

**EEO Annual Public File Report
KSCE Channel 38 Christian Television
For Period from April 1, 2020 through March 31, 2021**

Permanent full-time positions during this period.

Vacancy	Open Date	Close Date	Recruitment Sources /Contact Info	Persons Interviewed	Persons Hired
THERE WERE 2 FULL TIME POSITIONS FILLED DURING THIS TIME					
Custodian	6/15/20	7/1/20	Due to the position becoming vacant overnight, the position was filled via employee referrals.	2	1
Master Control Operator	12/1/20	12/31/20	UTEP Career Center / Craig Thompson	3	1
			EPCC Career Center / Sylvia Dominiguez	0	0
			KSCETV.COM	2	0
			Texas Workforce Commission via www.workinTexas.com	0	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 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.

**KSCE hiring staff generally participates in multiple job fairs per period, but due to the Covid-19 pandemic, we were unable to participate in more during this period.

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. Due to Covid-19, only 14 attendees came to the tours during this 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.

**KSCE generally has many more participants in our outreach efforts, but due to the Covid-19 pandemic, there were only 16 participants.