

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

KWPW, ROBINSON TX. FIN: 57337
KWOW, CLIFTON TX. FIN: 6449
KIXT, HEWITT TX. FIN: 170995

The information contained in this Report covers the time period beginning April 1, 2012 to and including March 31, 2013 . The FCC’s 2002 EEO Rule requires that this report contain the following information:

- 1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the applicable period;**
- 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.**
- 3. The recruitment source that referred the hire for each full-time vacancy during the applicable period;**
- 4. Data reflecting the total number of persons interviewed for fulltime 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 initiatives undertake pursuant to Section 73.2080©(2) of the FCC rules.**

Sections 1, 2 and 3, which follow provide the required information. Please note that the numbers listed on Section 2 under the column entitled “Full-Time Positions for which this Source Was Utilized” refer to the number of the full-time job position listed on Section 1.

Waco Entertainment Group, LLC, the licensee of KWPW and KWOW (FM), and Prophecy Media Group, LLC, the licensee of KIXT (together the “SEU”) have and will continue to be Equal Employment Opportunity Employers. Waco Entertainment Group and Prophecy Media Group are committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. As required by Section 73.2080 of the Commission’s Rules, the station has participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

KWPW KWOW KIXT RADIO STATIONS		
EEO PUBLIC FILE REPORT		
COVERING PERIOD FROM APRIL 1, 2012 TO MARCH 31, 2013		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT		
Section 1: Vacancy Information		
	FULL TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIREE
1	ACCOUNT EXECUTIVE & ON-AIR	RADIO AD
2	ACCOUNT EXECUTIVE	AMERICAN BROADCASTING SCHOOL
3	ACCOUNT EXECUTIVE & ON-AIR	REFERRAL
4	ACCOUNT EXECUTIVE	REFERRAL
5	ACCOUNT EXECUTIVE	REFERRAL
6	BOARD OP/ON-AIR PERSONALITY	RADIO AD
	Total Number of Persons Interviewed During Applicable Period	23

KWPW KWOW KIXT RADIO STATION

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COVERING PERIOD FROM APRIL 1, 2012 TO MARCH 31, 2013

STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT

Section 2: Vacancy Information

	Recruitment Source (Name, Address, Telephone, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (if any)	Full-Time Position For Which This Source Was utilized
1	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin TX 78701; (512) 322-9944	5	1-6
2	Waco Tribune Herald 900 Franklin Ave, Waco , TX 76701 Ana Lozano Harper 254-757-5824	2	1-6
3	All Access.com , 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265; 310-457-6616	2	1-6
4	Job Fair Pros, Waco, Texas Manuel Ramos, 254-662-8030	1	Positions 1,2,3,6
5	PMG Office Memo/Employee referral	6	1-6
6	PostJobsFree.com, 3787 Palm Valley Road, Ponte Vedra Beach, FL 32082	0	Positions 4,5
7	Baylor University Career Services, 1410 S 4 th Street, Waco, Texas 76798 Kevin Nall (254) 710-8522	1	Positions 4,5
8	Texas State Technical College Career Services, 3801 Campus Drive, Waco, Texas 7670, Edgar Padilla (254)867-3023	0	Positions 4,5

9	American Broadcasting School, Dallas, Texas, Michelle McConnell (817) 695-2474	1	Position 2,3,4,5
10	On-Air announcements	5	Positions 1- 6
11	Work in Waco Job Fair Kevin Nall, Baylor University 1410 S 4 th Street, Waco, Texas 254-710-8522	0	Positions 1,2,3,6
12	Craig's list, craigslist.com posting	0	Positions 2,3,4,5

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
undertaken by KWPW KWOW KIXT

Job Fairs

On Tuesday April 17, 2012 at 4:30pm Waco Market Business Manager Cynthia Lopez attended the Work in Waco Job Fair hosted by McLennan Community College, Baylor University and Texas State Technical College. Over 400 people registered and attended. We handed out promotional items as well as information and materials on our internship program and job openings at Waco Entertainment and Prophecy Media Group.

On Saturday March 23, 2013, Jaime Martinez and other staff members attended a women in business conference hosted by the Hispanic Chamber of Commerce to promote women in the business world.

Internship Program

This SEU has an established internship program designed to assist the members of the community including college students to acquire skills needed for broadcast employment.

This SEU has offered its internship program which is open to all areas including, sales, promotions, web design, board operators, programming and production throughout the year, including the job fairs we attended.

Additional Outreach

This SEU has a job page on each of our websites designated to promote a general outreach to all the population. In addition we hired a handicapped (blind) person in 2012.

We provide training to management level personnel to use methods of ensuring equal employment opportunity and preventing discrimination. We also analyze our recruitment program on an ongoing basis to ensure that is effective in achieving broad outreach to potential applicants and address any problems found as a result of this analysis.