

**EEO Public File Report Form  
WRDM-CD/WDMR-LD**

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

<b>Call Sign</b>	<b>Community of License</b>
WRDM-CD	Hartford, Connecticut
WDMR-LD	Springfield, Massachusetts

The information contained in this Annual EEO Report covers the time period from **December 1, 2013 - November 30, 2014** (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, 2014 in accordance with the FCC’s EEO Rules.

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

Time Period Covered: December 1, 2013 - November 30, 2014

Stations in Employment Unit: **WRDM-CD/WDMR-LD**

<b>Full-time Positions Filled By Job Title and Date Filled</b>		<b>Recruitment Source that Referred the Person Hired</b>	<b>Number of Persons Interviewed</b>
1.	<b>ACCOUNT EXECUTIVE (7.1.14)</b>	<b>Monster.com</b>	<b>5</b>
2.	<b>TRAFFIC ASSISTANT (4/8/14)</b>	<b>Internal Station Posting</b>	<b>2</b>
3.	<b>MASTER CONTROL (6.18.14)</b>	<b>On Air Recruitment</b>	<b>3</b>
4.			
5.			

Total Number of Persons Interviewed for All Job Positions: 10

**SECTION 2: Recruitment Sources**

Time Period Covered: December 1, 2013 - November 30, 2014  
 Stations in Employment Unit: **WRDM-CD/WDMR-LD**

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. <b>On-air Recruitment Ads</b> WRDM 886 MAPLE AVENUE HARTFORD, CT. 06114 860-956-1303 Brenda L. Mulero, Station Manager	1	<b>Master Control</b>
2. <b>Monster.com</b> <a href="http://www.monster.com">www.monster.com</a>	3	<b>Account Executive</b>
3. <b>INTERNAL STATION POSTING</b> ZGS COMMUNICATIONS 2000 N. 14TH STREET SUITE 400 ARLINGTON, VIRGINIA 22201 703.528.5656 LINDA FUENTES, HUMAN RESOURCES MANAGER <a href="http://www.zgsgroup.com">www.zgsgroup.com</a>	1	<b>Traffic Assistant</b>
4. <b>CT WORKS A BRANCH OF THE DEPARTMENT OF LABOR *</b> 200 Folly Brook Boulevard Wethersfield, CT 06109 (860) 263-6000		

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

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

Time Period Covered: December 1, 2013- November 30, 2014

Station in Employment Unit: **WRDM-CD/WDMR-LD**

**INTERNSHIP PROGRAM - CAPITAL WORKFORCE PARTNERS**

WRDM/WDMR has a long-standing partnership with the Capitol Workforce Internship Program. Students are selected to participate in a 22-week intensive work-based learning program. Students work on a learning plan, honing interviewing and computer skills and learning how to excel in customer service. The station offers participants exposure to the different positions at a television station.

By participating in this program the station has been very successful in attracting talented individuals 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. WRDM is proud to support students as they improve their workforce skills, and encourage personal and professional development through internships. The station hosted 3 students as part of this program during the time covered in this report.

## **JOB FAIRS**

- **CONNECTICUT BUSINESS EXPO**

WRDM/WDMR was a media sponsor for this event. Brenda Mulero, Station Manager attended the annual expo on June 5, 2014. The event draws job seekers from across the region and highlights a variety of careers. During this year's expo the station accepted applications from interested attendees and distributed information about job openings.

- **MGM CAREER**

WRDM/WDMR participated in this annual event which primarily focuses on the advertising and marketing industry. The event took place on Wednesday October 13<sup>th</sup> and was open to the public. MGM Career Fair gave attendees the unique opportunity to meet with their leaders to learn about career development.

- **WESTERN MASS BUSINESS EXPO**

On October 29, 2014 WRDM/WDMR participated in the annual Western Mass Business Exposition. Staff was available to network with an audience of 2500+ attendees as well as other exhibitors. The station had captive, and engaged audience to share information about the television station, its activities and the types of professional opportunities available. The station showcased their strength and viability in the marketplace, introduced programming, events, and services, connected with interested members of the community, generated brand awareness and supported the local business community. As part of WRDM/WDMR's participation, the station was also able to give out applications and information, highlight opportunities and collect resumes from interested candidates.