

EEO PUBLIC FILE REPORT

KCWX-TV, FREDERICKSBURG, TX

For the Period: April 1, 2013 – March 31, 2014

This EEO Public File Report is filed in the public inspection file of Station KCWX- pursuant to 47 C.F.R. , Section 73.2080(c)(6).

The EEO contact information for KCWX is:

Carmen Tawil
Managing Partner
Corridor Television, L.L.P.
KCWX-TV
1402 West Avenue
Austin, TX 78701
512-796-6106

During the one-year period ending March 31, 2014, the station filled the following full-time vacancies:

1. Account Executive
2. Assistant Traffic Manager
3. National Sales Manager
4. Sales Assistant
5. Account Executive
6. Sales Assistant
7. Account Executive
8. Local Sales Manager
9. Assistant Traffic Manager
10. Sales Assistant
11. Account Executive
12. Account Executive

<u>Job Title</u>	<u>Recruitment Source (RS) Used</u>	<u>RS Referring Hiree</u>
1. Account Executive	1,3,4,5	5
2. Assistant Traffic Manager	1,4,6	4
3. National Sales Manager	1,3,4,5	1
4. Sales Assistant	2,6	2
5. Account Executive	1,3,4,5	1
6. Sales Assistant	6	6
7. Account Executive	1,2,3,5	3
8. Local Sales Manager	1,3,4,5	1
9. Assistant Traffic Manager	1,6	1
10. Sales Assistant	1,6	1
11. Account Executive	1,2,5	1
12. Account Executive	1,2,5	2

The following are the recruitment sources used to fill full-time vacancies during the period covered in this report:

1. Texas Association of Broadcasters, Craig Bean, 512-322-9944, 502 E. 11th St. , Suite 200, Austin, TX 78701
2. Employee Referral
3. Self Referral
4. Industry Referral
5. NABEF Career Link, Yewande Akinleye, 202-429-3191, 1771 N St., NW, Washington, D.C., 20036
6. Craigslist

No organizations have requested that they be contacted regarding job vacancies.

Total # of Interviewees Referred by Each Source

<u>Position</u>	<u>Recruitment Source</u>	<u># of Interviewees</u>
1. Account Executive	1	3
	2	0
	3	0
	4	0
	5	2
2. Assistant Traffic Manager	1	1
	2	0
	3	0
	4	1
	6	2
3. National Sales Manager	1	3
	2	0
	3	1
	4	1
	5	1
4. Sales Assistant	2	1
	3	0
	4	0
	6	3
5. Account Executive	1	3
	2	0
	3	1
	4	1
	5	1
6. Sales Assistant	2	1
	3	0
	4	0
	6	4

7. Account Executive	1	3
	2	1
	3	1
	4	0
	5	1
8. Local Sales Manager	1	3
	2	0
	3	1
	4	1
	5	0
9. Assistant Traffic Manager	1	4
	2	0
	3	0
	4	0
	6	1
10. Sales Assistant	1	1
	2	0
	3	0
	4	0
	6	5
11. Account Executive	1	2
	2	2
	3	1
	4	0
	5	0
12. Account Executive	1	2
	2	2
	3	1
	4	0
	5	0

Initiatives Undertaken During the Reporting Period

<u>Activity/Description</u>	<u>Date</u>	<u>Participant/Staff</u>	<u>Sponsor</u>
Job Fair/Career Fair	9/26/2013	Carmen Tawil Managing Partner	University of Texas San Antonio
Job Fair/Career Fair	10/30/2013	Carmen Tawil Managing Partner	Texas State Univ.
Job Fair/Career Fair	3/26/2014	Carmen Tawil Managing Partner	TAB/Texas State University
Internship Program	ongoing	Sarah Herndon Producer Kuro Tawil Producer	KCWX
Mentorship Program	ongoing	Sarah Herndon Producer Kristie Ferriso Producer	KCWX KCWX
Speaking Engagement Spoke to a Communications class at Texas State University regarding how to make a persuasive video	2/3/2014	Kuro Tawil Producer	KCWX
NABEF CareerLink		Laurie Meyer Director of Sales	KCWX/NAB

Internship Program

KCWX's ongoing Internship Program provides academic credit for college students that are currently enrolled and pursuing a broadcast or mass media career. Many universities within the KCWX viewing area require an internship as part of their graduation requirements. These are unpaid positions.

Mentorship Program

During the reporting period, KCWX mentored four recent graduates or students that had already received their intern credits but that needed extra experience in order to work in broadcasting.

NAB Career Link

During the reporting period, KCWX posted job openings for a National Sales Manager, Local Sales Manager and five Account Executive positions through the NAB Educational Foundation Career Link which widely disseminates job openings in the broadcast industry.