

KTBN-TV, California - EEO PUBLIC FILE REPORT 8-1-10 through 7-31-11

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

1. Job Title: iTBN/Tape Logging	Date Filled: 2/23/11
2. Job Title: Mailroom Clerk/Driver	Date Filled: 7/5/11
3. Job Title: Mailroom Clerk/Driver	Date Filled: 7/21/11
4. Job Title: Mailroom Clerk/Driver	Date Filled: 7/22/11

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

1. Job Title: iTBN/Tape Logging Date Filled: 2/23/11

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
TBN website	Personnel Mgr.	www.tbn.org	714-832-2950	Yes
KTBN-TV employee referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	No
Outside Referral				No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714-973-4800	No
Iglesia el Centro de Cristo		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
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949-752-6004	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 nd 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		5001Newport 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
Saddleback Church-Irvine		3002 Dow Ave, Suite 514 Tustin, CA 92780	949-609-8010	No
Newsong Church		18842 Teller Ave Irvine, CA 92612	949-477-0700	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
2. Job Title: Mailroom Clerk/Driver		Date Filled: 7/5/11		
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
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	Yes
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714-973-4800	No
Outside Referral				No

Iglesia el Centro de Cristo		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
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949-752-6004	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 Westminster 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 nd 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		5001Newport 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
Saddleback Church-Irvine		3002 Dow Ave, Suite 514 Tustin, CA 92780	949-609-8010	No
Newsong Church		18842 Teller Ave Irvine, CA 92612	949-477-0700	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

3. Job Title: Mailroom Clerk/Driver

Date Filled: 7/21/11

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
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	Yes
Outside Referral				No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714-973-4800	No
Iglesia el Centro de Cristo		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
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949-752-6004	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 Westminster 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 nd 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
Saddleback Church-Irvine		3002 Dow Ave, Suite 514 Tustin, CA 92780	949-609-8010	No
Newsong Church		18842 Teller Ave Irvine, CA 92612	949-477-0700	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
4. Job Title: Mailroom Clerk/Driver			Date Filled: 7/22/11	
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
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	Yes
Outside Referral				No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714-973-4800	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
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949-752-6004	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 Westminster 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 nd 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		5001Newport 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
Saddleback Church-Irvine		3002 Dow Ave, Suite 514 Tustin, CA 92780	949-609-8010	No
Newsong Church		18842 Teller Ave Irvine, CA 92612	949-477-0700	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

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 16

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:
KTBN-TV – In house	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	0
TBN website	Personnel Mgr.	www.tbn.org	714-832-2950	2
KTBN-TV employee referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714-832-2950	12
Outside Referral				1
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714-973-4800	0
Iglesia el Centro de Cristo		1590 W. Ball RD Anaheim, CA 92802	714-535-6170	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
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
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714-997-8881	0
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949-752-6004	1

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
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., Ste 402 Westminster, CA 92683	714-893-8523	0
Korean Christian Service Center		9654 Garden Grove Blvd. Garden Grove, CA 92844	714-539-6910	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 nd 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
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
Saddleback Church-Irvine		3002 Dow Ave, Suite 514 Tustin, CA 92780	949-609-8010	0
Newsong Church		18842 Teller Ave Irvine, CA 92612	949-477-0700	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
Biola University		13800 Biola AV La Mirada, CA 90639	562-903-4875	0
Vanguard University	Communications Department	55 Fair Drive Costa Mesa, CA 92626	714-556-3610	0

E. Outreach Activities

September 16, 2010 attendance at Job Fair at Chapman University in Orange, CA
 January 25, 2011 Follow-up letter and current job vacancies sent to co-religionists.
 June 14, 2011 Follow-up letter and current job vacancies sent to co-religionists.
 July 20, 2011 Follow-up letter and current job vacancies sent to co-religionists