

EEO Public File Report Form

WZDC-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 WZDC Washington DC is owned and operated by ZGS Communications.

The information contained in this Annual EEO Report covers the time period from **June 1, 2007 to May 31, 2008** (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, 2008 and posted on the station's website, in accordance with the FCC's EEO Rules.

Appendix 1 to

EEO Public File Report Form

Covering the Period from April 01st. to June 30st.2007

Station(s) Comprising Station Employment Unit: WZDC

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Melissa Lopez- Account Executive	Craigslist
2	Brian Van Hoven-Marketing Manager	CareerBuilder
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: __ 11 __

Appendix 2 to

EEO Public File Report Form

Covering the Period from April 01st. to June 30st.

Station(s) Comprising Station Employment Unit: WZDC

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Craigslist	1	Account Executive
B	Career Builder	0	Account Executive
C	Craigslist	8	Marketing and Promotions
D	Career Builder	2	Marketing and Promotions
E	Walk-in	0	Marketing Intern
F			
G			
H			

* Indicates sources that have requested notification of job openings.

Appendix 1 to

EEO Public File Report Form

Covering the Period from January 01st. to March 31st.2008

Station(s) Comprising Station Employment Unit: WZDC

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire
1	Lindsay Helms	Craigslist
2	Carolina del Rio	Personal Referral
3	Patricia Ramirez	Word of Mouth
4		
5		

Total Number of Persons Interviewed During Applicable Period: _16__

Appendix 2 to

EEO Public File Report Form

Covering the Period from January 1st. to March 31st .

Station(s) Comprising Station Employment Unit: WZDC

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Craigslist.com	1	Account Executive
B	Washington Post	1	Account Executive
C	Craigslist.com	2	Traffic Assistant
D	Craigslist.com	5	Office Manager
E	Washington Post	4	Office Manager
F			
G			
H			

* Indicates sources that have requested notification of job openings.

Appendix 2 to

EEO Public File Report Form

Covering the Period from April 01st. to May 30st.

Station(s) Comprising Station Employment Unit: WZDC

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Craigslist	1	Account Executive
B	Career Builder	0	Account Executive
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