

**EEO Annual Public File Report
KSCE Channel 38 Christian Television
For Period from April 1, 2017 through March 31, 2018**

Permanent full-time positions during this period.

Vacancy	Open Date	Close Date	Recruitment Sources /Contact Info	Persons Considered	Persons Hired
RECEPTIONIST	06/14/17	06/30/17	UTEP Career Center / Craig Thompson	14	0
			EPCC Career Center / Sylvia Dominiguez	3	0
			KSCETV.COM	2	1
			Texas Workforce Commission via www.workinTexas.com	10	0
MASTER CONTROL OPERATOR	10/10/17	11/9/17	UTEP Career Center / Craig Thompson	4	1
			EPCC Career Center / Sylvia Dominiguez	4	0
			KSCETV.COM	3	0
			Texas Workforce Commission via www.workinTexas.com	3	0

**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:

The El Paso Community College Job Fair 2016, held April 27, 2016, on the Valle Verde Campus

The Internship & Part-time Job Fair held Wednesday, March 29, 2017, in the Union East building on the UTEP campus.

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. Over 60 attendees came to the tours and many more throughout the period.

KSCE hosted Career Days 2 times during this period. Students were given tours of the station where they learned about broadcasting. They were also allowed to role play with some equipment. Approximately 62 students attended

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.

KSCE has developed an in-house training program so Master Control Operators have the opportunity to learn editing and other production skills in order for them to move up in the broadcasting industry.