

## **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**  
**K228FK, ROBINSON TX. FIN: 149227**  
**KLTO, MOODY TX. FIN: 198733**

The information contained in this Report covers the time period beginning April 1, 2019 to and including March 31, 2020. 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.

<b>KWPW KWOW KIXT K228FK KLTO RADIO STATIONS</b>		
EEO PUBLIC FILE REPORT		
COVERING PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT K228FK KLTO		
<b>Section 1: Vacancy Information</b>		
	<b>FULL TIME POSITIONS FILLED BY JOB TITLE</b>	<b>RECRUITMENT SOURCE OF HIREE</b>
1	ON AIR PERSONALITY	REFERRAL
2	ACCOUNT EXECUTIVE	INDEED
3	ACCOUNT EXECUTIVE /PROGRAM DIRECTOR	REFERRAL
4	ON AIR PERSONALITY	REFERRAL
5	ACCOUNT EXECUTIVE	INDEED
6	ACCOUNT EXECUTIVE	INDEED
7	ACCOUNT EXECUTIVE	INDEED
8	ACCOUNT EXECUTIVE	REFERRAL
	<b>Total Number of Persons Interviewed During Applicable Period</b>	37

**KWPW KWOW KIXT K228FK KLTO RADIO STATION**

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COVERING PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020

STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT K228FK  
KLTO**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	<b>Texas Association of Broadcasters 502 East 11<sup>th</sup> Street Suite 200 Austin TX 78701; (512) 322-9944</b>	1	1-8
2	<b>Facebook</b>	5	1-8
3	<b>All Access.com, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265; 310-457-6616</b>	1	1-8
4	On-Air announcements	9	1-8
5	PMG Office Employee referral	4	1-8
7	Veterans Job Fair	5	1-8
8	Indeed	8	1-8
9	MCC Job Fair	1	1-8
10	Fall Job Fair	3	1-8

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KLTO**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
undertaken by KWPW KWOW KIXT K228 KLTO

**Job Fairs**

Waco Entertainment and Prophecy Media Group along with the Texas Workforce Solutions hosted The Yes Expo Youth Employment Solutions on May 14, 2019 from 9am to 2pm; this event helps Young candidates find jobs. Business Manager Cynthia Lopez attended this event at The Extraco Events Center to promote our internship program to current students and recent graduates.

Business Manager Cynthia Lopez attended the McLennan County Workforce Solutions' Veterans Job Fair on July 25<sup>th</sup>, 2019 there we met with a lot of US Veterans who are ready to get into the workforce also who are willing to work on a volunteer basis for experience exchange.

Business Manager Cynthia Lopez attended Heart of Texas Workforce Fall Job Fair on Thursday, August 29, 2019 from 3p-6p at the Waco Convention Center, , job seekers were invited to network with recruiters for full time and part time as well as internship positions.

On March 5, 2020 Waco Market Business Manager Cynthia Lopez attended the McLennan Community College Career Fair hosted by The Heart of Texas Workforce and MCC. We handed out flyers with job openings, promotional items as well as information and materials on our internship program and job openings at Waco Entertainment and Prophecy Media Group.

**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.

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 because of this analysis.