

**EEO Annual Public File Report  
KSCE Channel 38 Christian Television  
For Period from April 1, 2014 through March 31, 2015**

Vacancy	Open Date	Close Date	Recruitment Sources /Contact Info	Persons Considered	Persons Hired
<b>Master Control Operator</b>	12/3/14	12/26/14	El Paso Community College	1	0
			Job Placement PO Box 20500 El Paso, TX 79998		
			915-831-2635		
			Internet Posting		
			University of Texas at El Paso	7	0
			500 W. University		
			El Paso, TX 79968		
			915-747-5000		
			Internet Posting		
			Upper Rio Grande at Work	8	1
			www.workintexas.com		
			1359 Lomaland		
			El Paso, TX 79935		
			915-843-9675		
			KSCETV.COM	4	1
			KSCE Website		
			El Paso, TX 79903		
			915-532-8588		
			KSCE Television On Air Announcement 915-532-8588	2	0
			2201 E. Wyoming Ave		
			El Paso, TX 79903		

**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 UTEP Engineering and Science Expo, held Friday, February 7, 2014, in the Union East building on the UTEP campus.

The Internship & Part-time Job Fair held Tuesday, March 25, 2014 from 9AM-1PM, in the Union East building on the UTEP campus.

The UTEP Engineering and Science Expo, held Friday, February 5-6, 2015, in the Union East building on the UTEP campus.

The Internship & Part-time Job Fair held Thursday, March 25, 2015 from 9AM-1PM, 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 Department of Communications to recruit students of the university to become involved in the station and learn broadcasting skills.

KSCE has created a Broadcast Career Interest and Opportunity Presentation where a representative from the station goes to area high schools and gives the presentation to various high school classes. During this period approximately 440 students participated.

KSCE has implemented a job bank on our website for local employers to post information regarding opportunities in their companies. Included in this job bank are the Jobs of the Week provided by Workforce Solutions as well as links to Work in Texas, the job bank of the Texas Workforce Commission.

KSCE, in partnership with the Texas Workforce Commission Workforce Solutions, creates a Jobs of the Week promo, utilizing various job opportunities in the community provided by Workforce Solutions. This promo runs on average, 3 times per week.

KSCE offers tours to students and local clubs that are interested in broadcasting. We also have volunteers who are invited to learn about the station and get a hands-on feel for broadcasting jobs by learning how to operate cameras, floor direct, insert graphics, etc.