

## EEO PUBLIC FILE REPORT

For the 12-month Period Ending: 03/21/2010  
(3/22/09-03/21/10)

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	Creative Services Producer	3/23/2009	4/16/2009
2	Master Control Operator	3/4/2009	5/11/2009

3	Master Control Operator	3/4/2009	6/1/2009
4	Account Executive	4/20/2009	7/6/2009
5	Account Executive	4/20/2009	7/13/2009
6	Receptionist	7/23/2009	8/18/2009
7	Creative Services Producer	9/1/2009	11/2/2009
8	Receptionist	10/12/2009	11/17/2009
9	Master Control Operator	11/17/2009	12/4/2009
10	Master Control Operator	11/17/2009	12/7/2009
11	Account Executive	1/2/2010	2/4/2010

(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 Association of Broadcasters	502 E. 11th Street Austin, Tx 78701	Craig Bean	512-322-9944

- 2 Blinn College Career Services  
PO Box 6030  
Bryan, TX 77805  
979-209-7259
- 3 American Business Womens Association  
PO Box 9218  
College Station, Tx  
Paula Moses  
979-845-5139
- 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 Technical College  
3801 Campus Dr  
Waco, TX 76705  
Ronald Newman  
Tom McGee  
254-867-2067
- 8 Baylor University Journalism Department  
PO Box 97353  
Waco, TX 76798  
Maxey Parrish  
254-710-6346
- 9 McLennan Community College  
1300 College Dr  
Waco, TX 76708  
Ron Williams  
254-299-8647
- 10 medialine.com  
PO Box 51909  
Pacific Grove, CA  
Mark Shilstone  
800-237-8073
- 11 workintexas.com  
Texas Workforce Commision  
1416 New Road  
Waco, Tx 76711  
Dot Boone  
254-296-5207
- 12 tvjobs.com  
Broadcast Employment Services  
PO Box 4116  
Oceanside, CA  
92052  
Mark Holloway  
760-754-8177

13 KWKT	On-Air Ad		
14 Brazos Valley Workforce	3991 E. 29th Bryan, TX 77805		979-595-2810
15 University of North Texas	PO Box 310589 Denton, TX 76203	Melinda Levin	940-565-2537
16 Baylor University Career Services	One Bear Place #9703 Waco, TX 76798	Career Services Coordinator	254-710-3771
17 ComCorp of America	PO Box 53708 Lafayette, La 70505	Greg Boulanger	237-337-1142
18 Spots N Dots	spotsndots.com		
19 Global Resource Partners	6135 NW 167th Miami, FL 33015	Sandi Bellack	305-819-2500
20 Employee/Client Referrals			
21 Applicant Pool			
22 Internal Applicants			
23 Walk-In/Call-In			
24 Job Fairs			
25 Association for Women in Communications	780 Ritchie Hwy Ste E-15 Severna Park, MD 21146	Pat	410-544-7442
26 National Lesbian & Gay	1420 K Street NW		202-588-9888

Journalists	Washington, DC 20005	
27 Centrla Texas College	Career Center PO Box 1800 Killeen Tx 76540-9972	254-526-1106 ext. 1702
28 Army Career and Alumni Program	ACAP Center Wing B, Third Floor Building 18010 Battalion Avenue Ft Hood, Tx 76544	254-288-2002
29 Employment Readiness Branch	Building 4220 South 77th Street Ft Hood, Tx 76544	254-288-2089
30 Tarleton State University- CT	1901 S Clear Creek Killeen Tx 76549	254-968-9350
31 kwkt.com		
32 Randy Ahrens Connecticut School of Broadcasting	9600 Great Hills Trail Suite 200E Austin, TX 78759	512-340-1420
33 Michell McConnell American Broadcasting School	1914 Pendleton Rd Garland, TX 75041	972-682-5500
34 tvnewsday.com		
35 Internship Program		
36 Bryan Eagle Newspaper	1729 Briarcrest Dr.	979-776-4444

Bryan, TX 77805

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>	<u>Recruitment Sources Interviewees</u>
1 Creative Services Producer	Former Employee	24,22, 11
2 Master Control	Job Fair	11,24
3 Master Control	Walk-In	16,23
4 Account Executive	Internship Program	11,36,35, 17,20
5 Account Executive	Vendor Referral	11,36,35, 17,20
6 Receptionist	Texas Workforce Commission	11
7 Creative Services Producer	Part-time Employee	20,31
8 Receptionist	Texas Workforce Commission	11, 16
9 Master Control Operator	Walk-In	7, 16, 11, 23
10 Master Control Operator	TSTC	7, 16, 11, 23
11 Account Executive	On-air ad	13,20

(Attachment A)

D. During the previous 12 months, there were a total of fifty-one (51) 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	1
8 Baylor University Journalism Department	0
9 McLennan Community College	0
10 medialine.com	0
11 workintexas.com Texas Workforce Commission	25
12 tvjobs.com	0
13 KWKT	1
14 Brazos Valley Workforce	0
15 University of North Texas-Dept of Radio, TV & Film	0
16 Baylor University Career Services	2

17 Communications Corporation of America	1
18 Spots N Dots	0
19 Global Resources	0
20 Employee/Client Referrals	1
21 Applicant Pool	0
22 Internal Applicants	3
23 Walk-In/Call-In	4
24 Job Fairs	3
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	1
32 Connecticut School of Broadcasting	0
33 American Broadcasting School	0
34 tvnewsday.com	0

35 Internship Program

1

36 Bryan Eagle Newspaper

8

- 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, News & 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: 5 interns encompassing 394 hours
- 2 Work In Waco Job Expo April 8, 2010  
KWKT sponsored and attended job fair
- 3 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 Coordinator, Account Executives, a Sales Assistant, receptionists Traffic assistants and both members of Accounting.  
Three internal promotions took place as a result of this training.
- 4 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.
- 5 EEO Training with management level personnel for the purpose of ensuring equal employment opportunity and to prevent discrimination. January 20, 2010

Name of Respondent: Duane Sartor

Title: Operations Manager

Date: 03/24/10

Telephone: 254-776-3844