

## KTBN-TV, Channel 40, California - EEO PUBLIC FILE REPORT 8-1-08 through 7-31-09

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: Foreign Data Entry Operator  | Date Filled: 8/11/08 |
| 2. Job Title: Accounts Payable Clerk       | Date Filled: 11/4/08 |
| 3. Job Title: Compliance Assistant for FCC | Date Filled: 4/07/09 |

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

- |                                           |                      |
|-------------------------------------------|----------------------|
| 1. Job Title: Foreign Data Entry Operator | Date Filled: 8/11/08 |
|-------------------------------------------|----------------------|

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV – In house	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	Yes
TBN website	Personnel Mgr.	www.tbn.org	714-832-2950	No
KTBN-TV employee referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	No
Anaheim Hills Community Church		6501 E. Serrano AV Anaheim Hills, CA 92807	714-363-0257	No
Calvary Chapel		270 E. Palais RD Anaheim, CA 92805	714-563-9608	No
Iglesia el Centro de Cristo		1590 W. Ball RD Anaheim, CA 92802	714-535-6170	No
Stadium Vineyard Christian Fellowship		1531 S. Sinclair Street Anaheim, CA 92806	714-937-5111	No
Vineyard Christian Fellowship Anaheim		5340 E. Palma AV Anaheim, CA 92807	714-777-4777	No
Grace Fellowship Church		3170 Red Hill AV Costa Mesa, CA 92626	714-549-8599	No

Vineyard Christian Fellowship		102 E. Baker Street Costa Mesa, CA 92626	714-556-8463	No
Creekside Christian Fellowship		4849 Alton Pkwy. Irvine, CA 92604	949-786-4849	No
Saddleback Covenant Church		2340 Madero, Ste A Mission Viejo, CA 92691	949-770-0291	No
Christian Family Church International		2401 Irvine AV Newport Beach, CA 92660	949-722-7498	No
First Christian Church		1130 E. Walnut AV Orange, CA 92867	714-538-9681	No
North Orange Christian Church		1001 E. Lincoln AV Orange, CA 92867	714-998-3181	No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714-997-8881	No
Community Temple		P. O. Box 3188 Santa Ana, CA 92703	714-542-3038	No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714-542-6781	No
Healing Word, International		14281 Chambers Rd. Tustin, CA 92780	714-635-6391	No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714-893-4141	No
Life Christian Fellowship-Calvary		14041 Beach Blvd. Westminster, CA 92683	714-517-7877	No
Hispanic Presbyterian Church		7702 Westminster Blvd. Westminster, CA 92683	714-893-8523	No
Korean Christian Service Center		9654 Garden Grove Blvd. Garden Grove, CA 92844	714-539-6910	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714-635-1331	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714-535-1169	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92845	714-220-0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714-775-6992	No
Westminster Foursquare		8091 22 <sup>nd</sup> Street Westminster, CA 92683	714-891-5869	No
Salvation Army		10200 Pioneer Road Tustin, CA 92782	714-832-7100	No

Powerhouse Christian Fellowship		17781 Mitchell N Irvine, CA 92614	949-250-7363	No
Kingsway Foursquare Church		600 W 6 <sup>th</sup> Street Tustin, CA 92780	714-730-4054	No
Hope International University		2500 East Nutwood AV Fullerton, CA 92831	714-879-3901	No
Lutheran Bible Institute of California		5321 University Drive, Suite H Irvine, CA 92612	949-262-9222	No
Vanguard University	Communications Department	55 Fair Drive Costa Mesa, CA 92626	714-556-3610	No
Concordia University		1530 Concordia West Irvine, CA 92612	949-854-8002 Ext. 1584	No
<b>2. Job Title:</b> Accounts Payable Clerk		<b>Date Filled:</b> 11/04/08		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV – In house	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	No
KTBN-TV – employee referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	Yes
TBN website	Personnel Mgr.	www.tbn.org	714-832-2950	No
Anaheim Hills Community Church		6501 E. Serrano AV Anaheim Hills, CA 92807	714-363-0257	No
Calvary Chapel		270 E. Palais RD Anaheim, CA 92805	714-563-9608	No
Iglesia el Centro de Cristo		1590 W. Ball RD Anaheim, CA 92802	714-535-6170	No
Stadium Vineyard Christian Fellowship		1531 S. Sinclair Street Anaheim, CA 92806	714-937-5111	No
Vineyard Christian Fellowship Anaheim		5340 E. Palma AV Anaheim, CA 92807	714-777-4777	No
Grace Fellowship Church		3170 Red Hill AV Costa Mesa, CA 92626	714-549-8599	No
Vineyard Christian Fellowship		102 E. Baker Street Costa Mesa, CA 92626	714-556-8463	No
Creekside Christian Fellowship		4849 Alton Pkwy. Irvine, CA 92604	949-786-4849	No
Saddleback Covenant Church		2340 Madero, Ste A Mission Viejo, CA 92691	949-770-0291	No
Christian Family Church International		2401 Irvine AV Newport Beach, CA 92660	949-722-7498	No

First Christian Church		1130 E. Walnut AV Orange, CA 92867	714-538-9681	No
North Orange Christian Church		1001 E. Lincoln AV Orange, CA 92867	714-998-3181	No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714-997-8881	No
Community Temple		P. O. Box 3188 Santa Ana, CA 92703	714-542-3038	No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714-542-6781	No
Healing Word, International		14281 Chambers Rd. Tustin, CA 92780	714-635-6391	No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714-893-4141	No
Life Christian Fellowship-Calvary		14041 Beach Blvd. Westminster, CA 92683	714-517-7877	No
Hispanic Presbyterian Church		7702 Westminster Blvd. Westminster, CA 92683	714-893-8523	No
Korean Christian Service Center		9654 Garden Grove Blvd. Garden Grove, CA 92844	714-539-6910	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714-635-1331	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714-535-1169	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92845	714-220-0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714-775-6992	No
Westminster Foursquare		8091 22 <sup>nd</sup> Street Westminster, CA 92683	714-891-5869	No
Salvation Army		10200 Pioneer Road Tustin, CA 92782	714-832-7100	No
Powerhouse Christian Fellowship		17781 Mitchell N Irvine, CA 92614	949-250-7363	No
Kingsway Foursquare Church		600 W 6 <sup>th</sup> Street Tustin, CA 92780	714-730-4054	No
Hope International University		2500 East Nutwood AV Fullerton, CA 92831	714-879-3901	No
Lutheran Bible Institute of California		5321 University Drive, Suite H Irvine, CA 92612	949-262-9222	No

Vanguard University	Communications Department	55 Fair Drive Costa Mesa, CA 92626	714-556-3610	No
Concordia University		1530 Concordia West Irvine, CA 92612	949-854-8002 Ext. 1584	No
<b>3. Job Title:</b> Compliance Assistant for FCC		<b>Date Filled:</b> 4/07/09		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV – In house	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	No
KTBN-TV – employee referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	Yes
TBN website	Personnel Mgr.	www.tbn.org	714-832-2950	No
Anaheim Hills Community Church		6501 E. Serrano AV Anaheim Hills, CA 92807	714-363-0257	No
Iglesia el Centro de Christo		1590 W. Ball RD Anaheim, CA 92802	714-535-6170	No
Vineyard Christian Fellowship Anaheim		5340 E. Palma AV Anaheim, CA 92807	714-777-4777	No
Grace Fellowship Church		3170 Red Hill AV Costa Mesa, CA 92626	714-549-8599	No
Vineyard Christian Fellowship		102 E. Baker Street Costa Mesa, CA 92626	714-556-8463	No
Christian Family Church International		2401 Irvine AV Newport Beach, CA 92660	949-722-7498	No
Covenant Family Fellowship		305 W. Almond AV Orange, CA 92866	714-538-1596	No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714-997-8881	No
Community Temple		P. O. Box 3188 Santa Ana, CA 92703	714-542-3038	No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714-542-6781	No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714-893-4141	No
Life Christian Fellowship-Calvary		14041 Beach Blvd. Westminster, CA 92683	714-517-7877	No
Hispanic Presbyterian Church		7702 Westminister Blvd., Ste 402 Westminster, CA 92683	714-893-8523	No
Korean Christian Service Center		9654 Garden Grove Blvd. Garden Grove, CA 92844	714-539-6910	No

Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714-635-1331	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714-535-1169	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92845	714-220-0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714-775-6992	No
Westminster Foursquare		8091 22 <sup>nd</sup> Street Westminster, CA 92683	714-891-5869	No
Salvation Army		10200 Pioneer Road Tustin, CA 92782	714-832-7100	No
Powerhouse Christian Fellowship		17781 Mitchell N Irvine, CA 92614	949-250-7363	No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Calvary Chapel of Costa Mesa		3800 S. Fairview St. Santa Ana, CA 92704		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
Hope International University		2500 East Nutwood AV Fullerton, CA 92831	714-879-3901	No
Lutheran Bible Institute of California		5321 University Drive, Suite H Irvine, CA 92612	949-262-9222	No
Biola University		13800 Biola AV La Mirada, CA 90639	562-903-4875	No

Vanguard University	Communications Department	55 Fair Drive Costa Mesa, CA 92626	714-556-3610	No
<b>C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 8</b>				
<b>D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources</b>				
Source	Contact Person	Address	Telephone No.	Number of Interviewees:
KTBN-TV – In-house	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92680	714-823-2950	1
TBN website	Personnel Mgr.	www.tbn.org	714-823-2950	0
KTBN-TV employee referral				7
Anaheim Hills Community Church		6501 E. Serrano AV Anaheim Hills, CA 92807	714-363-0257	0
Calvary Chapel		270 E. Palais RD Anaheim, CA 92805	714-563-9608	0
Iglesia el Centro de Cristo		1590 W. Ball RD Anaheim, CA 92802	714-535-6170	0
Stadium Vineyard Christian Fellowship		1531 S. Sinclair Street Anaheim, CA 92806	714-937-5111	0
Vineyard Christian Fellowship Anaheim		5340 E. Palma AV Anaheim, CA 92807	714-777-4777	0
Grace Fellowship Church		3170 Red Hill AV Costa Mesa, CA 92626	714-549-8599	0
Vineyard Christian Fellowship		102 E. Baker Street Costa Mesa, CA 92626	714-556-8463	0
Creekside Christian Fellowship		4849 Alton Pkwy. Irvine, CA 92604	949-786-4849	0
Saddleback Covenant Church		2340 Madero, Ste A Mission Viejo, CA 92691	949-770-0291	0
Christian Family Church International		2401 Irvine AV Newport Beach, CA 92660	949-722-7498	0
Covenant Family Fellowship		305 W. Almond AV Orange, CA 92866	714-538-1596	0
First Christian Church		1130 E. Walnut AV Orange, CA 92867	714-538-9681	0
North Orange Christian Church		1001 E. Lincoln AV Orange, CA 92867	714-998-3181	0
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714-997-8881	0

Community Temple		P. O. Box 3188 Santa Ana, CA 92703	714-542-3038	0
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714-542-6781	0
Healing Word, International		14281 Chambers Rd Tustin, CA 92780	714-635-6391	0
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714-893-4141	0
Life Christian Fellowship-Calvary		14041 Beach Blvd. Westminster, CA 92683	714-517-7877	0
Hispanic Presbyterian Church		7702 Westminster Blvd. Westminster, CA 92683	714-893-8523	0
Korean Christian Service Center		9654 Garden Grove Blvd. Garden Grove, CA 92844		0
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714-635-1331	0
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714-535-1169	0
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92845	714-220-0920	0
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714-775-6992	0
Westminster Foursquare		8091 22 <sup>nd</sup> Street Westminster, CA 92683	714-891-5869	0
Salvation Army		10200 Pioneer Road Tustin, CA 92782	714-832-7100	0
Powerhouse Christian Fellowship		17781 Mitchell N Irvine, CA 92614	949-250-7363	0
Kingsway Foursquare Church		600 W 6 <sup>th</sup> Street Tustin, CA 92780	714-730-4054	0
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		0
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		0
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		0

Cypress Church		6143 Ball Road Cypress, CA 90630		0
Calvary Chapel of Costa Mesa		3800 S. Fairview St. Santa Ana, CA 92704		0
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		0
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		0
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		0
Hope International University		2500 East Nutwood AV Fullerton, CA 92831	714-879-3901	0
Lutheran Bible Institute of California		5321 University Drive, Suite H Irvine, CA 92612	949-262-9222	0
Vanguard University	Communications	55 Fair Drive Costa Mesa, CA 92626	714-556-3610	0
Concordia University		1530 Concordia West Irvine, CA 92612	949-854-8002x1584	0
Biola University		13800 Biola AV La Mirada, CA 90639	562-903-4875	0

### **E. Outreach Activities**

August 1, 2008 Follow-up letter and current job vacancies sent to co-religionists.  
October 1, 2008 Follow-up letter and current job vacancies sent to co-religionists.  
September 4, 2008 attendance at Job Fair at Vanguard University in Costa Mesa, CA  
September 9, 2008 attendance at Employment Guide Job Fair in Santa Ana, CA  
March 11, 2009 attendance at Job Fair at Chapman University in Orange, CA  
March 12, 2009 attendance at Job Fair at Vanguard University in Costa Mesa. CA  
June 11, 2009 Follow-up letter and current job vacancies sent to co-religionists.