

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, 2009 to and including January 31, 2010.

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.

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Attachment A Annual EEO Public File Report

Covering the period from February 1, 2009 to January 31, 2010

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Production Personnel	OAB	6
Production Personnel	Referral	2
General Sales Manager	TV Jobs	2
National/Regional Sales Manager	TV Jobs	11 (same pool)
Production Supervisor	Medialine	2
Master Control Operator	American Broadcasting School	2
Production Personnel	Medialine	5
Account Executive	The Daily Oklahoman	6
Sales Assistant	OAB	10
News Reporter	OAB	8
Production Personnel	OAB	5 (same pool)
News Reporter	KSBI-TV Website	8 (same pool)
News Producer	KSBI-TV Website	1
Master Control Operator	American Broadcasting School	3
Production Personnel	Promoted Internally	2
Production Personnel	TV Jobs	2
Maintenance Engineer	Referral/Previous Employee	1
Sports Producer	TV Jobs	4
Account Executive	TV Jobs	6
Senior Account Executive	Referral	6 (same pool)
Account Executive	KSBI-TV Website	3
Programming Assistant	Promoted Internally	1
Account Executive	The Daily Oklahoman	3
Master Control Operator	Referral	3
Account Executive	KSBI-TV Website	3 (same pool)
Account Executive	Buyer's Guide	4
Assistant News Producer	KSBI-TV Website	2
Account Executive	OAB	8

Total number of persons interviewed during the applicable period: 97

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Attachment B Annual EEO Public File Report

Covering the period from February 1, 2009 to January 31, 2010

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
American Broadcasting School Staci Cockrell, CEO 4511 SE 29 th St OKC, OK 73115 staci@radioschool.com (405) 672-6511	5	2
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	1	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		
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	20	5
Media Line Website www.medialine.com	9	2
Media Recruiter Website www.mediarecruiter.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	2	0
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	15	5
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		
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		

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Attachment B (Continued) Annual EEO Public File Report

Covering the period from February 1, 2009 to January 31, 2010

Oklahoma State Univ. & Website www.hireosugrads.com	Stillwater, OK 74078 (405) 744-3484		
Oklahoma State University-OKC 900 N Portland sgilber@osuokc.edu	Gill Smith, Student Emp. 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		6	6
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 Website www.sbe.org			
Southeastern OK 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		2	0
Texas Assoc. of Broadcasters www.tab.com	Austin, TX 78701 (512) 322-9944	1	0
The Daily Oklahoman or www.jobsok.com	OKC, OK 73125	12	2
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		12	5
University of Central Oklahoma 100 University Blvd careers@ucok.edu	Career Services Edmond, OK 73034 (405) 974-3346	5	0
University of Oklahoma of Journalism & Mass Comm. 860 Van Fleet Oval kadams@ou.edu	Kathy Adams, Gaylord College Norman, OK 73019 (405) 325-2721	7	0
University of Oklahoma Kathy Green or Dana Rosengard, Career Services 900 Asp Ave, Suite 323 oucs@ou.edu or drosengard@ou.edu	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		

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Attachment C Annual EEO Public File Report

Covering the period from February 1, 2009 to January 31, 2010

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, 2009. 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 were discussed with at least a dozen interested students. Most of the students this year were interested in obtaining an internship. We received ten (10) resumes. Out of those resumes, five (5) were interviewed; however, none were selected for an offer.

One representative from KSBI-TV attended The University of Oklahoma's Journalism and Mass Communication Career Fair in October 2009. 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. The students were prepared and focused when they arrived. Many of them were close to graduation, and interested in full-time employment. However, there were others who were interested in internships opportunities. We received thirty-three (33) resumes. Of the seven (7) that were interviewed, one (1) was offered a position.

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, eight (8) students participated in the internship program. Of those, six (6) were women and two (2) were men, with two (2) 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. A handful of our interns have been promoted to full-time positions within the station.

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.