

## KTBO-TV, Channel 14, Oklahoma - EEO PUBLIC FILE REPORT 2-1-05 through 1-31-06

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: STATION MANAGER Date Filled: 5/29/05

2. Job Title: PUBLIC AFFAIRS DIRECTOR Date Filled: 6/20/05

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

1. Job Title: STATION MANAGER Date Filled: 5/29/05

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBO	PERSONNEL MANAGER	1600 E. Hefner Rod Okla. City, OK 73131	405/848-1414	YES

2. Job Title: PUBLIC AFFAIRS DIRECTOR Date Filled: 6/20/05

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Daily Oklahoma		P.O. BOX 99251 OKLA. CITY, OK 73199	405/475-3000	NO
www.jobsok.com		www.jobsok.com		NO
Pastor Terry Bates		Box 82339 Okla. City, OK 73148	405/948-7100	YES
SW College of Christian Ministries		7210 N.W. 39 <sup>th</sup> Expressway Bethany, OK 73008	405/789-7661	NO
Okla. City University		2501 N. Blackwelder Okla. City, OK 73106	405/521-5252	NO
Oral Roberts University		7777 S. Lewis Tulsa, OK 74171	918/495-6912	NO
Victory Temple Church of God		630 N. Bath Ave. Okla. City, OK 73117	405/842-8679	NO
Okla. Christian University		P.O. Box 1100 Okla. City, OK 73136	405/425-5000	NO

Assemblies of God District Office		P.O. Box 13179 Okla. City, OK 73113	405/478-1696	NO
Baptist General Convention		3800 N. May Okla. City, OK 73112	405/942-3800	NO
Episcopal Diocese of Oklahoma		924 N. Robinson Okla. City, OK 73102	405/232-4820	NO
Our Lord's Community Church		11400 N. Portland Okla. City, OK 73120	405/755-6522	NO
Glorieta Baptist Ch.		7308 S. Western Okla. City, OK 73139	405/632-3365	NO
El Tabernacula de Fe		2124 S.W. 29 <sup>th</sup> Okla. City, OK 73119	405/634-1351	NO
Shekinah Fellowship Church		412 S.W. 104 <sup>th</sup> Okla. City, OK 73139	405/799-8888	NO
Mid-America Christian University		3500 S.W. 119 <sup>th</sup> Okla. City, OK 73170	405/691-3800	NO
Southern Nazarene University		6729 N.W. 39 <sup>th</sup> Expressway Okla. City, OK 73008	405/491-6684	NO
KTBO	Personnel Manager	1600 E. Hefner Rd. Okla. City, OK 73131	405/848-1414	NO

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled during the Past Year - 9**

**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.	Number of Interviewees:
KTBO	Personnel Manager	1600 E. Hefner Rd. Okla. City, OK 73131	405/848-1414	2
Daily Oklahoma		P.O. BOX 99251 OKLA. CITY, OK 73199	405/475-3000	1
www.jobsok.com		www.jobsok.com		4
Pastor Terry Bates		Box 82339 Okla. City, OK 73148	405/948-7100	1
SW College of Christian Ministries		7210 N.W. 39 <sup>th</sup> Expressway Bethany, OK 73008	405/789-7661	0
Okla. City University		2501 N. Blackwelder Okla. City, OK 73106	405/521-5252	0
Oral Roberts University		7777 S. Lewis Tulsa, OK 74171	918/495-6912	0
Victory Temple Church of God		630 N. Bath Ave. Okla. City, OK 73117	405/842-8679	0
Okla. Christian University		P.O. Box 1100 Okla. City, OK 73136	405/425-5000	0
Assemblies of God District Office		P.O. Box 13179 Okla. City, OK 73113	405/478-1696	0
Baptist General Convention		3800 N. May Okla. City, OK 73112	405/942-3800	0
Episcopal Diocese of Oklahoma		924 N. Robinson	405/232-4820	0

		Okla. City, OK 73102		
Our Lord's Community Church		11400 N. Portland Okla. City, OK 73120	405/755-6522	0
Glorieta Baptist Ch.		7308 S. Western Okla. City, OK 73139	405/632-3365	0
El Tabernacula de Fe		2124 S.W. 29 <sup>th</sup> Okla. City, OK 73119	405/634-1351	0
Shekinah Fellowship Church		412 S.W. 104 <sup>th</sup> Okla. City, OK 73139	405/799-8888	0
Mid-America Christian University		3500 S.W. 119 <sup>th</sup> Okla. City, OK 73170	405/691-3800	0
Southern Nazarene University		6729 N.W. 39 <sup>th</sup> Expressway Okla. City, OK 73008	405/491-6684	1

**E. Outreach Activities**

- 5-12-05 Notification letter to co-religionists of job opening
- 7-13-05 Notification letter to co-religionists of intent to notify upon any full-time vacant positions religionists.
- 8-24-05 Attended fair at Mid-America Christian University.
- 12-15-05 Follow-up letter to co-religionists.
- 1-18-06 Attended fair at Mid-America Christian University.