

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period April 1, 2019 to March 31, 2020.

- 1) **Employment Unit: KTEP-FM, licensed to the Board of Regents of 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: (915) 747-5152
KTEP-FM 500 W. University Ave. Cotton Memorial Ste. 203 El Paso, TX 79968	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.**

There is one full-time job vacancy for the period April 1, 2019 to March 31, 2020. The previous general manager retired effective December 31, 2019. An interim was named and assumed duties effective January 1, 2020. The interim is the KTEP development director. The University of Texas at El Paso has not, to date, officially posted the position. As per university policy it will be posted and a national search will be conducted.

**5) Supplemental Recruitment Initiatives.**

- (a) **Internship Program:** KTEP has an on-going internship program which is supervised by the KTEP Operations Director. The interns are students from the University of Texas at El Paso (UTEP). There are currently 4 interns in this program. During this past reporting period, the interns received real-world training in radio broadcasting. Specifically, on-air broadcast operations, equipment operation, and digital production training. KTEP also employs 4 part-time students from UTEP. These students are engaged in all areas of radio broadcasting including announcing and news operations. 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.

**(c) Participated in mentoring program with local school districts to educate middle and high school students on careers in radio and broadcasting in general: KTEP**

participated in the UTEP College of Liberal Arts Student Orientation on June 14 & 18 and July 12 & 26. This event hosts several hundred high school students entering UTEP. The KTEP Engineer conducted (April 2019) a workshop at a local high school (Austin High School) on remotes, on-air broadcasting techniques and careers in broadcasting. Most recently in March 2020, KTEP hosted a radio station tour with Radford High School. This was just one of several station tour conducted throughout the year with local schools, organizations, and various UTEP departments.