

EEO PUBLIC FILE REPORT

For the 5.5-month Period Ending: 03/21/2008
(10/4/07-03/21/08)

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

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
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	Receptionist	10/1/2007	2/26/2008
2	News Reporter /Photographer	12/4/2007	2/13/2008
3	Account Executive	12/3/2007	2/4/2008
4	Account Executive	9/25/2007	12/10/2007
5	News Assignments Editor/Producer	12/4/2007	1/24/2008
6	News Reporter /Photographer	12/4/2007	1/21/2008
7	News Reporter /Photographer	12/4/2007	1/18/2008

8	News Reporter /Photographer	12/4/2007	1/7/2008
9	Production Manager	9/25/2007	1/11/2008
10	Account Executive	12/3/2007	

(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 Srvcs	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 Technical Coll	3801 Campus Dr Waco, TX 76705	Ronald Newman Tom McGee	254-867-2067
8	Baylor Univ Journalism Dept	PO Box 97353 Waco, TX 76798	Maxey Parrish	
9	McLennan Community Clg	1300 College Dr Waco, TX 76708	Ron Williams	
10	medialine.com	PO Box 51909 Pacific Grove, CA	Mark Shilstone	800-237-8073
11	workintexas.com Texas Workforce Comm	1416 New Road Waco, Tx 76711	Jaynie	254-296-5207
12	tvjobs.com Brdcst Emplyme	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		
15	University of N	PO Box 310589	Placement Coord	

- Texas Denton, TX 76203
- 16 Baylor Univ One Bear Place #9703 Career Services
 Career Svcs 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 Partners 6135 NW 167th Ronnie Karlin 305-819-2500
 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

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 Receptionist	kwkt.com
2 News Reporter /Photographer	kwkt.com
3 Account Executive	Employee Referral
4 Account Executive	Employee Referral
5 News Assignments Editor/Producer	kwkt.com
6 News Reporter /Photographer	kwkt.com

7	News Reporter /Photographer	kwkt.com
8	News Reporter /Photographer	kwkt.com
9	Production Manager	Internal Promotion
10	Account Executive	Employee Referral

(Attachment A)

D. During the previous 12 months, there were a total of eighty-two (82) 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	
2	Blinn College-Career Services	
3	American Business Womens Association	
4	Texas A & M Career Center	
5	NAACP	
6	LULAC	
7	Texas State Technical College	
8	Baylor University Journalism Department	
9	McLennan Community College	
10	medialine.com	
11	workintexas.com Texas Workforce Commission	
12	tvjobs.com	9
13	KWKT on-air ad	7
14	Brazos Valley Workforce	

- 15 University of North Texas-Dept of Radio, TV & Film
- 16 Baylor University Career Services
- 17 Communications Corporation of America
- 18 Spots N Dots
- 19 Global Resources
- 20 Employee/Client Referrals 12
- 21 Applicant Pool
- 22 Internal Applicants
- 23 Walk-In/Call-In 4
- 24 Job Fairs
- 25 Association for Women in Communications
- 26 National Lesbian & Gay Journalists Association
- 27 Central Texas College-Career Center
- 28 Army Career & Alumni Program
- 29 Employment Readiness Branch-Ft Hood
- 30 Tarleton State University-Central Texas
- 31 kwkt.com 17

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 Intership 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: 4 interns encompassing 303 hours

- 3 Baylor University Spring 2008 HIREABEAR Career Fair: Feb 13, 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 Summer, Fall and Winter 2008.
- 4 Baylor Athletic's P.O.S.T. Game. (POST = Providing Opportunities for Successful Transition)
February 13, 2008 6:30-8:30pm (Sponsor)
Baylor Athletics developed this program to fit Senior Student-Athletes who will be graduating
in May 2008 with employers. KWKT was a sponsor of this event.
- 6 8TH Annual Spring Job Fair: March 6 2008
KWKT sponsored and attended job fair
- 7 In association with Wide Orbit, KWKT established a trainging 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, three Account Executives, a Sales Assistant, Traffic Manager, two
Traffic assistants and both members of Accounting.
Training sessions took place October 9th, 2007 through the 31st.

Name of Respondent:

Title:

Date: 03/29/08

Telephone: 254-776-3844