

**EEO Annual Public File Report
KSCE Channel 38 Christian Television
For Period from April 1, 2021 through March 31, 2022**

Permanent full-time positions during this period.

Vacancy	Open Date	Close Date			
THERE WERE 4 FULL TIME POSITIONS FILLED DURING THIS TIME					
Master Control Operator	8/20/2021	9/7/2021	Vacancy Filled 9/6/2021 via LifeChristian.tv		
			Recruitment Sources /Contact Info	Interviewees	Hiree
			UTEP Career Center Attn: Griselda Sosa-Rico 103 W Union Building 500 W University El Paso, Texas 79968 (915) 747-5640 Posted via www.utep.edu/careers	1	0
			EPCC Career & Transfer Services Department Attn: Dina Salazar Valle Verde Campus 919 Hunter Drive El Paso, TX 79915 915-831-3289 Manual Posting	0	0
			LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	2	1
			Indeed.com	6	0
			On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	0	0
Custodian	11/9/2021	3/19/2022	Vacancy Filled 2/28/2022 via Indeed		
			Recruitment Sources /Contact Info	Interviewees	Hiree
			UTEP Career Center Attn: Griselda Sosa-Rico 103 W Union Building 500 W University El Paso, Texas 79968 (915) 747-5640 Posted via www.utep.edu/careers	1	0
			LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	3	

			Indeed.com	6	1
			On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	0	0
Master Control Operator	1/8/2022	4/08/2022	1st Vacancy Filled 2/7/2022 via on air announcement 2nd Vacancy Filled 3/28/2022 via LifeChristian.tv		
			Recruitment Sources /Contact Info	Interviewees	Hiree
			UTEP Career Center Attn: Griselda Sosa-Rico 103 W Union Building 500 W University El Paso, Texas 79968 (915) 747-5640 Posted via www.utep.edu/careers	0	0
			Please see contact information above GradLeaders via the UTEP Career Center www.gradleaders.com	0	0
			EPCC Career & Transfer Services Department Attn: Dina Salazar Valle Verde Campus 919 Hunter Drive El Paso, TX 79915 915-831-3289 Posted via El Paso Community College's Career Coach site	0	0
			Workforce Solutions Borderplex Elizabeth Soltero Business Services Consultant 304 Texas Ave, Ste. 100 El Paso, Texas 79901 O. 915-887-2947 Texas Workforce Commission via www.workinTexas.com	2	0
			LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	1	1
			Indeed.com	5	0
			On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	1	1

Exhibit III
Narrative Statement of Outreach Methods
Broadcast Equal Employment Opportunity Report
KSCE Channel 38 Christian Television

KSCE Channel 38 Christian Television has implemented multiple outreach efforts in the two years previous to this license renewal and every year of broadcast. A list of some of the efforts is as follows:

Recruits were pursued through the following career and internship fairs:

KSCE hosted a virtual job fair on Tuesday March 22, 2022. Job fair was advertised on air as well as social media platforms.

Other Outreach Efforts:

KSCE has partnered with the members of the University of Texas at El Paso to recruit students of the university to intern at the station and become involved in the station and learn broadcasting skills.

KSCE offers tours to students and organizations that are interested in broadcasting. 42 attendees came to the tours during this period.

KSCE has in-house training available for Master Control Operators who would like to gain knowledge and skills in other areas, including editing and production, in order to move up in the broadcast industry.

KSCE invites volunteers to learn about the station and get a hands-on feel for broadcasting jobs by learning how to operate cameras, floor direct, insert graphics, production editing, etc.

Members of KSCE Management members have undergone diversity and inclusivity training in order to ensure equal employment opportunities and preventing discrimination.