

**El Paso Public Television Foundation, Inc  
Dba KCOS-TV**

9050 Viscount Blvd, Suite A440

El Paso, TX 79925

**EEO PUBLIC FILE REPORT**

April 1, 2018 through March 31, 2019

KCOS-TV is an Equal Opportunity Employer

**Full-time Job Vacancies/Interviewee Data**

Position	Job Title	Date Filled	Total # of Interviews	Source which Referred Interviewee	No. per Source	Hiree Referral Source
1.	Development Director	5/01/18	6	Indeed KCOS Public Relations Association of the Southwest	4 1 1	Public Relations Association of the Southwest
2.	Production Manager	7/02/18	3	Indeed KCOS	2 1	KCOS referral
3.	Graphic Designer	1/18/19	3	Indeed KCOS	2 1	KCOS internal
4.	Community and Outreach Associate	2/11/19	3	Indeed KCOS	2 1	KCOS referral

**List of Recruitment Sources and Total Number of Interviewees Per Recruitment Source**

No.	Source	Address	Telephone	Total No. of Interviewees Referred
1	KCOS (Referrals, Internal, KCOS Website, Walk-ins)	9050 Viscount Blvd Suite A440 El Paso, TX 79925	915-590-1313	4
2	Workforce Solutions Borderplex	300 E. Main St. Suite 800 El Paso, TX 79901	915-887-2600	
3	Indeed	6433 Champion Grandview Way Austin, TX 78750	512-459-5300	10

4	LinkedIn	2029 Sterling City Mountain View, CA 94043	650-687-3600	
5	Public Relations Association of the Southwest	P.O. Box 973254 El Paso, TX 79997	915-373-1739	1
6	El Paso Advertising Federation	5407 N. Mesa St. 2 <sup>nd</sup> Floor El Paso, TX 79912	915-581-7900	
7	University of Texas at El Paso	500 W. University El Paso, TX 79968	915-747-5640	
8	El Paso Community College	9050 Viscount Blvd El Paso, TX 79925	915-831-3722	

**Statement of Supplemental EEO Outreach Activities:**

1. College Internships and Service Learning: During this reporting period KCOS has hosted five paid internships for students in video production, marketing and communications. These internships are recruited and managed jointly with our partners at El Paso Community College and the University of Texas at El Paso. We also work with the El Paso Community College Mass Communications Department to host media production students for hands on service learning opportunities throughout the year. All of these initiatives help students build their resumes and give KCOS a potential recruiting pool for part-time and full-time positions.

2. Only in El Paso, Season 5: KCOS and Destination El Paso (our local Convention & Visitors Bureau) teamed up with PBS Digital Studios to launch Season 5 of our digital web series called, "Only in El Paso" a collection of 10 short episodes produced by 10 talented El Paso filmmakers. Each local filmmaker is paid as a contractor with KCOS and improves their resume for other contract or full-time work by expanding their experience and adding a PBS production to their resume.

Each episode tells a unique and positive story about someone or something that can be experienced Only in El Paso. Digital storytellers documented specific stories covering a variety of themes such as the arts scene, food, traditions, music, living on the border, economic growth, local attractions or being bicultural.

3. High School Quiz Show: KCOS produces a weekly quiz show for area high school students during the school year called "High Q". The students come to the studio to participate in the quiz competition. As part of their involvement, they are exposed to KCOS broadcast production and operations, which may encourage them to contemplate communications or broadcast careers.