

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, 2008 to and including January 31, 2009.

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 sources used to fill each 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 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, 2008 to January 31, 2009

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Production Personnel	Walk-in	1
Operations Supervisor	Tvjobs.com	1
Master Control Operator	KSBI-TV Website	3
Production Personnel	Tvjobs.com	4
Master Control Operator	KSBI-TV Website	3
Technical Director	Tvjobs.com	4
Staff Accountant/HR Assistant	Employee Promotion	11
Weather Assistant	Intern Promotion	1
Receptionist	Jobsok.com	9
General Sales Manager	Tvjobs.com	6
Production Personnel	Referral	6
Sales Assistant	KSBI-TV Website	3
Production Personnel	Tvjobs.com	6 (same pool)
News Reporter/Anchor	Tvjobs.com	9
News Reporter	Tvjobs.com	9 (same pool)
Receptionist	Referral	1
Chief Engineer	Tvjobs.com	5
Master Control Operator	Prior employee	7
Production Personnel	KSBI-TV Website	5
Production Personnel	KSBI-TV Website	6
Staff Accountant/HR Assistant	Jobsok.com	12
Production Personnel	Tvjobs.com	6 (same pool)
Master Control Operator	KSBI-TV Website	2
Sports Reporter	Tvjobs.com	4
Chief Engineer	Referral	1
Associate News Producer	Tvjobs.com	12
Operations/Marketing Supervisor	OAB Website	3
Technical Director	OAB Website	2
Associate News Producer	Referral	1
Production Personnel	OAB Website	6

Family Broadcasting Group, Inc.

Attachment A (Continued) Annual EEO Public File Report

Covering the period from February 1, 2008 to January 31, 2009

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Production Personnel	OAB Website	5
Regional/National Sales Manager	Referral	11
Graphic Artist	Referral	5
Account Executive	The Oklahoman	20

Total number of persons interviewed during the applicable period: 169

Family Broadcasting Group, Inc.

Attachment B Annual EEO Public File Report

Covering the period from February 1, 2008 to January 31, 2009

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 Was Utilized
Ada Evening News J. Goodman Ada, OK 74820 (580) 332-4433		
American Broadcasting School Staci Cockrell OKC, OK 73115 (405) 672-6511		
Broadcasting & Cable Magazine Katie Rosa Harlan, IA 51593 (877) 334-7629		
Burt Shapiro Management Burt Shapiro Los Angeles, CA 90068 (323) 469-9452		
Cameron University Jennifer Holland Lawton, OK 73505 (580) 581-2425		
Canadian Valley Technology Center melissa.riddle@expresspersonnel.com		
Careerpage Website www.careerpage.org		
East Central University Donna Gough Ada, OK 74820 (580) 310-5598		
Francis Tuttle Vo-Tech Center Mary Brundage OKC, OK 73142 (405) 717-4277		
Handicapped Concerns Office Marilyn Burr OKC, OK 73107 (405) 521-3756		
Herald Democrat Sherman, TX 75091 (903) 893-8181		
John Brown University Debi Batchelor Siloam Springs, AR 72761 (479) 524-7418		
Keystone America Al Kornish Exeter, PA 18643 (570) 655-7143		
KGOU/KROU Jennifer Smith Norman, OK 73109 (405) 325-8171		
KSBI TV Website www.ksbitv.com	17	6
Lawton Constitution J. Goodman Lawton, OK 73502 (405) 580-353-6397		
Medialine Website www.medialine.com	7	0
Media-Match Website www.media-match.com	2	0
Mediarecruiter Website www.mediarecruiter.com	1	0
Metro Technology Centers Gossie Pressley OKC, OK 73111 (405) 605-4441		
Midwestern State University Janine Friesen Wichita Falls, TX 76308 (940) 397-4215		
NAACP Tulsa Branch Ann-Marie Gaines Tulsa, OK 74148 (918) 592-7989		
National Alliance of State Broadcast Associations		
Northeastern State University Gayle Anderson Tahlequah, OK 74464 (918) 456-5111		

Family Broadcasting Group, Inc.

Attachment B (Continued) Annual EEO Public File Report

Covering the period from February 1, 2008 to January 31, 2009

OAB Website www.oab.org	OAB EEO Resources Email	19	4
OESC Ken Gould	Ardmore, OK 73402 (580) 223-3291		
Oklahoma Assn. Of Black Journalists Charles Shephard	Edmond, OK 73003 cshepherd@hearst.com		
Oklahoma City University Lynette Martin	OKC, OK 73106 (405) 521-5171		
Oklahoma State Univ. & website Tina Ahern/Hireosugrads.com	Stillwater, OK 74078 (405) 744-3484	1	0
Oklahoma State University-OKC Gill Smith	OKC, OK 73107 (405) 945-8680		
Oklahoma Wesleyan University Alice Cooper	Bartlesville, OK 74006 (918) 335-6249		
On Air Announcements	KSBI, KXOC		
Oral Roberts University John Brown	Tulsa, OK 74171 (918) 495-6912		
Other: Referral, Walk-In, Prior Employee, Employee or Intern Promotion		18	10
Panhandle State University Christi Hale	Goodwell, OK 73939 (580) 349-1558		
PRSAOKC.com			
Rogers State University Alan Lambert	Claremore, OK 74017 (918) 343-7670		
Rose State College Sherri King	Midwest City, OK 73110 (405) 733-7377		
Society of Broadcast Engineers Website www.sbe.org			
Southeastern Oklahoma State Univ. Scott Hensley	Durant, OK 74701 (580) 745-2270		
Southern Nazarene University Miriam Key	Bethany, OK 73008 (405) 491-6684		
Southwestern Okla. State Univ. Vanessa Baileys	Weatherford, OK 73096 (580) 774-3233		
Spots n Dots Magazine & Website www.spotsndots.com		7	0
Texas Assoc. of Broadcasters	Austin, TX 78701 (512) 322-9944		
The Daily Oklahoman or www.jobsok.com	OKC, OK 73125	43	3
Times Record News G. Holsonn	Wichita Falls, TX 76307 (940) 720-3470		
Tulsa Community College Kelly Scalf	Tulsa, OK 74115 (918) 595-7488		
Tulsa Technology Center Licia Kellerstrass	Tulsa, OK 74147 (918) 828-5213		
Tulsa Urban League Jerry Goodwin	Tulsa, OK 74106 (918) 584-0001		

Family Broadcasting Group, Inc.

Attachment B (Continued) Annual EEO Public File Report

Covering the period from February 1, 2008 to January 31, 2009

Tulsa World	Tulsa, OK	2	0
TvandRadioJobs Website www.tvandradijobs.com			
Tvjobs Website www.tvjobs.com		46	11
University of Central Oklahoma Lauri Hanna	Edmond, OK 73034 (405) 974-3346		
University of Oklahoma Kathy Adams	Norman, OK 73019 (405) 325-2721		
University of Oklahoma Career Fair Oklahoma Memorial Union	Norman, OK 73019 (405) 325-1974	5	0
University of Tulsa Sherri Alexander	Tulsa, OK 74104 (918) 631-2549		
Wichita Eagle	Wichita, KS	1	0
Workforce Commanche Nation Donna Victorian	Lawton, OK 73502 (580) 492-3786		
Workforce Oklahoma Karen Baskerville	Tulsa, OK 74120 (918) 596-2175		

Family Broadcasting Group, Inc.

Attachment C Annual EEO Public File Report

Covering the period from February 1, 2008 to January 31, 2009

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

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

Career Fairs

One representative from KSBI-TV attended the University of Central Oklahoma Career Fair in September, 2008. This career fair was a campus-wide event. Information and a DVD program on-site were offered as informational data regarding KSBI-TV. Available positions and Internships were discussed with several interested students. Students signed up on our sign-up sheet and resumes were obtained for those interested. Nineteen (19) resumes were received. None of those were selected for interview.

One representative from KSBI-TV attended The University of Oklahoma's Journalism and Mass Communication Career Fair in October 2008. It was a career fair just for those exiting the Gaylord School of Journalism & Broadcasting at OU. Available positions were discussed, as well as those that may be available in the future. Several students stopped by to discuss the station and opportunities at the station. Twenty-four (24) students submitted their resume. Of those received, ten (10) students were interviewed. Three (3) students were offered and participated in KSBI-TV's internship program.

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 news, weather, production/operations, and overall business skills, in order to get real experiences in broadcasting. During the reporting period, five (5) students participated in the internship program. Of those participating, four (4) were female, and one (1) was male, with one (1) considered of minority status.

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 also to describe the television broadcast business 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 designed to enable station personnel 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. Those promoted were Receptionist to Accounting/HR Assistant, and Production Personnel to Satellite Truck Operator.

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

KSBI-TV has posted EEO policy on the website and at the station. KSBI-TV expands content and continues training as needed.