

Family Broadcasting Group, Inc.

Annual EEO Public File Report Form KSBI-TV

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. This report has been prepared for placement in the public inspection files as well as on the website.

The information contained in this report covers the time period beginning February 1, 2011 to and including January 31, 2012.

The FCC's EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy;

Attachment B contains the following information for each full-time vacancy:

- The recruitment sources notified of each vacancy;
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment C contains a list and brief description of initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Family Broadcasting Group, Inc.

Attachment A Annual EEO Public File Report

Covering the period from February 1, 2011 to January 31, 2012

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Show Host	Friend referral	1
Executive Producer	Executive referral	1
Accounting/Human Resources Asst.	Word of mouth	4
General Sales Manager	Friend referral	5
Audio Engineer	Friend referral	5
Account Executive	Friend referral	2
Account Executive	Executive referral	2 (same pool as above)
Show Reporter/Talent	KSBI-TV website	2
Show Reporter/Talent	Friend referral	2 (same pool as above)
Chief Engineer	Promoted internally	4
Engineering Supervisor	Promoted internally	1
Production Personnel	Promoted internally (OCCC originally)	5
Broadcast Engineer	Craigslist	4
Executive Producer	Friend referral	2
Show Host	Word of mouth	6
MCO Supervisor	Promoted internally	1
Show Reporter/Talent	Friend referral	6 (same pool as above)
Production Manager/Director	Promoted internally	1
Technical Director	Friend referral	2
General Sales Manager	Client referral	2
Account Executive	Executive referral	2
Account Executive	Friend referral	2 (same pool as above)

Total number of persons interviewed during the applicable period: 50

Family Broadcasting Group, Inc.

Attachment B Annual EEO Public File Report

Covering the period from February 1, 2011 to January 31, 2012

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions For Which This Source Referred the Hiree
American Broadcasting School Staci Cockrell, CEO 4511 SE 29 th St OKC, OK 73115 staci@radioschool.com (405) 672-6511		
Broadcasting & Cable Magazine Harlan, IA 51593 Katie Rosa (877) 334-7629		
Broadcast Engineering www.broadcastengineering.com		
Cameron University Jennifer Holland, Student Devel. 2800 W. Gore Lawton, OK 73505 jennifer@cameron.edu (580) 581-2425		
Buyer's Guide Free Local Publication		
Craigslist www.craigslist.com	8	1
Cynopsis Cynthia Turner www.cynopsis.com		
East Central University Donna Gough, Communication Box S-68, 1100 E 14 th St Ada, OK 74820 dgough@mailclerk.ecok.edu (580) 310-5598		
Francis Tuttle Vo-Tech Ctr Mary Brundage, Career Plng 12777 N Rockwell OKC, OK 73142 mbrundage@francistuttle.com (405) 717-4277	1	0
Handicapped Concerns Office/ Marilyn Burr-Disability Pg 2712 Villa Prom OKC, OK 73107-2423 marilyn.burr@ohc.state.ok.us (405) 521-3756		
KSBI TV Website www.ksbitv.com	12	1
Media Line Website www.medialine.com		
Media Recruiter Website www.media recruiter.com		
Metro Technology Centers Stephanie Bills, Student Svcs 1600 Springlake Dr OKC, OK 73111 sbills@metrotech.org (405) 605-4441		
Monster Recruiting Website www.monster.com		
Northeastern State Univ. Gayle Anderson-Career Svcs 705 North Grand Tahlequah, OK 74464-2300 anderson@nsuok.edu (918) 456-5111		
OAB Website OAB EEO Resources Email www.oab.org	1	0
OK Assn. of Black Journalists Charles Shepherd, News 17112 Sunny Hollow Rd Edmond, OK 73003 shepphotog@cox.net		
Oklahoma City University Lynette Martin, Career Svcs 2501 N Blackwelder OKC, OK 73106 lmartin@okcu.edu (405) 521-5171		
OECU John Priddy, Director Veterans Services OK Job Link website 405-577-7193		
OK Office of Handicapped Concerns Peppi Boudreau, Career Services 2401 NW 23 rd , Suite 90 OKC, OK 73107 Peppi.boudreau@ohc.state.ok.us (405) 521-3756		

Family Broadcasting Group, Inc.

Attachment B (Continued) Annual EEO Public File Report Covering the period from February 1, 2011 to January 31, 2012

Oklahoma State Univ. & Website www.hireosugrads.com Stillwater, OK 74078 (405) 744-3484		
Oklahoma State University-OKC 900 N Portland sgilber@osuokc.edu OKC, OK 73107 (405) 945-8680		
Oklahoma Wesleyan Univ. 2201 Silver Lake Rd acooper@okwu.edu Alice Cooper, General Office Bartlesville, OK 74006 (918) 335-6249		
Other: Referral, Walk-In, Prior Employee, Employee or Intern Promotion, Executive Recruitment	26	20
Resonance 1608 South Elwood Ave nweber@resonancetulsa.org Nancy Weber, Careers Tulsa, OK 74119 (918) 587-3888		
Rogers State University 1701 W Will Rogers Blvd ccoomer@rsu.edu Cathy Coomer, KRSC-FM Claremore, OK 74017 (918) 343-7670		
RSU Public Television 1701 W Will Rogers Blvd dschiedel@rsu.edu Dan Schiedel, KRSC-TV Claremore, OK 74017 (918) 510-8397		
Society of Broadcast Engineers www.sbe.org	2	0
Southeastern OK State Univ. 1405 N 4 th Ave placement@sosu.edu Scott Hensley, Career P & P Durant, OK 74701-0609 (580) 745-2270		
Southern Nazarene Univ. 6729 NW 39 th Expressway career@snu.edu Miriam Key, Career Plcmt Bethany, OK 73008 (405) 491-6684		
Spots n Dots Magazine/Website www.spotsndots.com		
Texas Assoc. of Broadcasters www.tab.com Austin, TX 78701 (512) 322-9944		
The Daily Oklahoman or www.jobsok.com OKC, OK 73125		
TV Technology / New Bay Media 810 Seventh Ave jstriano@nbmedia.com Jessica Striano NYC, NY 10019 (212) 378-0467		
TV Jobs Website www.tvjobs.com		
University of Central Oklahoma Dr. Keith Swezey, Dept of Mass Communications 100 University Blvd kswezey@ucok.edu Edmond, OK 73034 (405) 974-2792		
University of Central Oklahoma 100 University Blvd careers@ucok.edu Career Services Edmond, OK 73034 (405) 974-3346		
University of Oklahoma 860 Van Fleet Oval kadams@ou.edu Kathy Adams, Gaylord College of Journalism & Mass Comm. Norman, OK 73019 (405) 325-2721		
University of Oklahoma 900 Asp Ave, Suite 323 oucs@ou.edu or drosengard@ou.edu Kathy Green or Dana Rosengard, Career Services Norman, OK 73019 (405) 325-1974		
University of Tulsa 600 S College jobreferrals@utulsa.edu Sherri Alexander, Career Services Tulsa, OK 74104 (918) 631-2549		

Family Broadcasting Group, Inc.

Attachment C Annual EEO Public File Report

Covering the period from February 1, 2011 to January 31, 2012

Station(s) Comprising Station Employment Unit: KSBI, KXOC

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by KSBI-TV

Career Fairs

OAB Job Fair – March 3, 2011 -- Julie Mills, Controllor/Human Resources Manager, and Diana Steincamp, Creative Services Director, attended. There were 145 students from the following Oklahoma Colleges and Universities: Cameron University, Langston University, Northwestern Oklahoma State University, Oklahoma Baptist University, Oklahoma Christian University, Oklahoma City Community College, Oklahoma City University, Oklahoma State University, Rogers State University, University of Central Oklahoma, and University of Oklahoma. Many of these students were interested in internship opportunities. We made available one-sheets with station information on them and posted a television set at the booth with the most recent KSBI-produced shows. We also posted a list of job and internship opportunities. We received twenty-two (22) resumes, and spoke with that many and more at the booth. Of the twenty-two (22) resumes we received, five (5) were interviewed, and two (2) were selected for an internship. One (1) of those is considered a minority.

University of Oklahoma Gaylord College of Journalism and Mass Communication – October 26, 2011 -- Julie Mills, Controllor/Human Resources Manager, and Stephanie Moore, Marketing Coordinator, attended. It was a career fair just for those attending the Gaylord School of Journalism & Broadcasting at OU. Available positions were discussed, as well as those that may be available in the future. KSBI-TV handouts, laminated marketing material, and a DVD promotional video were on-site to discuss with the students. Available positions were posted for those interested. Many students were interested in internships opportunities. We received twenty-seven (27) resumes. Of the resumes received, seven (7) were interested in internships and twenty (20) were interested in employment. Five (5) were interviewed; however, none were selected for an internship or for employment.

Creativity Fair – November 1, 2011 -- Julie Mills, Controllor/Human Resources Manager, and Stephanie Moore, Marketing Coordinator, attended. This was a creativity workshop that included hundreds of attendees. Creative-minded businesses set up booths at the Embassy Suites in Norman showcasing what they could provide individuals and other businesses. KSBI-TV showcased the show Mind Games and our entertainment, Oklahoma-based focus in the market. Although we did not specifically attend to showcase job opportunities, there were people who asked about positions available. We provided a business card and directed them to the KSBI-TV website for a list of positions available.

Internship Program

KSBI-TV maintains an internship program designed to assist members of the community, mainly students from local colleges and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of production/operations, including camera operation, producing, directing, or engineering, marketing, and/or overall business skills, in order to get real experiences in broadcasting. During the reporting period, fourteen (14) students were interviewed for internships. Of those, twelve (12) were offered internships, and twelve (12) accepted. Of those, four (4) were women and eight (8) were men, with four (4) considered of minority status. KSBI-TV's traditional news/sports/weather product was discontinued in November 2010, and our focus now is entertainment with an Oklahoma-based focus. There are new and exciting opportunities for students to gain experience in locally-produced shows, even with a few that air live.

Participation in Events Sponsored by Educational Institutions

KSBI-TV hosted a high school student for Kingfisher High School's Senior Shadow Day. The student got to experience a day in a real studio and he received some hands-on experience from the production staff. He asked many questions and was able to run a camera for a taped show. His instructor passed along that he used the next class period filling in the entire class about all that he experienced.

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Attachment C (Continued) Annual EEO Public File Report

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Participation in job banks, Internet Programs, and other programs designed to promote outreach generally

KSBI-TV posts job opportunities on its website, www.ksbitv.com. KSBI-TV's website is intended to offer information and promote general outreach to the community. KSBI-TV posts job opportunities with Oklahoma Association of Broadcasters, which reaches out to many other sources within the community.

Training programs available enable station staff to acquire skills that could qualify them for higher-level positions

KSBI-TV has often promoted from within and has trained staff to qualify for more responsible positions being offered. A few of our interns were promoted to paying positions within the station after their internship commitment was completed, and a few existing staff were promoted to more advanced positions within the station.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

KSBI-TV Equal Employment Opportunity and Affirmative Action Policy Statement is posted on the website and at the station. KSBI-TV expands content and continues to train as needed.