

EEO Public File Report Form
WTMO-CD, WKME-CD, WMVJ-CD

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 **WTMO-CD, WKME-CD AND WMVJ-CD** is owned and operated by **ZGS Broadcasting of Orlando, Inc.**

The information contained in this Annual EEO Report covers the time period from **October 1, 2013 to September 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 **September 30, 2014** in accordance with the FCC's EEO Rules.

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

Time Period Covered: **OCTOBER 1, 2013 to September 30, 2014**

Stations in Employment Unit: **WTMO-CD, WKME-CD, WMVJ-CD**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	General Manager 10-15-13	Employee Referral / Carlos San Jose	6
2.	Reception and Office Manager 02-03-14	Employee Referra l/ Stephanie Santiago	7
3.	Acct. Executive 04-21-14	Employee Referral / Norka Collado	3
4.	General Manager 04-16-14	Employee Referral / Alejandro Sanchez	8
5.	Sale Manager 09-15-14	Industrial Referral / Anibal Soto	17
6.	Cameraman and Editor 10-21-13	Employee Referral / Ramon Cintron	3
7.	News Reporter 04-20-14	Industrial Referral / Farah Paret	7
8.	Acct. Executive 9-29-14	Industrial Referra l/ Ozzie Quiroz	3

Total Number of Persons Interviewed for All Job Positions: **54**

SECTION 2: Recruitment Sources

Time Period Covered: **October 1, 2013 to September 30, 2014**

Stations in Employment Unit: **WTMO-CD, WKME-CD, WMVJ-CD**

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.	Employee Referral Ron Gordon ZGS Communications 2000 N. 14 th St. Suite 400 Arlington, VA 22201	6	General Manager
2.	Employee Referral Ana K. Tovar Marketing Director WTMO Telemundo Orlando 1650 Sand Lake Rd Orlando, fl 32809 (407) 888-2288	7	Reception and Office Manager
3.	Employee Referral Mike Gillespie Senior vice president & General Manager 529 Main Street Suite 124 Massachusetts MA 02129 (617)-242-4606	3	Acct. Executive
4.	Employee Referral Luis Hernandez Vice President & General Manager San Antonio, TX 78216 210-340-8860	8	General Manager
5.	Company Website www.zgsgroup.com ZGS Communications 2000 N. 14 th St. Suite 400 Arlington, VA 22201	17	Sale Manager
6.	Employee Referral Raul Diaz Master Control Manager WTMO Telemundo Orlando 1650 Sand Lake Rd Orlando, fl 32809 (407) 888-2288	3	Cameraman and Editor

7.	Company Website www.zgsgroup.com ZGS Communications 2000 N. 14 th St. Suite 400 Arlington, VA 22201	7	News Reporter
8.	Employee Referral Aibal Soto Sale Manager WTMO Telemundo Orlando 1650 Sand Lake Rd Orlando, fl 32809 (407) 888-2288	3	Acct. Executive

* Indicates sources that have requested notification of job openings.

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

Time Period Covered: **October 1, 2013 to September 30, 2014**

Station in Employment Unit: **WTMO-CD, WKME-CD, WMVJ-CD**