

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, 2022 to and including March 31, 2023. 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 KLTO, 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 K228FK KLTO RADIO STATIONS
EEO PUBLIC FILE REPORT
COVERING PERIOD FROM APRIL 1, 2022 TO MARCH 31, 2023
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT K228FK KLTO

Section 1: Vacancy Information

	FULL TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIRER
1	ACCOUNT EXECUTIVE	INDEED
1	ACCOUNT EXECUTIVE	WALK IN
1	ACCOUT EXECUTIVE	INDEED
	Total Number of Persons Interviewed During Applicable Period	35

KWPW KWOW KIXT K228FK KLTO RADIO STATION

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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	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin TX 78701; (512) 322-9944	3	1-3
2	On-Air announcements	1	1-3
3	All Access.com, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265; 310-457-6616	0	1-3
4	PMG Office Employee referral	2	1-3
5	Indeed	18	1-3
6	Craigslist	3	1-3
7	Facebook	5	1-3
8	Yes Expo	0	1-3
9	Heart of Texas Hiring Fair	3	1-3

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STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWPW KWOW KIXT
K228FK 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 2022 Yes Expo Youth Employment Solutions on April 26, 2022, 9am to 9pm; this event helps over 3,000 young people find jobs and find careers right here in the Central Texas area. Business Manager Cynthia Lopez attended this event virtually to promote our internship program to current students and recent graduates. Yes Expo 2022 attendees included students from 28 High Schools in Central Texas.

Waco Entertainment and Prophecy Media teamed up with Heart or Texas Work Force Solutions and hosted the 2022 annual Hiring Red, White and You held on November 12, 2022. U.S. veterans seeking employment opportunities were invited to network with recruiters for full time and part time positions. This event helped connect our region's veterans and benefited them.

Prophecy Media is proud to dedicate time and effort to provide resources to help link employers and job seekers in our community through radio advertising and our social media platforms.

Business Manager Cynthia Lopez attended the Texas Association of Broadcasters' FCC EEO training meeting on September 21, 2022.

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.