

KHCE-TV, Channel 23, Texas - EEO PUBLIC FILE REPORT

4-1-05 through 3-31-06

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Public Affairs Director	Date Filled: 11/09/05
2. Job Title:	Date Filled:
3. Job Title:	Date Filled:

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

1. Job Title: Public Affairs Director Date Filled: 11/09/05

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KHCE	Dorcas Rogers	15533 Capital Port, S.A., Tx 78249	210-479-0123	Yes
Walk-In				No
San Antonio Express-News	Phylis Dowd	P.O. Box 2171, S.A., Tx 78297-2171	210-250-2373	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 2

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

Source	Contact Person	Address	Telephone No.	# Interviewed
KHCE	Dorcas Rogers	15533 Capital Port, S.A., Tx 78249	210-479-0123	1
Walk-In				1
S.A. Express-News	Phylis Dowd	P.O. Box 2171, S.A., Tx 78297-2171	210-250-2373	0

E. Outreach Activities

5/19/05 Notification letters to co-religionists of intent to notify upon vacant full-time positions.
 2/9/06 Notification letters to co-religionists of intent to notify upon vacant full-time positions.
 2/17-2/20/06 National Conference of Religious Broadcasters, Dallas Texas