

EEO Public File Report Form

WRDM-CA/WDMR-LP

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 WRDM-LP/WDMR-LP. **WRDM-CA/WDMR-LP** are owned by ZGS Communications and operated by ZGS of Hartford.

The information contained in this Annual EEO Report covers the time period from **December 1, 2008-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) 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 30, 2009 in accordance with the FCC's EEO Rules.

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

Time Period Covered: December 1, 2008- November 30, 2009

Stations in Employment Unit: **WRDM-CA/WDMR-LP**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	ACCOUNT EXECUTIVE 8/24/2009	STATION ON AIR ADS	5
2.	MASTER CONTROL OPERATOR 7/28/2009	CAPITOL WORKFORCE PARTNERS	3
3.			
4.			
5.			

Total Number of Persons Interviewed for All Job Positions: **(8)**

SECTION 2: Recruitment Sources

Time Period Covered: December 1, 2008- November 30, 2009

Stations in Employment Unit: **WRDM-CA/WDMR-LP**

	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.	ON-AIR RECRUIMENT ADS WRDM 886 MAPLE AVENUE HARTFORD, CT. 06114 860-956-1303 MORAIMA GUTIERREZ, STATION MANAGER	3	ACCOUNT EXECUTIVE
2.	craigslist.com	1	MASTER CONTROL OPERATOR
3.	POST LATINO NEWSPAPER 621 BURNSIDE AVENUE EAST HARTFORD, CT. 06108 860-760-0522 CARLOS LINO, OWNER	1	ACCOUNT EXECUTIVE
4.	LA VOZ HISPANA NEWSPAPER 32 ELM STREET NEW HAVEN, CT. 06510 (203) 787-2272 NORMA RODRIGUEZ, OWNER	1	ACCOUNT EXECUTIVE
5.	CT Works/ KRA corp 3580 MAIN STREET HARTFORD, CT. 06120 860-256-3890 NOEMI LUGO, ADMIN. ASSTNT/ HR PARTNER	1	MASTER CONTROL OPERATOR
6.	CAPITOL WORKFORCE PARTNERS (www.capitolworkforce.org) CT PUERTO RICAN FORUM 95 PARK STREET – 2ND FLOOR HARTFORD, CT 06106 860-247-3227 NANCY PEREZ, OFFICE ADMINISTRATOR	1	MASTER CONTROL OPERATOR

* Indicates sources that have requested notification of job openings.

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

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

Station in Employment Unit: **WRDM-CA/WDMR-LP**

CONNECTICUT BUSINESS EXPO

The Station Manager attended the annual expo on June 5, 2009. The expo and seminars are hosted by industry speakers and trainers. The event draws many attendees who are interested in job opportunities within the companies that participate as exhibitors. During the expo we accepted applications from interested attendees and gave out information about job openings as well as opportunities at the station.

HARTFORD CAREER FAIR

During the applicable period the Station Manager attended to three job fairs hosted by **Hartford Career Fair**. The events showcased dozens of local hiring companies, schools for continuing education, new business opportunities and on-site career workshops. These events took place in February 2009, May 2009 and July 2009. During the events we accepted applications from attendees and gave out information about job openings. Each job fair draws close to 3,500 people.

CAPITOL WORKFORCE INTERNSHIP PROGRAM

WRDM/WDMR participated in the Capitol Workforce summer internship program. Students are selected to participate in a 22-week intensive work-based learning program at different business and WRDM/WDMR has been part of the program for many years. Students work on a learning plan, honing interviewing and computer skills and learning how to excel in customer service. By participating in this program we have been very successful in getting talented students to apply for part time positions that become available at the time of their internship, and later for fulltime positions. The program also gives the station an ongoing list of interested candidates.