

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

Call Sign	Community	FIN
WRDM-CD	Connecticut, USA	0010-0702-25
WDMR-LD	Massachusetts, USA	0011-3373-67

The information contained in this Annual EEO Report covers the time period from December 1, 2014- November 30, 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 1, 2014- November 30, 2015

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

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Local Sales Manager (1.12.2015)	Indeed.com	3
2.	Account Executive (1.21.2015)	LinkedIn	4
3.	Account Executive (9.16.2015)	Indeed.com	3
4.	Marketing Manager (8.19.2015)	Indeed.com	5
5.	Master Control (02.21.2015)	Internal Station Posting / Craigslist	1
6.	Master Control (02.21.2015)	Internal Station Posting / Craigslist	1

Total Number of Persons Interviewed for All Job Positions: **(17)**

SECTION 2: Recruitment Sources

Time Period Covered: December 1, 2014- November 30, 2015
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.	Indeed.com WRDM 886 MAPLE AVENUE HARTFORD, CT. 06114 860-956-1303 Brenda L. Mulero, Station Manager	3	LOCAL SALES MANAGER
2.	www.linkedin.com/job	4	ACCOUNT EXECUTIVE
3.	Indeed.com WRDM 886 MAPLE AVENUE HARTFORD, CT. 06114	3	ACCOUNT EXECUTIVE
4.	Indeed.com WRDM 886 MAPLE AVENUE HARTFORD, CT. 06114	5	MASTER CONTROL
5.	INTERNAL STATION POSTING/ CRAIGSLIST ZGS COMMUNICATIONS 2000 N. 14TH STREET SUITE 400 ARLINGTON, VIRGINIA. 22201 703.528.5656 LINDA FUENTES, HUMAN RESOURCES MANAGER www.zgsgroup.com	1	MASTER CONTROL
6	CRAIGSLIST	1	MASTER CONTROL

* Indicates sources that have requested notification of job openings.

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

- Time Period Covered: December 1, 2014- November 30, 2015

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

CONNECTICUT BUSINESS EXPO

The Station Manager sponsored the annual expo on June 4, 2015. 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. WRDM/WDMR was a media partner this year.

WESTERN MASS BUSINESS EXPO

WRDM/WDMR sponsored this year on the annual Western Mass Business Exposition. Our staff was able to network with an audience of 2500+ attendees and other exhibitors. We are able to reach a captive, engaged audience of thousands of potential customers. Our company's was able to showcase their strength and viability with our presence, introduce our products and services, connected with current and new customers, generate brand awareness and support our local business community. As part of our participation Telemundo Hartford/Springfield was also able to give out application to the attendees and collected resumes from interested candidates.

CONVERGE CAREER FAIRS

WRDM/WDMR was one out of 25 exhibitors that sponsored the Converge Career Fair Multi Cultural Recruiting event– We were able to meet jobseekers and gather resumes from potential candidates. The event also hosted a couple of conferences throughout the day covering topics such as Education, Strategic Multi-Cultural Recruiting insights and many more.

DIVERSE ABILITY CAREER

WRDM/WDMR sponsored this year the Diverse Ability Career Fair– More than 35 employers will be on hand to meet with jobseekers and discuss employment opportunities during the event. This was a free event, which runs from 11 a.m. to 3:30 p.m., is a career fair for jobseekers looking for employment opportunities, as well as a resource fair for employers interested in learning about recruitment and training resources, and available support services when hiring employees with disabilities.

CAPITAL WORKFORCE PARTNERS – INTERNSHIP PROGRAM

WRDM/WDMR was a host in the Capitol Workforce internship program. The participants 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. WRDM/WDMR provides meaningful and productive work, maintain daily attendance records for all participants and submit timesheets to the Contractor. Our company always ensures safe and healthy work conditions, provides adequate supervision of the participant including regular evaluation and appropriate disciplinary action. By participating in this program we have been very successful in getting 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. With our participation we are also able to help the participants improve their workforce skills, and encourage their personal development through internships. The name of this year participant was Brander Vega from the Magnet School – Academy of Aerospace & Engineering.