

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

4-1-10 through 3-31-11

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 - None

1. Job Title: _____ Date Filled: _____

2. Job Title: _____ Date Filled: _____

3. Job Title: _____ Date Filled: _____

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy: None

1. Job Title: _____ Date Filled: _____

Source	Contact Person	Address	Telephone No.	Referred Person Hired?

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 0

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources: 0

Source	Contact Person	Address	Telephone No.	# Interviewed

E. Outreach Activities

- 5/6/10 City Wide National Day of Prayer event, San Antonio, Texas
- 7/5/10 Notification letters to co-religionists of intent to notify upon vacant full-time positions.
- 10/2/10 City Wide Women's Prayer meeting, San Antonio, TX.
- 11/5/10 Notification letters to co-religionists of intent to notify upon vacant full-time positions.

3Q KHCE -TV 23 IDENTIFIED RECRUITMENT SOURCES UPON JOB OPENINGS

Faith Outreach
3806 Sunshine Ranch Rd
San Antonio, Texas 78228

New Life Christian Center,
6610 W. U.S. Hwy 90 W.
San Antonio, TX. 78227

New Beginnings Christian Center
23129 IH 35 N
New Braunfels, TX. 78132

International Bible College
2369 Benrus
San Antonio, TX. 78228

Christian World Worship Center
6633 Walzem Rd
San Antonio, TX. 78239

Fortress Church
7760 W. Prue Rd
San Antonio, TX. 78249-4103

Cornerstone School of Excellence
18755 Stone Oak Parkway
San Antonio, TX. 78258

Livingway Church
13285 IH 35 N
San Antonio, TX. 78233

New Creation Christian Fellowship
8750 Fourwinds Dr.
San Antonio, TX. 78239

Christian Family Church International
15600 San Pedro, Ste 400
San Antonio, TX. 78232

Community Bible Church
2477 N. Loop 1604 E.
San Antonio, TX. 78232-1700

Castle Hills First Baptist Church
2220 NW Military Hwy
San Antonio, Texas 78213

Alamo City Christian Fellowship
6500 IH 35 N
San Antonio, Texas 78218

Bethel Community Church
11220 Perrin Beitel
San Antonio, Texas 78217

Wayland Baptist University S A Campus
Institute for Professional Development
11550 IH 35 N.
San Antonio, Texas 78233

4Q KHCE -TV 23 IDENTIFIED RECRUITMENT SOURCES UPON JOB OPENINGS

Faith Outreach
3806 Sunshine Ranch Rd
San Antonio, Texas 78228

New Life Christian Center,
6610 W. U.S. Hwy 90 W.
San Antonio, TX. 78227

New Beginnings Christian Center
23129 IH 35 N
New Braunfels, TX. 78132

Christian World Worship Center
6633 Walzem Rd
San Antonio, TX. 78239

Fortress Church
7760 W. Prue Rd
San Antonio, TX. 78249-4103

Oak Hills Church
19595 IH 10 W
San Antonio, TX. 78257

El Sendero Assembly of God
5408 Daughtry
San Antonio, TX. 78238

New Creation Christian Fellowship
8750 Fourwinds Dr.
San Antonio, TX. 78239

Destiny Church
8635 Callaghan Rd.
San Antonio, TX. 78230

Westover Hills Assembly of God
9340 Westover Hills Blvd
San Antonio, TX. 78251

Castle Hills First Baptist Church
2220 NW Military Hwy
San Antonio, Texas 78213

Alamo City Christian Fellowship
6500 IH 35 N
San Antonio, Texas 78218

Summit Christian Center
2575 Marshall Rd.
San Antonio, Texas 78259

Wayland Baptist University S A Campus
Institute for Professional Development
11550 IH 35 N.
San Antonio, Texas 78233

New Church Address