

EEO PUBLIC FILE REPORT			
For the Period Ending: 03/31/2008 (10/04/07-03/31/08)			
Licensee:	Warwick Communications, Inc.		
This report covers the following employment units:			
	Call Sign	Location City, State	
KFXK	Longview, Texas	Warwick Communications, Inc.	
A. The following is a list of all vacancies for full-time jobs during the previous 5 months:			
	Job Title	Date of Opening	Date Filled
1	Anchor/Reporter	6/20/07	12/10/07
2	Anchor/Reporter	6/20/07	1/7/08
3	Photographer	6/20/07	1/3/08
4	Producer	12/10/07	1/10/08
B			
During the previous 5 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk(*) were organizations that requested to be contacted as job openings occurred:			
	Recruitment Source	Address	Contact Person Telephone No.
1	Texas Assoc. of Broadcasters	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	Ardith Weiss 903-593-8311
4	Letourneau University	2100 S. Mobberly Longview, TX 75607	Rachel Jarboe 903-233-3000
5	Tyler Jr. College	P. O. Box 9020 Tyler, TX 75711	Kim Harden 903-510-2334
6	Kilgore Jr. College	1100 Broadway Kilgore, TX 75662	Wade Elkins 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	Tandee Criswell 903-886-5110
9	Panola College	1109 W. Panola Carthage, TX 75633	Teresa Washington 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	Employment Service: 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 Brdcst Employment service	PO Box 4116 Oceanside, CA 92052	Mark Holloway 760-754-8177
NEWSPAPER ADS AND INTERNET JOB BANK SITES			
			Job # Posted
1.	Longview News Journal	Longview, TX	Stephanie 903-758-3000 None
2.	Marshall News Messenger	Marshall, TX	Stephanie 903-758-3000 None
3.	Tyler Morning Telegraph	Tyler, TX	Mona 903-596-6210 None
4.	Nacogdoches Daily Sentinel & Lufkin Daily News	Nacogdoches, TX	Carol Lambert 936-564-7253 None
5.	TV Jobs.com	Internet Job Bank	all postings
6.	TAB Job Bank	Internet Job Bank	all postings
7.	KFXK-TV job posting	station web site job posting	all postings
8.	KETK-TV job posting	station web site job posting	all postings
C.			
The following is a list of the services for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:			
	Job Title	Recruitment Source	
1	Anchor/Reporter	KETK website	
2	Anchor/Reporter	tvjobs.com	
3	Photographer	Employee Referral	
4	Producer	KETK website	
D. During the previous 5 months, there were a total of 16 (sixteen) 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:			
	Recruitment Source	Total No. of Interviewees	
1.	In House Posting	0	
2.	KFXK-TV or KETK-TV Website	12	
3.	Texas Workforce Center	0	
4.	Newspaper	0	
5.	Referral from Employee	2	
6.	Unknown	0	
7.	Walk-in	0	
8.	TAB	0	
9.	tvjobs.com	2	
			16
E. During the last 5 months, the station employment unit engaged in the following initiatives:			
1	All job openings are posted on the KFXK-TV website, the KETK-TV website and posted internally at station locations. Our station unit also placed employment ads on the internet job website TV Jobs. The station also posted all of our openings at local College's and University's: Texas College, LeTourneau University, Tyler Junior College, Kilgore College, UT Tyler, Texas A & M Commerce, Panola College East Texas Baptist University, Lon Morriss College, and SFA University.		
2	All positions were posted on the Texas Association of Broadcasters website including upper management.		
3	Co sponsored the local Business Expo on January 17, 2008 where we also participated in handing out information about the company and all Sales positions that were open. We also spoke to anyone who had questions about broadcast industry or positions available.		
4	Job Shadowing Day - February 15, 2008 The station participated in the job shadowing program through the high schools. We had a total of 3 students participate in which they shadowed our news anchors and manager.		
5	Internship Program: Participated in an Intership Program for college students in the News Department as well as offering a General Internship program designed to give students an overall view into each area and position inside a Commercial Television Station. During this Report Period: 1 intern(s) encompassing 100 hours		
	Name of Respondent: White Knight Broadcasting of Longview, Inc.		
	Name:	Bob Hall	
	Title:	Station Manager	
	Date:	1-Apr-08	
	Telephone No. with ar	903-236-0051	