

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-CA Hartford/ WDMR-LP Springfield is owned ZGS Communications and operated by ZGS Hartford, Inc.

Call Sign	Community	FIN
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, 2011 - November 30, 2012** (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, 2012** and posted on the station's website, in accordance with the FCC's EEO Rules.

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

Time Period Covered: December 1, 2011 - November 30, 2012

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.	MASTER CONTROL OPERATOR 6/18/2012	Craigslist.com	2
2.	MARKETING COORDINATOR 7/2/2012	Manchester Community College Internship Program	3
3.			
4.			
5.			

Total Number of Persons Interviewed for All Job Positions: 5

SECTION 2: Recruitment Sources

Time Period Covered: December 1, 2011 - November 30, 2012

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.	INTERNAL COMPANY POSTING ZGS COMMUNICATIONS 2000 N. 14TH STREET SUITE 400 ARLINGTON, VIRGINIA. 22201 703.528.5656 LINDA FUENTES, HUMAN RESOURCES MANAGER www.zsgsgroup.com	1	MARKETING COORDINATOR
2.	MANCHESTER COMMUNITY COLLEGE 60 BIDWELL STREET MANCHESTER, CT. 06040 ROBERT HENDERSON, DIRECTOR OF COOPERATIVE EDUCATION 860-512-3312	1	MARKETING COORDINATOR
3.	CRAIGSLIST.COM	1	MARKETING COORDINATOR
4.	TWITTER@ZGSGROUP TWITTER.COM TWEET ON JUNE 6 - RETWEETED 5 TIMES	0	MARKETING COORDINATOR
5.	WALK-IN / APPLICANT INTEREST WRDM/WDMR HARTFORD/SPRINGFIELD BRENDA MULERO 866 MAPLE AVENUE HARTFORD, CT 06114 860-956-1303	1	MASTER CONTROL OPERATOR
6.	CT WORKS INTERNSHIP PROGRAM ARTIE OWENS – MANAGER, BUSINESS SERVICES 3580 MAIN ST. HARTFORD, CT 06120 860-263-6000	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, 2011 - November 30, 2012

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

CONNECTICUT BUSINESS EXPO

Brenda Mulero, the Station Manager attended the annual expo that was held on June 7, 2012. WRDM/WDMR Hartford/Springfield was an event sponsor. The Expo offers free educational seminars hosted by elite industry 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.

TELEMUNDO HARTFORD/SPRINGFIELD ANNUAL FERIA DEL EMPLEO JOB FAIR

WRDM/WDMR Hartford/Springfield organized and hosted the second annual *Feria del Empleo* (Job Fair) on April 21 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 businesses 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 later for fulltime positions. The station hosted 2 students as part of this program during the time covered in this report. The program also gives the station an ongoing list of interested candidates.

CONNECTICUT WORKS – SUBSIDIZED EMPLOYMENT SPECIALIST PROGRAM

WRDM/WDMR Hartford/Springfield has partnered for the past year with CT Works (KRA Corporation). Their company specializes in developing jobs. They are currently running a Subsidized Employment Specialist program. The focus of the program is to help people enhance their employability skills through training and development. WRDM/WDMR Hartford/Springfield participates as one of the employers. The station provides a worksite for their clients to work during their Internship. Our companies are working together to train individuals on different aspects of the industry. The station hosted 3 students as part of this program during the past year.

OUR PIECE OF THE PIE (OPP) VOCATIONAL TRAINING PROGRAM

For the first time WRDM/WDMR Hartford/Springfield participated in the Our Piece of the Pie vocational training program. The organization leads at-risk or disadvantaged youth, ages 14-24, toward the goals of achieving a college degree or vocational credentials and/or obtaining rewarding post-education employment. Through innovative methods, OPP seeks to re-engage disconnected youth and help them find a realistic “pathway to success.” WRDM/WDMR Hartford/Springfield provides job shadowing, and internship opportunities to help youth identify their career goals, and attain the employment skills needed to make their goals a reality. The station hosted 2 high school students during the past year. The students gained experience in both the Traffic and Marketing Departments.

WESTERN MASSACHUSETTS BUSINESS EXPO

On October 11th 2012, thousands of business professionals from different areas attended to the MassMutual Center for the region's largest Business Expo show of Western Massachusetts. The Expo featured hundreds of exhibitors, free educational seminars, business resources, and networking events. WRDM/WDMR Hartford/Springfield participated in the Expo as an event sponsor and provided information to the attendees about different job opportunities available within the company and accepted applications.