusetts and surrounding states to disseminate job postings and applicant resumes to the public. The MBA office also maintains an online database of resumes to aid stations in filling their open positions. WRIW collaborates closely with the organization to contribute to its mission, promote opportunities as well as participate in continued training and development.
3. **Ocean State Business Expo**

WRIW sponsored the 2015 Ocean State Business Expo. The event highlights local experts from our business community, information presentations and a place to build connections. Bringing the best business professionals in Rhode Island together! Services and products from the expert exhibitors are available throughout the day. The local business community looking for the opportunity to meet other local professionals to connection, inspire and exchange ideas. People that want connect with the local business community to expose their abilities and talents for future employment opportunities. Those who are looking for the opportunity learn what business services and products are available in the local business community. Executives, employees, small business owners and sales representatives are encouraged to attend the Ocean State Business Expo.