

EXHIBIT B

**KAKW EMPLOYMENT UNIT
2014 FCC Audit Response**

Table of Contents - Summary Full-Time Hires

4/01/2011 - 3/25/2012 Period

B-1:	Production Technician
B-2:	Sales Account Coordinator
B-3:	National Sales Manger
B-4:	Marketing & Promotions Coordinator
B-5:	Executive Producer
B-6:	National Sales Account Coordinator

4/01/2012 - 3/25/2013 Period

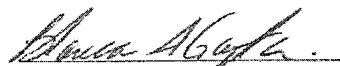
B-7:	Account Executive
B-8:	Account Executive
B-9:	National Account Manger
B-10:	Photographer
B-11	Technical Director
B-12	Executive Assistant

Note to Exhibit B (FCC 2014 Random EEO Audit)

On September 4, 2012, I became responsible, as EEO Officer for the employment unit, for overseeing the notification of full-time job openings to an array of groups and organizations, including those that are entitled to receive notice of job vacancies pursuant to 47 C.F.R. 73.2080(c)(1)(ii), and for publicizing openings by additional methods as reflected in the EEO Public File Reports attached at Exhibit A.

Exhibits B-1 through B-12 enclose documentation of the unit's broad recruitment efforts as reflected on the unit's EEO Public File Reports. In conducting due diligence for this audit response, I was not able to locate a small number of records documenting certain recruitment for two job vacancies that occurred prior to my tenure as EEO Officer. With respect to the job vacancy corresponding to Exhibit B-1, I was not able to easily locate records documenting notifications were delivered to the following organizations, although I understand these sources were notified: Source B (TVJobs.com); Source N (Craigslist); and Source O (Internal Website - Careerbuilder). With respect to the job vacancy corresponding to Exhibit B-3, I was not able to easily locate records documenting that notice of the vacancy was sent to Source C (University of Texas), although I understand it was notified of the job vacancy. As noted above, however, Exhibits B-1 through B-12 otherwise enclose documentation of the unit's broad recruitment efforts.

I have used this audit as an opportunity to review and improve our EEO Program, including our record-keeping procedures. To improve our EEO Program, I am putting in place additional controls to ensure retention of all documentation, even during periods of personnel changes and other, similar transitions, by using a form to verify that the Unit's internal files contain appropriate documentation of recruitment upon completion of the recruitment process and again annually upon preparation of the EEO Public File Report.



Blanca Gaytan
Accounting Assistant, KAKW
(serving as the EEO Officer)