

EEO Public File Report Form
Placed in the public file on September 30th, 2015

Call Signs WTMO-CD	Community of License Orlando, FL	Owner ZGS Broadcasting of Orlando, Inc.
Call Signs WKME-CD	Community of License Kissimmee, FL	Owner ZGS Broadcasting of Orlando, Inc.
Call Signs WMVJ-CD	Community of License Melbourne, FL	Owner ZGS Broadcasting of Orlando, Inc.

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, 2014 to September 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 **September 30, 2015** in accordance with the FCC's EEO Rules.

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

Time Period Covered: **OCTOBER 1, 2014 to September 30, 2015**

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.	Digital Strategy 04-13-15	Employee Referral / Anibal Soto	5
2.	Marketing Research 05-18-15	Linked In / Alex Sanchez https://www.linkedin.com/pub/maria-lichtenberg/13/bbb/250	3

Total Number of Persons Interviewed for All Job Positions: **8**

SECTION 2: Recruitment Sources

Time Period Covered: **October 1, 2014 to September 30, 2015**

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 Anibal Soto Local Sales Manager WTMO Telemundo Orlando 1650 Sand Lake Rd Orlando, fl 32809 (407) 888-2288	5	Digital Strategy
2.	Company Website www.zgsgroup.com ZGS Communications 2000 N. 14 th St. Suite 400 Arlington, VA 22201	3	Marketing Research
3	linkedIn.com	0	Digital Strategy Marketing Research
4	Spotsndots.com	0	Digital Strategy Marketing Research
5.	On air spots through WTMO-CD, WMVJ-CD, WKME-CD 1650 Sand Lake Rd. Suite 340 Orlando, FL 32809	0	Digital Strategy Marketing Research

* Indicates sources that have requested notification of job openings.

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

Time Period Covered: **October 1, 2014 to September 30, 2015**

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

OUTREACH INITIATIVES

Sponsored events by WTMO-CD, WKME-CD, WMVJ-CD:

1. Sponsored the 2015 Hispanic Business Conference & Expo held on June 4 through 6th of 2015

We aired promotional spots inviting our viewers to attend the event, our staff members interacted with attendees during the 3 day event, informed them about job opportunities at our station, which gave us the opportunity to request and receive resumes from applicants.

Internships at WTMO-CD, WKME-CD, WMVJ-CD:

2. Telemundo Orlando Productions (WTMO-CD, WKME-CD, WMVJ-CD) Internship Program.

Eligibility:

This internship program is open to undergraduate students who are currently enrolled in school and have completed their sophomore year. Graduate students are also eligible for consideration.

Rene Matos, Productions Director, received each year a variety of interns throughout the year. Most of the students come from Full Sail University and UCF.

Our Organization offers students:

- Experience at a diversified company.
- Exposure to local level TV Show, editorial and operational coverage, broadcast, and digital production on a daily basis.
- Help out on various shoots as production assistant with audio, lighting, Camera-work, logging, etc.
- Assist in various post-production efforts from editing to motion graphics and DVD design.

3. News Department Internship Program

As part of our outreach efforts in News, we contact universities such as Valencia College & University of Central Florida to extend invitations for internships to students in fields such as Broadcast, Production, film, photography, etc. Our goal is to offer students the

opportunity of gaining experience and working within our news department at Telenoticias Orlando.

Job Fairs

- **Georgetown University's Master's in Journalism Program Job Fair**

April 12, 2014 Washington, DC-included National Association of Hispanic Journalists, Asian American Journalists Association, the National Lesbian and Gay Journalists Association, the Society of Professional Journalists and the Washington Association of Black Journalists. Cynthia Martinez from ZGS Communications, as well as members of the Telemundo Washington, DC news team Cristian Benavides, Sulema Salazar and Moises Linares attended to highlight opportunities across the ZGS station group which includes WTMO-CD, WKME-CD & WMVJ-CD.

Hosted Events by WTMO-CD, WKME-CD, WMVJ-CD

- **La Feria de la Familia (The Family Expo) Hosted by WWDT**

August 9, 2015

Mini Weather Studio: Every year, Telemundo Orlando hosts a large Hispanic Expo called La Feria de la Familia (The Family Expo). Among many of the event's attractions is a special area where a mini weather broadcast studio is set up. The event's attendees are invited to come and create a recording of their own weather broadcasts.. Aside from its entertainment component, the Mini Weather studio also provides an educational opportunity to patrons, giving them insight into the weather presenter profession. Patrons are thus exposed to a possible career path in the television industry.