

**EEO Annual Public File Report  
KSCE Channel 38 Christian Television  
For Period from April 1, 2023 through March 31, 2024**

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

<b>Vacancy</b>	<b>Open Date</b>	<b>Close Date</b>			
<b>Master Control Operator</b>	<b>4/15/23</b>	<b>5/01/23</b>	<b>1 vacancy was filled</b>	<b>Interviews</b>	<b>Hired</b>
			<b>Recruitment Source/Contact Info.</b>		
			<b>UTEP Career Center Attn: Griselda Sosa-Rico 103 W. Union Building 500 W. University El Paso, TX 79968 (915) 747-5640 Posted via www.utep.edu/careers</b>	<b>0</b>	<b>0</b>
			<b>Please see above contact information for GradLeaders via UTEP Career Center www.gradleaders.com</b>	<b>2</b>	<b>0</b>
			<b>LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>2</b>	<b>0</b>
			<b>Indeed.com</b>	<b>6</b>	<b>1</b>
			<b>On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>0</b>	<b>0</b>
<b>Master Control Operator</b>	<b>07/01/23</b>	<b>09/01/23</b>	<b>3 Vacancies were filled during this campaign</b>		
			<b>Recruitment Source Information</b>		
			<b>UTEP Career Center Attn: Griselda Sosa-Rico 103 W. Union Building 500 W. University El Paso, TX 79968 (916) 747-5640 Posted via www.utep.edu/careers</b>	<b>2</b>	<b>0</b>
			<b>Please see above contact information for GradLeaders via UTEP Career Center www.gradleaders.com</b>	<b>3</b>	<b>0</b>
			<b>LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>5</b>	<b>1</b>

			<b>Indeed.com</b>	<b>8</b>	<b>1</b>
			<b>On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>1</b>	<b>1</b>
<b>Receptionist</b>	<b>4/01/23</b>	<b>4/15/23</b>	<b>1 vacancy was filled by a during this campaign</b>		
			<b>Recruitment Source Information</b>		
			<b>UTEP Career Center Attn: Griselda Sosa-Rico 103 W. Union Building 500 W. University El Paso, TX 79968 (917) 747-5640 Posted via <a href="http://www.utep.edu/careers">www.utep.edu/careers</a></b>	<b>0</b>	<b>0</b>
			<b>Please see above contact information for GradLeaders via UTEP Career Center <a href="http://www.gradleaders.com">www.gradleaders.com</a></b>	<b>0</b>	<b>0</b>
			<b>LifeChristian.tv KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>2</b>	<b>0</b>
			<b>Indeed.com</b>	<b>0</b>	<b>0</b>
			<b>On Air Announcements KSCE 38.1 KSCE TV 2201 Wyoming Ave. 79903 915-532-8588 Angel Conger</b>	<b>3</b>	<b>1</b>

**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-

KSCE Attended the UTEP Internship and Part-time Job Fair on March 30, 2023 in the Tomás Rivera Conference Center at the University of Texas at El Paso.

KSCE Attended the EPCC Job Fair 2023 on September 13, 2023 in the AST Building RM 105 B at the El Paso Community College 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 marketing/broadcasting skills.

KSCE offers tours to students and organizations that are interested in broadcasting. 84 attendees came to the tours during this period.

KSCE has in-house training available for Master Control Operators 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.

Members of KSCE Management members have undergone diversity and inclusivity training in order to ensure equal employment opportunities and preventing discrimination.