

## EEO PUBLIC FILE REPORT

### KCWX-TV, FREDERICKSBURG, TX

**For the Period: April 1, 2012 – March 31, 2013**

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 KCWX-TV  
1402 West Avenue  
Austin, TX 78701  
512-796-6106

During the one-year period ending March 31, 2013, the station filled the following full-time vacancies:

1. National Sales Manager
2. Account Executive

<u>Job Title</u>	<u>Recruitment Source (RS) Used</u>	<u>RS Referring Hiree</u>
1. National Sales Manager	1,2,3,4	1
2. Account Executive	1,3,4	4

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. 11<sup>th</sup> St. , Suite 200, Austin, TX 78701
2. Employee Referral
3. Self Referral
4. Industry Referral

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>
National Sales Manager	1	3
	2	1
	3	0
	4	1
Account Executive	1	1
	2	1
	3	1
	4	1

### **Initiatives Undertaken During the Reporting Period**

<u>Activity/Description</u>	<u>Date</u>	<u>Participant/Staff</u>	<u>Sponsor</u>
Job Fair/Career Fair	10/31/2012	Carmen Tawil Managing Partner	Texas State Univ.
Job Fair/Career Fair	3/5/2013	Carmen Tawil Managing Partner	TAB/Texas State
Internship Program	ongoing	Sarah Herndon Producer Lauren Stamps Producer Kuro Tawil Producer	KCWX
Mentorship Program	ongoing	Sarah Herndon Producer Lauren Stamps Producer	KCWX
Speaking Engagement Spoke to students and Industry professionals about the changing face of broadcast and opportunitites available in new media.	4/12/2012	Kuro Tawil Producer	Geekdom & Incarnate Word University

## **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.

During the reporting period, KCWX had 3 interns. Two were from Texas State, one was from The University of Texas.

## **Mentorship Program**

During the reporting period, KCWX mentored three 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 a job opening for an Account Executive through NAB Career Link. This position has not yet been filled nor have interviews been conducted.