

Annual EEO Public File Report

WRIW-CA

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 the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign
WRIW-CA

Community of License
Providence, Rhode Island

The information contained in this Report covers the time period from **December 1, 2009 to and including 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) comprising the Station Employment Unit 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(s) 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 a list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each 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: WRIW-CA

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Sales /Account Executive 9/20/2010	Puerto Rican Cultural Festival	6
2.	Sales/Account Executive 3/22/2010	Employee Referral	2
3.	Sales Manager	Internal Promotion	1

Total Number of People Interviewed for All Job Postings: 9

SECTION 2: Recruitment Sources

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

Stations in Employment Unit: **WRIW-CA**

	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.	ZGS Communications website www.zgsgroup.com zgsresumes@gmail.com	2	Sales/Account Executive
2.	Referral – Itzel Jordan Marketing Coordinator, WRIW 23 Kenney Drive Cranston, Rhode Island 02920 401-463-5575	2	Sales/Account Executive
3.	Dominican Festival of Providence August 8 th , 2010 Marilyn Cepeda, President Quisqueya en Accion P.O. Box 72770 Providence RI, 02907 401-461-9174	2	Sales/Account Executive
4.	Puerto Rican Cultural Festival and Parade August 15 th 2010 Vivian Moreno, President 25 Fairfield Avenue Providence, RI 02907 401-419-1907	2	Sales/Account Executive
5.	Internal Promotion 23 Kenney Drive Cranston, Rhode Island 02920 401-463-5575	1	Sales Manager

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

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

Stations in Employment Unit: **WRIW-CA**

1. **Summer Festivals** - Telemundo exhibited at the Providence Puerto Rican Cultural Festival and the Dominican Festival. At the Telemundo booth, Rudy Rodriguez interviewed interested job candidates. Festivals are abundant and commonly attended. Many people approach us about jobs on-site. We always have leadership in attendance to to meet with serious candidates.
2. **Hispanic American Chamber of Commerce Rhode Island Events** – on April 1, 2010 WRIW participated as one of the official sponsors of the 10th annual gala. The President of the ZGS Communications Station Group was the special guest speaker at the gala. On May 4th and 5th, WRIW staff spoke to many individuals and collected resumes at the business expo and workshop.
3. **Internship Program** – Internship program draws students from the many area colleges and universities specifically for support in the Sales and Marketing departments.