

**EEO PUBLIC FILE REPORT**

For the Period Ending: 03/31/2014  
(04/01/13-03/31/14)

Prepared by: Warwick Communications, Inc.

This report covers the following employment units:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>
KFXK-TV	70917	Commerical Broadcast Television	Longview, TX

- A. The following is a list of all vacancies for full-time jobs during the previous 12 months and the Recruitment Source which provided the hire for the open position:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled/ Recruitment Source</u>	<u>Recruitment Sources Contacted</u>
Master Control Operator	9/14/2013	11/07/13 KETK-TV Website	See Recruitment Source List in Item B
News Producer	11/15/2013	02/19/14 KETK-TV Website	See Recruitment Source List in Item B

- B. During the previous 12 months, the following recruitment sources were contacted as all vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone #</u>
1 TAB Job Bank	502 E. 11th Street Austin, Tx 78701	Craig Bean	512-322-9944
2 Jarvis Christian College	P. O. Box 1470 Hawkins, TX 75765	Lorene B. Holmes	903-769-5794
3 Texas College	2404 N. Grand Tyler, TX 75702	Lois Bowie	903-593-8311
4 Letourneau University	2100 S. Mobberly	Steve Galton	903-233-3000

5 Tyler Jr. College	Longview, TX 75607 P. O. Box 9020 Tyler, TX 75711	Patty Bell	903-510-2334
6 Kilgore Jr. College	1100 Broadway Kilgore, TX 75662	Hayley Smith	903-983-8678
7 University of Texas at Tyler	3900 University Blvd. Tyler, TX 75799	Krista Richardson	903-566-7000
8 Texas A & M - Commerce	P. O. Box 3011 Commerce, TX 75429-3011	Katrecia Sandlin	903-886-5110
9 Panola College	1109 W. Panola Carthage, TX 75633	Mike Edens	903-693-1182
10 E. Tx Baptist University	1209 N. Grove Marshall, TX 75670	Bob Flannery	903-923-2079
11 East Texas Workforce Center	4100 Troup Hwy. Tyler, TX 75702	Lenora Stone	903-561-8131
12 Lon Morris College	800 College Ave. Jacksonville, TX 75766	David Gehrels	903-589-4000
13 SFA State University	P. O. Box 13032 Nacogdoches, TX 75962-3032	Jenny Davis	936-468-3305
14 tvjobs.com Internet job bank	PO Box 4116 Oceanside, CA 92052	Mark Holloway	760-754-8177
15 KFXK Website	Company website	Job postings	

During the previous 12 months, there were a total of 9 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

C.

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
1 TAB Job Bank	0
2 Jarvis Christian College	0
3 Texas College	0
4 Letourneau University	0
5 Tyler Jr. College	0
6 Kilgore Jr. College	0
7 University of Texas at Tyler	0
8 Texas A & M - Commerce	0
9 Panola College	0

10 E. Tx Baptist University	0
11 East Texas Workforce Center	0
12 Lon Morris College	0
13 SFA State University	0
14 tvjobs.com	0
15 KFXK Website	7
16 KFXK promos	0
17 Employee/Client Referrals	2
18 Internal Applicants	0
19 Walk Ins	0

During the last 12 months, the station employment unit engaged in the following initiatives under "Prong 3" of the outreach requirements:

D.

Prong 3 Menu Options

1 Internship Program:

The Licensee offered three internships programs for college students.

The internship were in the News Department.

This program is designed to give students an overall view into each area and the positions available inside a commercial television station.

2 All full-time, open positions, including those involving upper management were posted on the TAB Job Bank.

3 October 24, 2012

Operation Manager attended a Tyler Junior College Job Fair.

Handed out information about our station and information on all available positions at our stations.

4 October 25, 2012

Operation Manager attended a LeTourneau Job Fair.

Handed out information about our station and information on all available positions at our stations.

5 October 24, 2013

Operation Manager attended a LeTourneau Job Fair.  
Handed out information about our station  
and information on all available positions at our stations.

6 Ongoing Outreach Efforts:

Each week, weekly manager meetings are held and open positions, as well as positions that may become open, are discussed. Meetings are held as a group, then the department heads have a meeting with the General Manager and Business Manager to ensure that all managers are trained in the latest EEO procedures applicable to filling any open positions. In addition, discussions are held on how EEO procedures can be improved and better implemented.

Name of Respondent: Warwick Communications, Inc.

Typed Name: Drew Balch

Title: Operations Manager

Date: March 31, 2014

Phone number: 903-232-7281