

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period April 1, 2020 to March 31, 2021.

- 1) **Employment Unit: KTEP-FM, licensed to the University of Texas at El Paso.**
- 2) **Unit Members (Stations and Communities of License): KTEP-FM, El Paso, Texas**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number:
KTEP-FM 500 W. University Ave. Cotton Memorial Ste. 203 El Paso, TX 79968	(915) 747-5152
	Contact Person: John R. Carrillo, Interim General Manager
	E-mail Address: jrcarrillo@utep.edu

- 4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**
No vacancies filled during the reporting period.

5) Supplemental Recruitment Initiatives.

- (a) **Internship Program:** KTEP has an on-going internship program which is supervised by the KTEP General Manager. KTEP employs 4 part-time students from UTEP. During this past reporting period, the students received real-world training in radio broadcasting. This training consists of on-air broadcast operations, equipment operation, and digital production training. KTEP also recruits volunteers from both the university and the community. They assist the station in various aspects of the station's operations such as hosting on-air programs, producing programs and fundraising. The training that these individuals receive is designed to provide them with the skills necessary to become gainfully employed in the broadcast industry.
- (b) **Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:** All KTEP employees are required by the University of Texas at El Paso to participate in Compliance Training once a year. This training is conducted by the Human Resources Department at the University and is designed to teach managers how to determine specific behaviors that are necessary for success on the job, and how to demonstrate those behaviors regardless of race, ethnicity or gender. Moreover, all KTEP employees are required to participate in compliance training conducted by CPB (Corporation for Public Broadcasting).
- (c) **Participated in mentoring program with local school districts to educate middle and high school students on careers in radio and broadcasting in general:** Due to the

COVID-19 pandemic the local school districts as well as the University of Texas at El Paso shut down their campuses. As such, a mentoring program was not carried out.