

**EEO Annual Public File Report  
 KSCE Channel 38 Christian Television  
 For Period from April 1, 2025 through March 31, 2026**

**Permanent Full-Time Positions During this Time**

<b>Vacancy</b>	<b>Open Date</b>	<b>Close Date</b>	<b>Recruitment Source/Contact Info.</b>		
<b>Master Control Operator</b>	<b>8/01/25</b>	<b>8/15/25</b>	<b>1 vacancy was filled</b>	<b>Interviews</b>	<b>Hired</b>
			LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	2	0
			Indeed.com	0	0
			On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	1	1
			Facebook and Instagram Job Postings	2	0
<b>General Manager</b>	<b>10/01/25</b>	<b>10/31/25</b>	<b>1 vacancy was filled</b>	<b>Interviews</b>	<b>Hired</b>
			On-Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	1	1
			In-House Announcement	3	0
<b>Receptionist</b>	<b>2/23/26</b>	<b>3/09/26</b>	<b>1 vacancy was filled</b>	<b>Interviews</b>	<b>Hired</b>
			LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	2	0
			Handshake.com Which disseminated this opening to the University of Texas at El Paso as well as over 800 other colleges and universities	2	0
			On-Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger	5	1
			Facebook and Instagram Open Job Posting	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 broadcasting. A list of some of the efforts is as follows:

**Recruits were pursued through the following career and internship fairs-**

KSCE attended the Westside Christian Co-op Career Fair on January 27, 2025 at the Coronado Baptist Church Gymnasium

KSCE Attended the UTEP Internship and Part-time Job Fair on March 27, 2025 in the Tomás Rivera Conference Center at the University of Texas at El Paso.

KSCE Attended the UTEP Spring Career Fair on February 5, 2026 in the Tomás Rivera Conference Center at the University of Texas at El Paso.

**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 marketing/broadcasting skills. We have had 2 interns from UTEP during this period.

KSCE has had multiple tours of students and organizations that are interested in broadcasting. Approximately 73 attendees came to the tours during this period.

KSCE has in-house training available for Master Control Operators and other employees 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. We have the opportunity for some of these volunteers to become station Interns as well. We have had 2 interns serve during this period.