

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

The information contained in this Annual EEO Report covers the time period from **December 1, 2009-November 30, 2010** (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, 2010 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, 2009- November 30, 2010

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 10/08/2010	STATION ON AIR ADS	4
2.	MASTER CONTROL OPERATOR 8/31/2010	CAPITOL WORKFORCE PARTNERS	2
3.	MARKETING MANAGER 8/16/2010	craigslist.com	2
4.	STATION MANAGER 9/27/2010	INTERNAL POSTING	3
5.	BUSNISS & TRAFFIC MANAGER 8/1/2010	WALK-IN /APPLICANT INTEREST	2

Total Number of Persons Interviewed for All Job Positions: **(13)**

SECTION 2: Recruitment Sources

Time Period Covered: December 1, 2009- November 30, 2010

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 BRENDA L. MULERO,STATION MANAGER	2	ACCOUNT EXECUTIVE
2.	CAPITOL WORKFORCE PARTNERS 95 PARK STREET – 2ND FLOOR HARTFORD, CT 06106 860-247-3227 NANCY PEREZ, OFFICE ADMINISTRATOR	1	MASTER CONTROL OPERATOR
3.	craigslist.com	5	MASTER CONTROL OPERATOR, MARKETING MANAGER, BUSINESS & TRAFFIC MANAGER, ACCOUNT EXECUTIVE
4.	INTERNAL STATION POSTING ZGS COMMUNICATIONS 2000 N. 14TH STREET SUITE 400 ARLINGTON, VIRGINIA. 22201 703-528-5656 JACKIE CARILLO, HUMAN RESOURCES MANAGER	1	STATION MANAGER
5.	WALK-IN / APPLICANT INTEREST 886 MAPLE AVENUE HARTFORD, CT. 06114	1	BUSINESS & TRAFFIC MANAGER
6.	HISPANIC AD www.hispanicad.com GENE BRYANT PO BOX 330050 COCONUT GROVE, FL 33233 917-854-1706	2	STATION MANAGER
6.	INDUSTRY REFFERAL BAUZA & ASSOCIATES		

	11 ASYLUM STREET, HARTFORD, CT. 06106 413.536.1110 HECTOR BAUZA, PRESIDENT	1	MARKETING MANAGER
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* Indicates sources that have requested notification of job openings.

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

Time Period Covered: December 1, 2009- November 30, 2010

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

CONNECTICUT BUSINESS EXPO

The Station Manager attended the annual expo on June 10, 2010. 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 on January 12, April 15 and July 21. During the events we accepted applications from attendees and gave out information about job openings. This year the job fair drew over 5,000.

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.

HISPANIC MARKETING FORUM

WRDM/WDMR Hartford/Springfield, The Ad Club of Connecticut, Bauza & Associates LLC, and MetroHartford Alliance collaborated to host the First Annual Hispanic Marketing Forum on March 30 at The Hartford Club. The first annual forum presented ways to effectively reach the growing Hispanic market and highlighted why businesses can't rely on traditional strategies. It emphasized the importance of a diverse workforce and attracting Latino candidates to the marketing field. Over 100 business leaders participated.