

**EEO Annual Public File Report
KSCE Channel 38 Christian Television
For Period from April 1, 2019 through March 31, 2020**

Permanent full-time positions during this period.

Vacancy	Open Date	Close Date	Recruitment Sources /Contact Info	Persons Considered	Persons Hired
THERE WERE NO FULL TIME POSITIONS HIRED FOR DURING THIS TIME					

**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 Internship & Part-time Job Fair held Wednesday, April 4, 2018, in the Union East building on the UTEP campus.

The Internship & Part-time Job Fair held Wednesday, March 27, 2019, in the Union East building on the UTEP campus.

EPCC Career & Transfer Services Job Fair, May 1, 2019, in the EPCC Student Services Center on the Valle Verde 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. 54 attendees came to the tours and many more throughout the period.

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.