

**KWOW RADIO STATION
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 station:

KWOW, CLIFTON TX. FIN: 6449

The information contained in this Report covers the time period beginning Nov 1, 2010 to and including December 31, 2011 . 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 positions listed on Section 1.

Waco Entertainment Group, LLC. the licensee of KWOW (FM), and has and will continue to be Equal Employment Opportunity Employers. Waco Entertainment Group is 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.

KWOW RADIO STATION		
EEO PUBLIC FILE REPORT		
COVERING PERIOD FROM NOVEMBER 1, 2010 TO DECEMBER 31, 2011		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWOW		
Section 1: Vacancy Information		
	FULL TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIREE
1	ACCOUNT EXECUTIVE	Careerbuilder.com
1	ONAIR/PROGRAM ASSISTANT/SALES	TAB.ORG
1	ACCOUNT EXECUTIVE	Employee referral
1	ACCOUNT EXECUTIVE	Walk in
1	ACCOUNT EXECUTIVE	Kevin Mcrae
1	ACCOUNT EXECUTIVE	Former co-worker
1	ACCOUNT EXECUTIVE	INTERNET
	Total Number of Persons Interviewed During Applicable Period	12

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STATIONS COMPRISING STATION EMPLOYMENT UNIT: KWOW FM		
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 Positions For Which This Source Was utilized
1 Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin TX 78701 (512) 322-9944	10	Position 2
2 Waco Tribune Herald 900 Franklin Ave, Waco , TX 76701	5	None
3 <u>Work in Texas</u> http://www.twc.state.tx.us/	5	None
4 All Access Allaccess.com	1	None
5 PMG Employee referral	2	Position 2
6 Career Builder .com	1	Position 1
7 Other (Kevin McRae)	1	Position 1

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
undertaken by KWOW

On Tuesday April 19, 2011 Waco Market Business Manager Cynthia Lopez attended the Work In Waco Job Expo hosted by McLennan Community College and Baylor University. Over 400 people registered and attended. KWOW handed out promotional items as well as information/materials on internships and job openings at KWOW Radio.

Internship Programs

KWOW has offered to participate in internship program positions as Promotions, Board Operators, Programming and Producers were offered at the Job Expo.