

## EEO PUBLIC FILE REPORT

For the 12-month Period Ending: 03/21/2009  
(3/22/08-03/21/09)

Prepared by: Communications Corporation of Texas License Corp  
(Licensee/Permittee)

This report covers the following employment unit:

<b>Call Sign</b>	<b>Facility ID Number</b>	<b>Type of Station</b>	<b>Location City, State</b>	<b>LMA</b>
KWKT	12522	Commercial Broadcast-TV	Waco, Tx	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1	Production Assistant	1/22/2008	4/7/2008
2	Master Control Operator	3/4/2008	4/3/2008
3	Master Control Coordinator	3/4/2008	4/3/2008
4	Master Control Operator	5/20/2008	6/11/2008
5	Creative Services Producer	6/27/2008	9/23/2008
6	Assignments Editor	7/15/2008	7/25/2008
7	Reporter	7/15/2008	7/25/2008

8	Reporter	7/15/2008	7/25/2008
9	Master Control Operator	7/16/2008	7/18/2008
10	Account Executive	9/4/2008	1/29/2009
11	Account Executive	9/4/2008	10/2/2008
12	Master Control Operator	10/24/2008	11/5/2008
13	Creative Services-Centralization	11/25/2008	12/26/2008
14	Creative Services-Centralization	11/25/2008	12/26/2008
15	Master Control Operator	11/25/2008	12/16/2008
16	Master Control Operator	11/25/2008	12/29/2008
17	Local Sales Manager	3/3/2009	3/17/2009
18	Master Control Operator	3/4/2009	3/18/2009

(Attachment A)

- B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:  
Each source was contacted for all open positions unless otherwise indicated.

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone #</u>
1	Texas Assoc Of Broad.	502 E. 11th Street Austin, Tx 78701	Craig Bean	512-322-9944
2	Blinn College Career Svcs	PO Box 6030 Bryan, TX 77805		979-209-7259
3	American Bus. Womens Assc	PO Box 9218 College Station, Tx	Lina Lawson	
4	Texas A & M Career Center	209 Koldus Bldg 1233 TAMU	Daniel Orozco	979-845-5139
5	NAACP	310 W. MLK St Bryan, TX 77801	Celia Hawkins	
6	LULAC	1105 Anderson Bryan, TX 77801	Ruth Morales	
7	Texas State	3801 Campus Dr	Ronald Newman	254-867-2067

Technical Coll	Waco, TX 76705	Tom McGee	
8 Baylor Univ	PO Box 97353	Maxey Parrish	
Journalism Dept	Waco, TX 76798		
9 McLennan	1300 College Dr	Ron Williams	
Community Clg	Waco, TX 76708		
10 medialine.com	PO Box 51909	Mark Shilstone	800-237-8073
	Pacific Grove, CA		
11 workintexas.com	1416 New Road	Jaynie	254-296-5207
Texas Work-	Waco, Tx 76711		
force Comm			
12 tvjobs.com	PO Box 4116	Mark Holloway	760-754-8177
Brdcst Emplme	Oceanside, CA 92052		
13 KWKT	On-Air Ad		
14 Brazos Valley	3991 E. 29th		
Workforce	Bryan, TX 77805		
15 University of N	PO Box 310589	Placement Coord	
Texas	Denton, TX 76203		
16 Baylor Univ	One Bear Place #9703	Career Services	
Career Srvcs	Waco, TX 76798	Coordinator	
17 ComCorp of	PO Box 53708	Greg Boulanger	237-337-1142
America	Lafayette, La 70505		
18 Spots N Dots	spotsndots.com		
19 Global Resource	6135 NW 167th	Ronnie Karlin	305-819-2500
Partners	Miami, FL 33015		
20 Employee/Client Referrals			
21 Applicant Pool			
22 Internal Applicants			
23 Walk-In/Call-In			
24 Job Fairs			
25 Assoc for	780 Ritchie Hwy		
Women in	Ste E-15		
Communications	Severna Park, MD		21146
26 Nat'l Lesbian &	1420 K Street NW		
Gay Journalists	Washington, DC		20005
27 Centrla Texas	Career Center	Killeen Tx	
College	PO Box 1800	76540-9972	
28 Army Career	ACAP Center	Building 18010	
& Alumni Prgm	Wing B, Third Floor	Battalion Avenue	
29 Employment	Building 4220		
Readiness	South 77th Street		
Branch	Ft Hood, Tx 76544		
30 Tarleton State	1901 S Clear Creek		
University-CT	Killeen Tx 76549		
31 kwkt.com			
32 Randy Ahrens	9600 Great Hills Trail	512-340-1420	
CT School of	Suite 200E		

Broadcasting Austin, TX 78759  
 33 Michell 1914 Pendleton Rd 972-682-5500  
 McConnell Garland, TX 75041  
 American  
 Broadcasting  
 School  
 34 tvnewsday.com  
 35 Internship Program

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

	<u>Job Title</u>	<u>Recruitment Source</u>
1	Production Assistant	kwkt .com
2	Master Control Operator	Texas State Technical College
3	Master Control Coordinator	Internal Promotion
4	Master Control Operator	Employee Referral
5	Creative Services Producer	Hire A Bear.com
6	Assignments Editor	Internal Promotion
7	Reporter	kwkt .com
8	Reporter	Employee Referral
9	Master Control Operator	Employee Referral
10	Account Executive	Texas Work force Commission
11	Account Executive	Walk In
12	Master Control Operator	Hire A Bear.com
13	Creative Services-Centralization	kwkt .com
14	Creative Services-Centralization	Hire A Bear.com
15	Master Control Operator	Texas State Technical College
16	Master Control Operator	Texas State Technical College

17 Local Sales Manager Internal Promotion

18 Master Control Operator Employee Referral

(Attachment A)

D. During the previous 12 months, there were a total of one hundred three (103) people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
1 Texas Association of Broadcasters	0
2 Blinn College-Career Services	0
3 American Business Womens Association	0
4 Texas A & M Career Center	0
5 NAACP	0
6 LULAC	0
7 Texas State Technical College	9
8 Baylor University Journalism Department	0
9 McLennan Community College	1
10 medialine.com	0
11 workintexas.com Texas Workforce Commission	16
12 tvjobs.com	0
13 KWKT on-air ad	3
14 Brazos Valley Workforce	0
15 University of North Texas-Dept of Radio, TV & Film	0
16 Baylor University Career Services	6
17 Communications Corporation of America	4

18 Spots N Dots	0
19 Global Resources	0
20 Employee/Client Referrals	19
21 Applicant Pool	0
22 Internal Applicants	7
23 Walk-In/Call-In	16
24 Job Fairs	7
25 Association for Women in Communications	0
26 National Lesbian & Gay Journalists Association	0
27 Central Texas College-Career Center	0
28 Army Career & Alumni Program	0
29 Employment Readiness Branch-Ft Hood	0
30 Tarleton State University-Central Texas	0
31 kwkt.com	10
32 Connecticut School of Broadcasting	0
33 American Broadcasting School	1
34 tvnewsday.com	3
35 Internship Program	1

E. During the past 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

Prong 3 Menu Options

1 Internship Program:

Participated in an Internship Program for college students in the Programming/Promotions Department & Sales Department as well as offering a General Internship program designed to give students an overall view into each area

and position inside a Commercial Television Station.  
During this Report Period: 7 interns encompassing 637.75 hours

- 3 Baylor University Spring 2009 HIREABEAR Career Fair: Feb 18, 09 (Sponsor)  
This Career Fair incorporates the Journalism Job Fair the stations participated in.  
This Career Fair is open to all current Baylor students as well as Alumni.  
Sponsored by KWKT FOX 44 and Career Services of Baylor University, this Career Fair produced over one dozen Internship candidates for Summer, Fall and Winter 2009.
- 4 Baylor Athletic's P.O.S.T. Game. (POST = Providing Opportunities for Successful Transition)  
February 18, 2009 6:30-8:30pm (Sponsor)  
Baylor Athletics developed this program to fit Senior Student-Athletes who will be graduating in May 2009 with employers. KWKT was a sponsor of this event.
- 6 Work In Waco Job Expo April 1, 2008  
KWKT sponsored and attended job fair
- 7 In association with Wide Orbit, KWKT continued its training program designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions. This training involved Sales Manager, National Sales Manager, Account Executives, a Sales Assistant, Traffic Manager, Traffic assistant and both members of Accounting.  
Training sessions took place in February, March, April, August, September and October of 2008.
- 8 Baylor University Fall 2008 HIREABEAR Career Fair: Sept 25, 08 (Sponsor)  
This Career Fair incorporates the Journalism Job Fair the stations participated in.  
This Career Fair is open to all current Baylor students as well as Alumni.  
Sponsored by KWKT FOX 44 and Career Services of Baylor University, this Career Fair produced over one dozen Internship candidates for Fall and Winter 2008/09.
- 9 Baylor Athletic's P.O.S.T. Game. (POST = Providing Opportunities for Successful Transition)  
September 25, 2008 6:30-8:30pm (Sponsor)  
Baylor Athletics developed this program to fit Senior Student-Athletes who will be graduating in December 2008 with employers. KWKT was a sponsor of this event.
- 10 Central Texas College Community Job Fair April 23, 2008 (Sponsor)  
KWKT was both a promoter of this event as well as a participating Employer and sponsor.  
This Job Fair was open to students, alumni as well as citizens of the community.

Name of Respondent: Duane Sartor Title: Operations Manager Date: 03/31/09 Telephone: 254-776-3844
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