

**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** Hartford/Springfield is owned ZGS Communications and operated by ZGS Hartford, Inc.

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
WRDM-CA	Hartford, Connecticut,	0010-0702-25
WDMR-LP	Springfield, Massachusetts	0011-3373-67

The information contained in this Annual EEO Report covers the time period from **December 1, 2010-November 30, 2011** (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, 2011** and posted on the station website in accordance with the FCC’s EEO Rules.

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

Time Period Covered: **December 1, 2010- November 30, 2011**

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

*WRDM-CA/WDMR-LP Hartford/Springfield did not have any job vacancies during the time period covered in this report.*

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.			
2.			
3.			
4.			
5.			

Total Number of Persons Interviewed for All Job Positions: **(0)**

**SECTION 2: Recruitment Sources**

Time Period Covered: **December 1, 2010- November 30, 2011**

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

*WRDM-CA/WDMR-LP Hartford/Springfield did not have any job vacancies during the time period covered in this report.*

	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.			
2.			
3.			
4.			
5.			
6.			
6.			

\* Indicates sources that have requested notification of job openings.

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

Time Period Covered: **December 1, 2010- November 30, 2011**

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

#### **CONNECTICUT BUSINESS EXPO**

The Station Manager attended the annual expo that was held on June 6, 2011. The Expo offers free educational seminars hosted by industry elite speakers and trainers and gives the station the opportunity to highlight its activities and opportunities as well as network with industry professionals. The event draws thousands of attendees every year, many of whom are interested in job opportunities within the companies that participate as exhibitors. During the Expo the station accepted applications from the attendees and gave out information about possible job openings. The Expo included seminars with the latest information, services, products, technology, and motivational strategies to grow businesses and find future employees.

#### **WRDM-CA/WDMR-LP 1<sup>ST</sup> ANNUAL FERIA DEL EMPLEO JOB FAIR**

WRDM/WDMR Hartford/Springfield organized and hosted its first Feria del Empleo (Job Fair) on April 10 at the Learning Corridor in Hartford. The event attracted more than 1,000 job seekers and dozens of local companies that were actively recruiting. It also provided participants with information about diverse career opportunities, tools on how to start your own business and educational information for those wanting to continue their studies. The event was promoted heavily in Hispanic communities.

#### **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 the station has been very successful in getting talented students to apply for part time positions that become available at the time of their internship and, and later for fulltime positions. The program also gives the station an ongoing list on interested candidates. In 2010, the station hired one of the participating students as a part time employee of the station.