

KTBN-TV (67884), SANTA ANA, CALIFORNIA

**RESPONSE TO FCC FEBRUARY 25, 2021
RANDOM EEO AUDIT**

ANY QUESTIONS CONTACT:

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FCC EQUAL EMPLOYMENT OPPORTUNITY AUDIT RESPONSE
KTBN-TV, SANTA ANA, CALIFORNIA
TRINITY CHRISTIAN CENTER OF SANTA ANA, INC., d/b/a
TRINITY BROADCASTING NETWORK

KTBN-TV, Santa Ana, California ("KTBN" or "Station"), licensed to the Trinity Christian Center of Santa Ana, Inc., d/b/a, Trinity Broadcasting Network ("Trinity"), hereby provides the following response to the Commission's February 25, 2021 audit letter requesting information on KTBN's implementation of its Equal Employment Opportunity ("EEO") program in accordance with Commission Rule 73.2080.

I. Trinity is a Church Organization Requiring Religious Belief as a Job Qualification for All Employees, and KTBN Provides a Religious Program Service

As the Commission's files reflect, Trinity is a church organization, formed in 1973, and recognized as tax-exempt by the Internal Revenue Service.¹ It was organized for the purpose of declaring and propagating the Gospel of Jesus Christ and to operate Christian television stations.² Its Articles of Incorporation provide the following religious purposes, *inter alia*:

1. To be obedient to our Lord Jesus Christ's command to "Go ye therefore and teach all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit."
2. To sponsor and conduct church worship services, Christian crusades, conventions, retreats and seminars.
3. To establish, operate and assist home and foreign Christian missions, missionaries, churches and orphanages.
4. To assist and further the task of providing financial and material relief to the poor and disabled.
5. To license and ordain ministers of the Gospel and missionaries for the furtherance of the work of this corporation and our Lord and Saviour Jesus Christ in the United States and all foreign countries in accordance with such regulations for ordination as may be promulgated by the Board of Directors.

¹ A Copy of Trinity's current exemption listing from IRS Publication 78, A Listing of Exempt Organizations, is attached as Appendix 1.

² A copy of Trinity's Restated Articles of Incorporation from 1988 are attached as Appendix 2.

6. To engage in all forms of Christian broadcasting and construction activity including, but not limited to, television, AM and FM radio, microwave communication, closed circuit television, cable television, subscription broadcasts, satellite communication and translator television broadcasting.
7. To syndicate and distribute radio and television programs.
8. To strengthen and encourage existing programs and organizations which have a similar purpose and dedication to present Christ as Saviour.

Trinity maintains the following Statement of Faith for its Christian ministry, which it uses to guide its policies and procedures:

1. We believe that the Holy Bible is the inspired, infallible, and authoritative source of Christian doctrine and precept.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe that man was created in the image of God, but as a result of sin is lost and powerless to save himself.
4. We believe that the only hope for man is to believe on Jesus Christ, the virgin-born Son of God, Who died to take upon Himself the punishment for the sins of mankind, and Who rose from the dead so that by receiving Him as Savior and Lord, man is redeemed by His Blood.
5. We believe that Jesus Christ in person will return to earth in power and glory.
6. We believe that the Holy Spirit indwells those who have received Christ for the purpose of enabling them to live righteous and godly lives.
7. We believe that the Church is the Body of Christ and is composed of all those who, through belief in Christ, have been spiritually regenerated by the indwelling Holy Spirit. The mission of the Church is worldwide evangelization on the one hand, and the nurture and discipline of Christians on the other.

This ministry Statement of Faith is specified in Trinity's *Employee Handbook* and its directors, officers and employees are expected to act in accord with it, and be guided in all their actions by it.³ In addition, Trinity's *EEO Public File Report* provides the following statement

³ A copy of the relevant portions of Trinity's *Employee Handbook* is attached as Appendix 3.

regarding the need for all “directors, officers and employees” to be able to subscribe to the Statement of Faith.⁴

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.”

Station personnel participate in routine Bible reading and prayer time together. Trinity also helps support Christian ministries, crusades, religious gatherings, and relief services around the world. It ordains ministers and supports missionary activities in the United States and overseas. Trinity also participates in ministry work which provides relief aid services for needy individuals and families.

The programming broadcast by Trinity on KTBN is religious, with non-entertainment, informational, public affairs, children's and family-oriented programs designed to advance Christian values, a Christian world-view, and Christian family values.⁵ Trinity is supported by contributions from the public and shared air-time costs with other religious ministries providing programming. Based on its formation, operation and activities, Trinity qualifies as a “religious broadcaster” pursuant to Rule 73.2080(a).⁶

⁴ This statement is included on each of the Station's *EEO Public File Reports* (See, Appendix 4).

⁵ A copy of KTBN's program schedule on its primary channel is attached as Appendix 5.

⁶ A “religious broadcaster is “a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity.” *Second Report and Order in MM Docket No. 98-204, Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies*, FCC 02-303, ¶50 (rel. Nov. 20, 2002) (“*Second Report and Order*”) (quoting *EEO Report and Order*, ¶157-161, 15 FCC Rcd at 2392-93).

As it may apply within the concerns of the Commission's EEO rules, Trinity believes, as a follower of Christ, that the Gospel presents no justification or excuse for holding any view but that, in Christ, "there is neither Jew nor Greek . . . neither male nor female: for ye are all one in Christ Jesus." *See* Galatians 3:28.⁷ This view is not of Trinity's making; it is a fundamental teaching of its faith on the relationship among believers.

Just as importantly for Christians is Christ's command to not be "unequally yoked with unbelievers." *See* II Cor. 3:14. In this metaphor, Paul explains that when one who follows Christ is put to labor in a yoke with another who does not follow Christ, the value of the yoke is lost because the capacity to work toward the common goal is lost because of the absence of any shared purpose or method. So, the body of Christ has always defined itself and its members in accord with the lights of Scripture. Trinity has done, and will continue to do, likewise.⁸

As embodied in its *Employee Handbook* (Appendix 3), Trinity's policies prohibit "unlawful discrimination based on race, color, creed, gender, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics." This is consistent with Commission Rule 73.2080(a), which specifies that "religious [] broadcasters may establish religious belief or affiliation as a job qualification for all station employees. However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief."

In its February 25, 1998 *Streamlining Broadcast EEO Rule Order and Policy Statement*, FCC 98-19 (at (¶ 6), 13 FCC Rcd 322, the Commission explained "that it is reasonable to conclude that it may be appropriate for *all* employees of religious broadcasters to share a common commitment to a licensee's basic religious objective and mission." It emphasized that "employees at all levels have an ability to affect the morale and cohesiveness of religious organizations by the beliefs they espouse and the standards of moral conduct that they maintain." *Id.*

The Commission's policy of "allowing religious broadcasters to use religious belief or affiliation as a job qualification for all station jobs, eliminate[d] the potential danger of impermissible governmental interference with a religious broadcaster's judgment in the conduct and definition of its religious affairs, and [] end[ed] the need for the [Commission's] practice of engaging in case-by-case analysis of particular job categories to determine if they involve

⁷ *See also* Romans 10:12 ("For there is no difference between the Jew and the Greek: for the same Lord over all is rich unto all that call upon him"); I Corinthians 1:24 ("But unto them which are called, both Jews and Greeks, Christ the power of God, and the wisdom of God").

⁸ Hebrews 10:23-25 emphasizes the importance of corporate worship and church attendance: "Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching."

espousal of the licensee's religious views.” *Id.* The Commission further adopted this policy in order to be “consistent with the principle long recognized by the Supreme Court ‘that the government may (and sometimes must) accommodate religious practices and that it may do so without violating the Establishment Clause’ of the First Amendment.”⁹

Trinity’s EEO policy is in full compliance with the requirements of the Commission, and it does not permit discrimination on the basis of race, gender, national origin or ancestry, or physical disability among its co-religionists.

In recognition of this, the Commission’s EEO rule, 47 CFR § 73.2080(a), provides as follows regarding religious broadcasters:

(a) General EEO Policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated AM, FM, TV, Class A TV, or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment by such stations because of race, color, religion, national origin, or sex. *Religious radio broadcasters may establish religious belief or affiliation as a job qualification for all station employees.* However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief. For purposes of this rule, a religious broadcaster is a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity. (Emphasis added)¹⁰

KAAH follows this policy and employees must share a common faith commitment.

II. KTBN’s Responses to the Commission’s Audit Inquiry

(i) Copies of the Unit’s two most recent EEO Public File Reports, described in section 73.2080(c)(6). For each station in the Unit that maintains a website, provide the website address. If the Unit’s most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit’s most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

⁹ *Corporation of the Presiding Bishop v. Amos*, 483 U.S. 327, 334 (1987), quoting *Hobbie v. Unemployment Appeals Commission of Florida*, 480 U.S. 136, 144-45 (footnote omitted).

¹⁰ As noted in the *Second Report and Order*, FCC 02-303, ¶49 and note 77, “[the Commission] will also continue [its] policy of applying the same proviso to television broadcast licensees.”

Copies of KTCN's two most recent EEO Public File Reports for 2019 and 2020 are attached as Appendix 4. Trinity's website address is: www.tbn.org and the Station's EEO Public File Reports are available at: <https://www.tbn.org/stations/ktbn-tv-santa-ana-ca>

(ii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Station (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).¹⁹⁶ Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

Full-time job availability announcements are sent to the Station's selected co-religionists and those requesting notices be sent when full-time openings occur. Each source receives the notice by fax, e-mail or hand delivery, and the notice consists of the job description and the deadline by which resumes or applications must be submitted for consideration. The delivery address, fax number or e-mail is also included in the Station's EEO Public File Report (Appendix 5).¹¹ Pursuant to the instructions provided in Section 2(b)(ix) of the Commission's February 25, 2021 audit letter – *i.e.*, “for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires” – copies of the job opening announcements by the Station are not included. If the Commission wants copies for review, they will be provided promptly upon request. Each notice was sent to the Station's selected co-religionists and those requesting notices be sent when full-time openings occur.

(iii) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

The Station's EEO Public File Reports, at Section D., *Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources*, provides the total number of interviewees for each vacancy and the referral source of those interviewed for a full-time vacancy (Attachment 5).

¹¹ “Once an entity establishes its qualifications as a religious broadcaster, it has the discretion to define the religious qualifications it seeks to establish.” *Second Report and Order*, FCC 02-303, ¶129

(iv) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth and sixth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification.

Religious broadcasters are "not required to comply with the broad outreach recruitment requirements or the menu options [codified in §73.2080(c)(2)]." *Second Report and Order*, FCC 02-303, ¶128. However, as noted on each of its EEO Public File Report, KTBN routinely participates in community outreach activities, like Vanguard University Neighborhood Expo and Camp and Ministry Fair (see Appendix 5, Section E, Outreach Activity). The Station also works with Christian ministries throughout Southern California and provides internships for those studying television production or communications.

(v) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.

There have been two matters claiming discrimination involving KTBN filed during its current license term as follows. The first claim was actually filed during the Station's prior renewal term but was not resolved until early in its current term:

1. On October 17, 2012, a demand letter was sent to Trinity by an attorney for Juan Sanchez, a former mailroom employee, claiming disability discrimination and other employment claims. Trinity denied the claims. Trinity and Mr. Sanchez agreed to submit the claims to binding Arbitration before Hon. C. Robert Jameson [ret.] (Judicate West Case #: A189258-25). On November 12, 2014, the Arbitrator issued a decision in Trinity's favor finding that Trinity did not discriminate against Mr. Sanchez.

2. On April 15, 2019, a class-action civil suit was filed in Orange County Superior Court ("OCSC") by former Trinity part-time prayer partner, Gaynell Copeland, alleging claims for unpaid wages and failure to provide breaks (OCSC Case # 30-2019-01063925-CU-OE-CXC). On or about May 31, 2019, the case was ordered to Arbitration. On June 16, 2019, Ms. Copeland filed a civil suit in OCSC under the California Private Attorney General Act ("PAGA Suit") alleging the same causes of action as the case ordered to arbitration (OCSC Case # 30-2019-01077620-CU-OE-CJC). On July 7, 2019, the PAGA Suit was amended to add Elizabeth Jaramillo, another former Trinity part-time prayer partner. On September 9, 2019, Ms. Copeland filed a religious discrimination charge with the EEOC (Charge #: 480-2019-03985). On October 9, 2019, the EEOC charge was closed with no finding Trinity had discriminated. On November 11, 2019, Ms. Copeland was dismissed as a plaintiff in the PAGA case. On April 6, 2020, Ms. Jaramillo's alleged claims were settled without any admission or finding of liability by or against Trinity, or its employees, officers, or directors. On or about April 20, 2020, Ms. Jaramillo's attorneys filed a request for dismissal of the PAGA case, which is still pending due to the COVID-19 shutdown of the Orange County California Superior Court. Ms. Copeland has not taken any action to pursue her alleged claims in arbitration. Trinity denies all of Ms. Copeland's claims. If the Commission desires any additional information on these matters it will be provided promptly upon request.

(vi) In accordance with section 73.2080(b), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

In addition to the Biblical dictates noted above in section I, the Station follows its Equal Employment Opportunity program included in its *Employee Handbook* (Appendix 3, pp. 6-7), and this is provided and available to the station manager and all supervisory employees. It makes clear the Station's nondiscriminatory policy and efforts to affirmatively employ, train and promote qualified employees without regard to "race, color, creed, gender, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics."

The Chief Operations Officer, Human Resource supervisor, Public Affairs Director, and Department head are primarily responsible to create, post in-house, and distribute job announcements among KTBN's co-religionists and religious community. They oversee and train employees concerning the Station's EEO program and terms of employment. They also instruct administrative and ministerial staff on the proper distribution of job announcements, as well as in-house postings of job openings. The Station's employment application also notes that among its co-religionists, the Station is an equal employment opportunity employer.

These executives are also responsible for overseeing the intake of employment applications and conduct interviews (along with the Chief Engineer when the position under consideration concerns a technical positions) for full-time positions, and managing compliance with the Station's policies. The Station's EEO program, and required legal postings from the State of California, the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), and the Equal Employment Opportunity Commission (EEOC) are also posted in employee breakrooms.

An applicant's religious affiliation and Statement of Faith confirmation are determined at the time of application and interview. The Statement of Faith and the Station's policies from the *Employee Handbook* are reviewed, and also explained at the time of hire. These policies are also readily available for discussion and review by all Station staff during routine prayer gatherings and Bible reading times. The Human Resource supervisor, Public Affairs Director, and Department head are also available upon request to review or discuss these policies at any convenient time with employees.

(vii) In accordance with section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

Since implementation of its recruitment efforts the Station has circulated the availability of openings among its co-religionists and has thus far determined that circulation to be adequate. While not every referral source has responded to the notices sent with referral candidates, the Station maintains a diverse workforce, with significant percentages of minorities and women overall and among its executives. Currently it has a total of 132 full time employees, of which 65 are minorities (49.2% overall), and 56 are women (42.4% overall). In addition, the Station has a total of 17 management and executive level staff, of which 6 are minorities (35.3%), and 6 are women (35.3%). This is consistent with the Stations workforce throughout its current 8-year license term (2014-2022), as follows:

	Total Employees	Total Minorities	Minority Percentage	Total Women	Women Percentage
2014	198	98	49.5%	118	59.6%
2015	192	94	49.0%	114	59.4%
2016	203	108	53.2%	114	56.2%
2017	222	120	54.1%	119	53.6%
2018	188	82	43.6%	71	37.8%
2019	147	71	48.3%	63	42.9%
2020	136	69	50.7%	59	43.4%
2021	132	65	49.2%	56	42.4%

	Total Executives	Total Minorities	Minority Percentage	Total Women	Women Percentage
2014	16	6	37.5%	4	25.0%
2015	17	7	41.2%	4	23.5%
2016	21	8	38.1%	5	23.8%
2017	28	10	35.7%	6	21.4%
2018	32	10	31.3%	7	21.9%
2019	24	8	33.3%	9	37.5%
2020	17	6	35.3%	6	35.3%
2021	17	6	35.3%	6	35.3%

There have been a solid number of minority and/or woman applicants for open positions, which confirms that the Station's referral base is diverse and representative of the local workforce. The Station will always endeavor to add new referral sources to help insure the widest possible dissemination of employment opportunities among its community of co-religionists.

(viii) As required by section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

As a church organization, the Station sets its pay levels comparable to other church and religious ministry organizations. Pay levels are established for each position based on the work to be performed. Factors such as education level, training, and experience are considered at the time of employment, and job performance thereafter being the primary evaluating factor. Employees are reviewed annually. Cost of living increases are also determined annually.

All health insurance and retirement benefits are available to full-time employees on an equal basis. Individual and family coverage are determined by the employee. Employee participation in the Station's ERISA regulated retirement plan is also based on the employee's own decisions regarding the amount of contribution. These programs are consistently monitored and reviewed, and they do not provide any discriminatory effect among the Station's employees.

KTBN has no union agreements or any employees who are members of a union.

(ix) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit

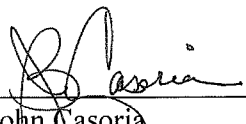
should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

As explained above, KTBN is a religious broadcaster in accordance with Commission Rule 73.2080 and the *Second Report and Order in MM Docket No. 98-204*.

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CERTIFYING STATEMENT

On behalf of Trinity Christian Center of Santa Ana, Inc., d/b/a, Trinity Broadcasting Network, licensee of KTBN-TV, Santa Ana, California, this is to certify, under penalty of perjury, that the forgoing information provided in response to the Commission's February 25, 2021 random EEO audit letter is true and correct to the best of my information and belief.



John Casoria
Assistant Secretary
Date: April 16, 2021

APPENDIX 1

IRS PUBLICATION 78 DATA

[HELP](#)[MENU](#)

[Home](#) > [Tax Exempt Organization Search](#) > Trinity Christian Center Of Santa Ana Inc.

< [Back to Search Results](#)

Trinity Christian Center Of Santa Ana Inc.

EIN: 95-2844062 | Tustin, CA, United States

> [Other Names](#)

Publication 78 Data ⓘ

Organizations eligible to receive tax-deductible charitable contributions. Users may rely on this list in determining deductibility of their contributions.

On Publication 78 Data List: Yes

Deductibility Code: PC

Copies of Returns (990, 990-EZ, 990-PF, 990-T) ⓘ

Electronic copies (images) of Forms 990, 990-EZ, 990-PF or 990-T returns filed with the IRS by charities and non-profits.

[> Tax Year 2018 Form 990](#)

[> Tax Year 2017 Form 990](#)

[> Tax Year 2017 Form 990T](#)

[> Tax Year 2016 Form 990](#)

[> Tax Year 2016 Form 990T](#)

[> Tax Year 2015 Form 990](#)

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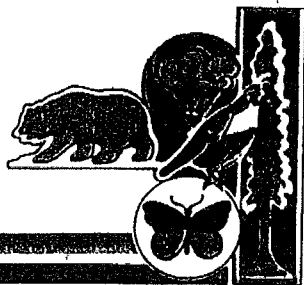
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APPENDIX 2

**COPY OF TRINITY CHRISTIAN CENTER OF SANTA ANA, INC.'S
RESTATED ARTICLES OF INCORPORATION**



State of California

OFFICE OF THE SECRETARY OF STATE

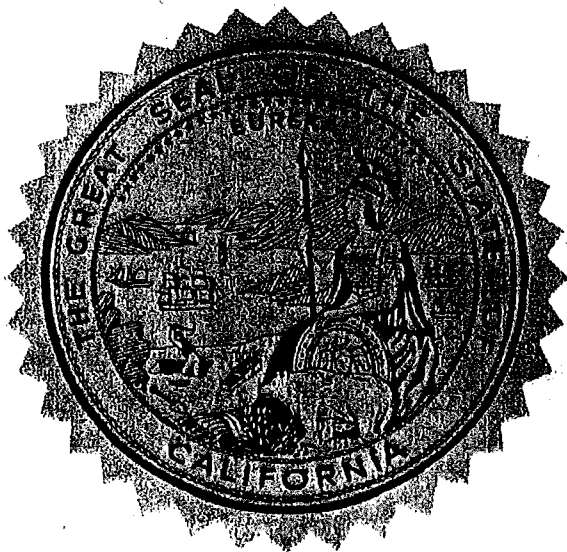
CORPORATION DIVISION

I, *MARCH FONG EU*, Secretary of State of the State of California, hereby certify:

That the annexed transcript has been compared with the corporate record on file in this office, of which it purports to be a copy, and that same is full, true and correct.

IN WITNESS WHEREOF, I execute
this certificate and affix the Great
Seal of the State of California this

MAY - 9 1988



March Fong Eu

Secretary of State

ENDORSED
FILED
In the office of the Secretary of State
of the State of California

MAY 5 1988

MARCH FONG EU, Secretary of State

RESTATED
ARTICLES OF INCORPORATION
OF

TRINITY CHRISTIAN CENTER OF SANTA ANA, INC.

PAUL F. CROUCH and NORMAN G. JUGGERT certify:

1. That they are the President and Secretary, respectively, of TRINITY CHRISTIAN CENTER OF SANTA ANA, INC., a California non-profit corporation.

2. The Articles of Incorporation of this corporation are restated to read as follows:

I

The name of this corporation is Trinity Christian Center of Santa Ana, Inc.

II

This corporation is a religious corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Religious Corporation Law primarily for religious purposes. More specifically, the purposes and powers of this corporation are:

- A. To be obedient to our Lord Jesus Christ's command to "Go ye therefore and teach all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit."
- B. To sponsor and conduct church worship services, Christian crusades, conventions, retreats and seminars.
- C. To establish, operate and assist home and foreign Christian missions, missionaries, churches and orphanages.

- D. To assist and further the task of providing financial and material relief to the poor and disabled.
- E. To license and ordain ministers of the Gospel and missionaries for the furtherance of the work of this corporation and our Lord and Saviour Jesus Christ in the United States and all foreign countries in accordance with such regulations for ordination as may be promulgated by the Board of Directors.
- F. To engage in all forms of Christian broadcasting and construction activity including, but not limited to, television, AM and FM radio, microwave communication, closed circuit television, cable television, subscription broadcasts, satellite communication and translator television broadcasting.
- G. To syndicate and distribute radio and television programs.
- H. To strengthen and encourage existing programs and organizations which have a similar purpose and dedication to present Christ as Saviour.
- I. To solicit, collect, receive and acquire contributions, gifts, legacies, bequestes and endowments, consisting of money or property, whether real, personal or mixed.
- J. To buy, lease, rent or otherwise acquire, hold or use, own, enjoy, sell, exchange, lease as lessor, mortgage, deed in trust, or otherwise dispose of any and all kinds of property, whether real, personal or mixed and to receive property by devise or bequest.
- K. To borrow money and to contract debts; to issue bonds, notes, and other evidences of indebtedness, and to secure them by any or all of the property of this corporation or to issue them unsecured.
- L. To enter into, make, perform and carry out contracts of every kind for any lawful purpose and without limit on amount with any person, firm, or corporation; and
- M. To have and to exercise all the powers conferred by the California General Nonprofit Corporation Law on nonprofit corporations, as that law is now in effect or may at any time hereafter be amended.

Nothing contained in the foregoing statement of purposes and powers shall be construed to authorize the corporation to carry on any activity for the profit of its members, or to distribute any gains, profits or dividends to its members as such.

III

This corporation is a religious corporation and is not organized for the private gain of any person. This corporation elects to be governed by all the provisions of the Nonprofit Corporation Law of 1980 not otherwise applicable to it under part 5 thereof.

IV

The county in this State where the principal office for the transaction of the business of this corporation is located in Orange County.

V

The authorized number and qualifications of members of this corporation, the different classes of membership, if any, the property, voting and other rights and privileges of members, and their liability to dues and assessments and the method of collection thereof, shall be as set forth in the By-Laws.

VI

The property of this corporation is irrevocably dedicated to religious purposes and no part of the net income or assets of this organization shall ever inure to the benefit of any director, officer or member thereof or to the benefit of any private persons. Upon the dissolution or winding up of the corporation, its assets remaining after payment or provision for payment of all debts and liabilities of this corporation, shall be distributed to a non-profit fund, foundation or corporation which is organized and operated exclusively for religious purposes and which has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code.

If this corporation holds any assets in trust or the corporation is formed for religious purposes, such assets shall be disposed of in such manner as may be directed by decree of the superior court of the county in which the corporation has its principal office, upon petition therefore by the Attorney General or by any person concerned in the liquidation in a proceeding to which the Attorney General is a party.

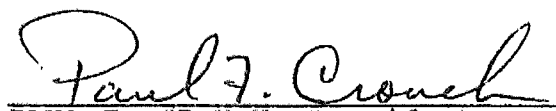
VII

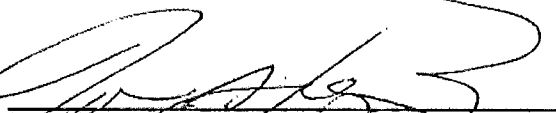
No substantial part of the activities of this corporation shall consist of carrying propaganda against the Government, or otherwise attempting to influence legislation, and the corporation shall not participate in any political campaign (including the publishing or distribution of statements) on

behalf of any candidate for public office.

3. The foregoing restatement of the articles of incorporation was duly approved by unanimous vote of the board of directors on March 31, 1988.

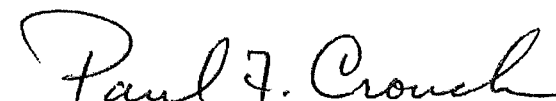
4. This corporation has no members.



PAUL F. CROUCH, President


NORMAN G. JUGGERT, Secretary

Each of the undersigned declares under penalty of perjury under the laws of the State of California that the matters set forth in the foregoing Restated Articles of Incorporation are true and correct.

Executed at Tustin, California on the 15th Day of April, 1988.


PAUL F. CROUCH, President


NORMAN G. JUGGERT, Secretary

APPENDIX 3

**EXCERPTED COPY OF
TRINITY CHRISTIAN CENTER OF SANTA ANA, INC.'s
PERSONNEL POLICY MANUAL AND EMPLOYEE HANDBOOK**

Employee Handbook
Trinity Christian Center of Santa Ana, Inc.
DBA
Trinity Broadcasting Network
(TBN)

Revised 1/18/2016

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Required Policies

Introductory Statement

Welcome to the growing family of TBN! Let's take a few moments to relive the first tiny steps taken by TBN.... On May 28, 1973, in Southern California, in a poorly-lit converted warehouse, with one TV camera, a few makeshift props and a lot of prayer, God began one of the most exciting and powerful television ministries of this century. By faith, we named it Trinity Christian Center of Santa Ana, Inc. dba Trinity Broadcasting Network (TBN)! Today, TBN not only broadcasts Christian television programs throughout the world, but also provides ministry to those that attend its weekly church services and to thousands of television viewers who acknowledge Trinity as their church home.

The persistent pursuit for every soul on planet Earth to receive the message of salvation through TBN is becoming a reality, for we have now grown to a network of many television stations including full power, cable, foreign, and affiliate stations. The vision God gave us is truly coming to pass. Our responsibilities as employees are to ensure the support and loyalty desired by the Lord.

In this booklet you will find helpful information on what is expected of you, as well as ways you can better contribute to the effectiveness of TBN and its affiliated churches.¹ You will play a vital part in touching the whole world with the love of Jesus Christ through Christian television and church services.

Welcome aboard!

Statement of Faith

This Statement of Faith of TBN shall be used as a guide for its policies. It is expected that all employees, officers, and directors will subscribe to this Statement either orally or in writing.

1. We believe that the Holy Bible is the inspired, infallible, and authoritative source of Christian doctrine and precept.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe that man was created in the image of God, but as a result of sin is lost and powerless to save himself.
4. We believe that the only hope for man is to believe in Jesus Christ, the virgin-born son of God, Who died to take upon Himself the punishment for the sin of mankind, and Who rose from the dead so that by receiving Him as Savior and Lord, man is redeemed by His Blood.

5. We believe that Jesus Christ in person will return to earth in power and glory.
6. We believe that the Holy Spirit indwells those who have received Christ for the purpose of enabling them to live righteous and godly lives.
7. We believe that the Church is the Body of Christ and is composed of all those who, through belief in Christ, have been spiritually regenerated by the indwelling Holy Spirit. The mission of the Church is worldwide evangelization on the one hand, and the nurture and discipline of Christians on the other.

At-Will Employment Status

TBN personnel are employed on an at-will basis. Employment at-will may be terminated or disciplined with or without cause and with or without advance notice at any time by the employee or the Ministry. Nothing in this handbook shall limit the right to terminate at-will employment. No manager, supervisor, or employee of the Ministry has any authority to enter into an agreement for employment for any specified period of time or to make an agreement for employment on other than at-will terms.

Equal Employment Opportunity

TBN is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available persons in every job. Ministry policy prohibits unlawful discrimination based on race, color, creed, gender, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is **unlawful**.

The Ministry is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to **all** persons involved in Ministry operations and prohibits unlawful discrimination by any employee of the Ministry, including supervisors and coworkers.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, the Ministry will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

Any applicant or employee who requires an accommodation in order to perform the essential

functions of the job should contact a Ministry representative with day-to-day personnel responsibilities and request such an accommodation in writing. The individual with the disability should specify what accommodation he or she needs to perform the job. The Ministry then will conduct an investigation to identify the barriers that interfere with the equal opportunity of the applicant or employee to perform his or her job. The Ministry will identify possible accommodations, if any, that will help eliminate the limitation. If the accommodation is reasonable and will not impose an undue hardship, the Ministry will make the accommodation.

If you believe you have been subjected to any form of unlawful discrimination, submit a written complaint to your supervisor or the individual with day-to-day personnel responsibilities. Your complaint should be specific and should include the names of the individuals involved and the names of any witnesses. If you need assistance with your complaint, or if you prefer to make a complaint in person, contact the Personnel Department. The Ministry will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the situation.

If the Ministry determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. The Ministry will not retaliate against you for filing a complaint and will not knowingly permit retaliation by management employees or your coworkers.

Right to Revise

This Employee Handbook contains the employment policies and practices of TBN in effect at the time of publication. All previously issued handbooks and any inconsistent policy statements or memoranda are superseded.

TBN reserves the right to revise, modify, delete, or add to any and all policies, procedures, work rules, or benefits stated in this handbook or in any other document, except for the policy of at-will employment. However, any such changes must be in writing and must be signed by the chairman of TBN.

Any written changes to this handbook will be distributed to all employees so that employees will be aware of the new policies or procedures. No oral statements or representations can in any way alter the provisions of this handbook.

This Handbook sets forth the entire agreement between you and TBN as to the duration of employment and the circumstances under which employment may be terminated. Nothing in this employee handbook or in any other personnel document, including benefit plan descriptions, creates or is intended to create a promise or representation of continued employment for any employee.

Our Mission

TBN is a Christian church. As such, the Ministry engages in ministries of service to the Body of Christ. The Mission of TBN is to spread the word of God and the gift of salvation to all the nations of the world. Matthew 28:18-20 States: "Then Jesus came to them (His disciples) and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teach them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Our Values

TBN employees are committed to doing business in a manner which reflects the following Ministry values:

- | | |
|-------------------------------|--|
| <u>Integrity:</u> | We rigorously uphold the highest standards of Christian ethics, integrity, and professionalism. |
| <u>Responsibility:</u> | We take pride in always being accountable for our actions, whether positive or negative, and constantly strive to better ourselves in and out of the workplace. |
| <u>Diversity:</u> | We attract and develop the best talent – seeking to include the broadest range of Christian people and perspectives. We strive to raise the bar across the board with the abilities, expertise, and creativity of our staff. |
| <u>Spirituality:</u> | We expect our employees to love and honor our Savior Jesus Christ. Therefore, we expect our employees to share a common thread of spirituality and understanding of the Christian faith. |
| <u>Honor:</u> | We expect our employees to honor each other by creating a peaceful and positive work environment. |

APPENDIX 4

TRINITY CHRISTIAN CENTER OF SANTA ANA, INC.'S CURRENT RELIGIOUS PROGRAM SCHEDULE

Yellow = one-time movie OR special program
Pink = NEW modified program / program title
GREEN BORDER = previously modified program
All programming subject to change without notice.



April 1 - 3, 2021

TBN Programming
2442 Michelle Drive, Tustin, CA 92780
(714) 832-2950 ext 2115

(E/I) = Educational/Informational. The Children's Television Programming Report is located at address above.)

				SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Pacific Standard	Western Standard	Central Standard	Eastern Standard					1-Apr	2-Apr	3-Apr
12:00 AM	1:00 AM	2:00 AM	3:00 AM					TYE TRIBBETT RISEN KING	BECAUSE HE LIVES: AN EASTER CELEBRATION	THE HISTORY OF EASTER
12:30 AM	1:30 AM	2:30 AM	3:30 AM					PRAYING GRACE	MARK BATTERSON: WHISPER	TYE TRIBBETT RISEN KING
1:00 AM	2:00 AM	3:00 AM	4:00 AM					JORDAN RUBIN: MULTI COLLAGEN PROTEIN	TAKING CARE OF BUSINESS	
1:30 AM	2:30 AM	3:30 AM	4:30 AM					TRANSFORMATION CHURCH with PASTOR MIKE TODD	NO WONDER THEY CALL HIM SAVIOR - ep 3	NO WONDER THEY CALL HIM SAVIOR - ep 4
2:00 AM	3:00 AM	4:00 AM	5:00 AM					STEVEN FURTICK		GOLGOTHA
2:30 AM	3:30 AM	4:30 AM	5:30 AM					JOYCE MEYER: ENJOYING EVERYDAY LIFE		BECAUSE HE LIVES: AN EASTER CELEBRATION
3:00 AM	4:00 AM	5:00 AM	6:00 AM					ANDREW WOMMACK: GOSPEL TRUTH		
3:30 AM	4:30 AM	5:30 AM	6:30 AM					TURNING POINT with DR. DAVID JEREMIAH		JOEL OSTEEN
4:00 AM	5:00 AM	6:00 AM	7:00 AM					JOSEPH PRINCE		JOSEPH PRINCE
4:30 AM	5:30 AM	6:30 AM	7:30 AM					DR. ROBERT JEFFRESS		VEGGIETALES E/I (Ages 2-12)
5:00 AM	6:00 AM	7:00 AM	8:00 AM					JOYCE MEYER: ENJOYING EVERYDAY LIFE		VEGGIETALES E/I (Ages 2-12)
5:30 AM	6:30 AM	7:30 AM	8:30 AM					CREFO DOLLAR		VEGGIETALES E/I (Ages 2-12)
6:00 AM	7:00 AM	8:00 AM	9:00 AM					HAGEE MINISTRIES		VEGGIETALES E/I (Ages 2-12)
6:30 AM	7:30 AM	8:30 AM	9:30 AM					JOEL OSTEEN	GOLGOTHA	JOEL OSTEEN
7:00 AM	8:00 AM	9:00 AM	10:00 AM					INTEND with PASTOR ALLEN JACKSON		JOSEPH PRINCE
7:30 AM	8:30 AM	9:30 AM	10:30 AM					STEVEN FURTICK		STEVEN FURTICK
8:00 AM	9:00 AM	10:00 AM	11:00 AM					KINGDOM CONNECTION with JENTEZEN FRANKLIN		KINGDOM CONNECTION: JENTEZEN FRANKLIN
8:30 AM	9:30 AM	10:30 AM	11:30 AM					DR. ROBERT JEFFRESS		DR. ROBERT JEFFRESS
9:00 AM	10:00 AM	11:00 AM	12:00 PM					PASTOR ROBERT MORRIS MINISTRIES		VEGGIETALES E/I (Ages 2-12)
9:30 AM	10:30 AM	11:30 AM	12:30 PM					JOYCE MEYER: ENJOYING EVERYDAY LIFE		THE HISTORY OF EASTER
10:00 AM	11:00 AM	12:00 PM	1:00 PM					BETTER TOGETHER		
10:30 AM	11:30 AM	12:30 PM	1:30 PM					LIFE TODAY with JAMES ROBISON		THE EASTER EXPERIENCE ep 4
11:00 AM	12:00 PM	1:00 PM	2:00 PM					ANDREW WOMMACK: GOSPEL TRUTH		GOLGOTHA
11:30 AM	12:30 PM	1:30 PM	2:30 PM					THE 700 CLUB with PAT ROBERTSON		NO WONDER THEY CALL HIM SAVIOR - ep 4
12:00 PM	1:00 PM	2:00 PM	3:00 PM							CHRISTIAN WORLD NEWS
12:30 PM	1:30 PM	2:30 PM	3:30 PM					TURNING POINT with DR. DAVID JEREMIAH		TURNING POINT with DR. DAVID JEREMIAH
13:00 / 1:00 PM	2:00 PM	3:00 PM	4:00 PM					HOPE GENERATION with BEN COURSON	THE EASTER EXPERIENCE ep 4	BILLY GRAHAM CRUSADE (CLASSIC)
13:30 / 1:30 PM	2:30 PM	3:30 PM	4:30 PM					BILLYGRAHAM.TV	THE HISTORY OF EASTER	
14:00 / 2:00 PM	3:00 PM	4:00 PM	5:00 PM					BILLY GRAHAM CRUSADE (CLASSIC)		BILLYGRAHAM.TV
14:30 / 2:30 PM	3:30 PM	4:30 PM	5:30 PM					JOEL OSTEEN	GOOD FRIDAY SPECIAL MATT & LAURIE with FRANCIS CHAN	BILL & GLORIA GAITHER PRECIOUS MEMORIES
15:00 / 3:00 PM	4:00 PM	5:00 PM	6:00 PM					OUR JEWISH ROOTS		
15:30 / 3:30 PM	4:30 PM	5:30 PM	6:30 PM					TRANSFORMATION CHURCH with PASTOR MIKE TODD	NO WONDER THEY CALL HIM SAVIOR - ep 3	IN TOUCH: DR.CHARLES STANLEY
16:00 / 4:00 PM	5:00 PM	6:00 PM	7:00 PM					THE POTTER'S TOUCH with T.D.JAKES		
16:30 / 4:30 PM	5:30 PM	6:30 PM	7:30 PM					THE HISTORY OF EASTER	GOOD FRIDAY WORLDWIDE	HUCKABEE
17:00 / 5:00 PM	6:00 PM	7:00 PM	8:00 PM					BECAUSE HE LIVES: AN EASTER CELEBRATION	GOOD FRIDAY WORLDWIDE	GOLGOTHA
17:30 / 5:30 PM	6:30 PM	7:30 PM	8:30 PM					THE HISTORY OF EASTER	GOOD FRIDAY WORLDWIDE	HOUR OF POWER with BOBBY SCHULLER
18:00 / 6:00 PM	7:00 PM	8:00 PM	9:00 PM							MICHAEL YOUSSEF
18:30 / 6:30 PM	7:30 PM	8:30 PM	9:30 PM					BECAUSE HE LIVES: AN EASTER CELEBRATION	GOOD FRIDAY WORLDWIDE	HUCKABEE
19:00 / 7:00 PM	8:00 PM	9:00 PM	10:00 PM					JOSEPH PRINCE		THE EASTER EXPERIENCE ep 5
19:30 / 7:30 PM	8:30 PM	9:30 PM	10:30 PM					JOEL OSTEEN	GOLGOTHA	LEON FONTAINE
20:00 / 8:00 PM	9:00 PM	10:00 PM	11:00 PM					AMAZING FACTS	GAITHER GOSPEL	NO WONDER THEY CALL HIM SAVIOR TBN SPECIAL
20:30 / 8:30 PM	9:30 PM	10:30 PM	11:30 PM					THE CHOSEN UNVEILED	GOOD FRIDAY SPECIAL MATT & LAURIE with FRANCIS CHAN	
21:00 / 9:00 PM	10:00 PM	11:00 PM	12:00 AM					DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	THE EASTER EXPERIENCE ep 5	JAVEN EASTER SPECIAL
21:30 / 9:30 PM	10:30 PM	11:30 PM	12:30 AM					MAIN STAGE		
22:00 / 10:00 PM	11:00 PM	12:00 AM	1:00 AM							
22:30 / 10:30 PM	11:30 PM	12:30 AM	1:30 AM							
23:00 / 11:00 PM	12:00 AM	1:00 AM	2:00 AM							
23:30 / 11:30 PM	12:30 AM	1:30 AM	2:30 AM							

Yellow = one-time movie OR special program
Pink = NEW modified program / program title
GREEN BORDER = previously modified program
All programming subject to change without notice.



April 4 - 10, 2021

TBN Programming
2442 Michelle Drive, Tustin, CA 92780
(714) 832-2950 ext 2115

(E/I = Educational/Informational. The Children's Television Programming Report is located at address above.)

				SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
Pacific Standard	Western Standard	Central Standard	Eastern Standard	4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr	
12:00 AM	1:00 AM	2:00 AM	3:00 AM	PRAISE	D. JAMES KENNEDY: TRUTHS THAT TRANSFORM	PRAISE				GOSPEL WORSHIP EXPERIENCE	
12:30 AM	1:30 AM	2:30 AM	3:30 AM		JORDAN RUBIN: MULTI COLLAGEN PROTEIN					XTREME LIFE with IVAN VAN VUUREN	
1:00 AM	2:00 AM	3:00 AM	4:00 AM	GOLGOTHA	MAX LUCADO: YOU ARE NEVER ALONE	DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	CHRISTINE CAINE	JORDAN RUBIN: CBD 1 CAPSULES	JENTEZEN FRANKLIN: ACRES OF DIAMONDS	JORDAN RUBIN: SBO ULTIMATE	
1:30 AM	2:30 AM	3:30 AM	4:30 AM	GREGLAURIE.TV	JORDAN RUBIN: PATIENT HEAL THYSELF	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	ACCESS 360	MAX LUCADO: YOU ARE NEVER ALONE	TAKING CARE OF BUSINESS	BEHIND THE SCENES: TRILOGY PUBLISHING	
2:00 AM	3:00 AM	4:00 AM	5:00 AM	THE EASTER EXPERIENCE ep 6	TRANSFORMATION CHURCH with PASTOR MIKE TODD					PRAYING GRACE	
2:30 AM	3:30 AM	4:30 AM	5:30 AM	CONNECT with SKIP HEITZIG	STEVEN FURTICK					JORDAN RUBIN: MULTI COLLAGEN PROTEIN	
3:00 AM	4:00 AM	5:00 AM	6:00 AM	ED YOUNG TV	JOYCE MEYER: ENJOYING EVERYDAY LIFE						
3:30 AM	4:30 AM	5:30 AM	6:30 AM	FROM HIS HEART JEFF SCHREVE	ANDREW WOMMACK: GOSPEL TRUTH					MARK BATTERSON: WHISPER	
4:00 AM	5:00 AM	6:00 AM	7:00 AM	LIVE with PASSION: FATHER CEDRIC	TURNING POINT with DR. DAVID JEREMIAH					JOEL OSTEEN	
4:30 AM	5:30 AM	6:30 AM	7:30 AM	DR. TONY EVANS	JOSEPH PRINCE					JOSEPH PRINCE	
5:00 AM	6:00 AM	7:00 AM	8:00 AM	STEVEN FURTICK	DR. ROBERT JEFFRESS					VEGGIETALES E/I (Ages 2-12)	
5:30 AM	6:30 AM	7:30 AM	8:30 AM	TOUCHING LIVES: JAMES MERRITT	JOYCE MEYER: ENJOYING EVERYDAY LIFE					VEGGIETALES E/I (Ages 2-12)	
6:00 AM	7:00 AM	8:00 AM	9:00 AM	KINGDOM CONNECTION: JENTEZEN FRANKLIN	CREFLO DOLLAR					VEGGIETALES E/I (Ages 2-12)	
6:30 AM	7:30 AM	8:30 AM	9:30 AM	TURNING POINT with DR. DAVID JEREMIAH	HAGEE MINISTRIES					VEGGIETALES E/I (Ages 2-12)	
7:00 AM	8:00 AM	9:00 AM	10:00 AM	DR. ROBERT JEFFRESS	JOEL OSTEEN					JOEL OSTEEN	
7:30 AM	8:30 AM	9:30 AM	10:30 AM	WINNING WALK: ED YOUNG	INTEND with PASTOR ALLEN JACKSON					JOSEPH PRINCE	
8:00 AM	9:00 AM	10:00 AM	11:00 AM	JOSEPH PRINCE	STEVEN FURTICK					STEVEN FURTICK	
8:30 AM	9:30 AM	10:30 AM	11:30 AM	DAILY HOPE: PASTOR RICK WARREN	KINGDOM CONNECTION with JENTEZEN FRANKLIN					KINGDOM CONNECTION: JENTEZEN FRANKLIN	
9:00 AM	10:00 AM	11:00 AM	12:00 PM	ALLEN JACKSON MINISTRIES	DR. ROBERT JEFFRESS					DR. ROBERT JEFFRESS	
9:30 AM	10:30 AM	11:30 AM	12:30 PM	IN TOUCH: DR. CHARLES STANLEY	PASTOR ROBERT MORRIS MINISTRIES					VEGGIETALES E/I (Ages 2-12)	
10:00 AM	11:00 AM	12:00 PM	1:00 PM	POWER POINT: JACK GRAHAM	JOYCE MEYER: ENJOYING EVERYDAY LIFE					DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	
10:30 AM	11:30 AM	12:30 PM	1:30 PM	IT IS WRITTEN: JOHN BRADSHAW	BETTER TOGETHER					CREATION IN 21ST CENTURY	
11:00 AM	12:00 PM	1:00 PM	2:00 PM	GREGORY DICKOW: POWER TO CHANGE TODAY	LIFE TODAY with JAMES ROBISON					ACCESS 360	
11:30 AM	12:30 PM	1:30 PM	2:30 PM	FRANKIE MAZZAPICA	ANDREW WOMMACK: GOSPEL TRUTH					JAY SEKULOW: THE UNHOLY ALLIANCE	
12:00 PM	1:00 PM	2:00 PM	3:00 PM	DAVE & KATE SUMRALL	THE 700 CLUB with PAT ROBERTSON					JORDAN RUBIN: SUPERGREENS	
12:30 PM	1:30 PM	2:30 PM	3:30 PM	HAGEE MINISTRIES						CHRISTIAN WORLD NEWS	
13:00 / 1:00 PM	2:00 PM	3:00 PM	4:00 PM	BECAUSE HE LIVES: AN EASTER CELEBRATION	TURNING POINT with DR. DAVID JEREMIAH					TURNING POINT with DR. DAVID JEREMIAH	
13:30 / 1:30 PM	2:30 PM	3:30 PM	4:30 PM		TAKING CARE OF BUSINESS	JIM SCUDDER, JR.: INGRACE	DAILY HOPE: PASTOR RICK WARREN	HOPE GENERATION with BEN COURSON	MAX LUCADO: YOU ARE NEVER ALONE		
14:00 / 2:00 PM	3:00 PM	4:00 PM	5:00 PM	MICHAEL YOUSSEF	PRAISE			BILLYGRAHAM.TV	PRAISE	BILLY GRAHAM CRUSADE (CLASSIC)	
14:30 / 2:30 PM	3:30 PM	4:30 PM	5:30 PM	KERRY SHOOK MINISTRIES				BILLY GRAHAM CRUSADE (CLASSIC)		BILLYGRAHAM.TV	
15:00 / 3:00 PM	4:00 PM	5:00 PM	6:00 PM	NO WONDER THEY CALL HIM SAVIOR - ep 4	NEW SEASON with SAMUEL RODRIGUEZ	MARK BATTERSON: WHISPER	BILLY GRAHAM CRUSADE (CLASSIC)	JOEL OSTEEN	THE ERIC METAXAS RADIO SHOW	BILL & GLORIA GAITHER PRECIOUS MEMORIES	
15:30 / 3:30 PM	4:30 PM	5:30 PM	6:30 PM	JOYCE MEYER: ENJOYING EVERYDAY LIFE	JEWISH VOICE with JONATHAN BERNIS	DR. TONY EVANS	JORDAN RUBIN: CBD 2 POWDER	OUR JEWISH ROOTS	THE WATCHMAN ERICK STAKELBECK		
16:00 / 4:00 PM	5:00 PM	6:00 PM	7:00 PM	RON CARPENTER	TRANSFORMATION CHURCH with PASTOR MIKE TODD					IN TOUCH: DR.CHARLES STANLEY	
16:30 / 4:30 PM	5:30 PM	6:30 PM	7:30 PM	PASTOR ROBERT MORRIS MINISTRIES	THE POTTER'S TOUCH with T.D.JAKES						
17:00 / 5:00 PM	6:00 PM	7:00 PM	8:00 PM	GLOBAL EASTER CELEBRATION	PRAISE		TURNING POINT with DR. DAVID JEREMIAH	INEXPLICABLE	A21 BIBLICAL JUSTICE SPECIAL	HUCKABEE	
17:30 / 5:30 PM	6:30 PM	7:30 PM	8:30 PM				GAITHER GOSPEL				
18:00 / 6:00 PM	7:00 PM	8:00 PM	9:00 PM	GLOBAL EASTER CELEBRATION	THE CHOSEN UNVEILED	JOYCE MEYER: ENJOYING EVERYDAY LIFE	MAIN STAGE	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	A21 BIBLICAL JUSTICE SPECIAL	SOMEBODY'S GOTTA DO IT MIKE ROWE	
18:30 / 6:30 PM	7:30 PM	8:30 PM	9:30 PM		THE CHOSEN SERIES SEASON 1	LIVING PROOF: BETH MOORE BEST OF BETTER TOGETHER	WORSHIP WITH THE BINIONS & FRIENDS GOSPEL WORSHIP EXPERIENCE				HOUR OF POWER with BOBBY SCHULLER
19:00 / 7:00 PM	8:00 PM	9:00 PM	10:00 PM	GLOBAL EASTER CELEBRATION	THE CHOSEN UNVEILED	CHRISTINE CAINE	ELEVATION WORSHIP	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	A21 BIBLICAL JUSTICE SPECIAL	MICHAEL YOUSSEF	
19:30 / 7:30 PM	8:30 PM	9:30 PM	10:30 PM								
20:00 / 8:00 PM	9:00 PM	10:00 PM	11:00 PM	GLOBAL EASTER CELEBRATION	PRAISE		STEVEN FURTICK	INEXPLICABLE	A21 BIBLICAL JUSTICE SPECIAL	HUCKABEE	
20:30 / 8:30 PM	9:30 PM	10:30 PM	11:30 PM				THE WATCHMAN ERICK STAKELBECK				
21:00 / 9:00 PM	10:00 PM	11:00 PM	12:00 AM	HUCKABEE	JOSEPH PRINCE					SOMEBODY'S GOTTA DO IT MIKE ROWE	
21:30 / 9:30 PM	10:30 PM	11:30 PM	12:30 AM		THE CHOSEN UNVEILED	MICHAEL YOUSSEF	ACCESS 360	JOEL OSTEEN	JORDAN RUBIN: CBD 2 POWDER	LEON FONTAINE	
22:00 / 10:00 PM	11:00 PM	12:00 AM	1:00 AM	THE HISTORY OF EASTER	THE CHOSEN SERIES SEASON 1	SEKULOW: JAY SEKULOW	GREGLAURIE.TV	AMAZING FACTS	GAITHER GOSPEL	MAX LUCADO: YOU ARE NEVER ALONE	
22:30 / 10:30 PM	11:30 PM	12:30 AM	1:30 AM			CHRISTINE CAINE	WORSHIP WITH THE BINIONS & FRIENDS	MARK BATTERSON: WHISPER	TD JAKES: CRUSHING	PRAISE	
23:00 / 11:00 PM	12:00 AM	1:00 AM	2:00 AM	NO WONDER THEY CALL HIM SAVIOR - ep 4	THE CHOSEN UNVEILED	JEWISH VOICE with JONATHAN BERNIS	BETHEL PRESENTS HEAVEN TO EARTH	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	THE WATCHMAN ERICK STAKELBECK		
23:30 / 11:30 PM	12:30 AM	1:30 AM	2:30 AM	THE EASTER EXPERIENCE ep 6	JORDAN RUBIN: SBO ULTIMATE	JOHN HAGEE: STORM PROOF	ELEVATION WORSHIP	MAIN STAGE	TREASURES	JORDAN RUBIN: SBO ULTIMATE	

Yellow = one-time movie OR special program
Pink = NEW modified program / program title
GREEN BORDER = previously modified program
All programming subject to change without notice.



April 11 - 17, 2021

TBN Programming
2442 Michelle Drive, Tustin, CA 92780
(714) 832-2950 ext 2115

(E/I) = Educational/Informational. The Children's Television Programming Report is located at address above.)

Pacific Standard	Western Standard	Central Standard	Eastern Standard	SUNDAY 11-Apr	MONDAY 12-Apr	TUESDAY 13-Apr	WEDNESDAY 14-Apr	THURSDAY 15-Apr	FRIDAY 16-Apr	SATURDAY 17-Apr
12:00 AM	1:00 AM	2:00 AM	3:00 AM	PRAISE	D. JAMES KENNEDY: TRUTHS THAT TRANSFORM JOHN HAGEE: STORM PROOF	PRAISE				GOSPEL WORSHIP EXPERIENCE XTREME LIFE with IVAN VAN VUUREN
12:30 AM	1:30 AM	2:30 AM	3:30 AM							
1:00 AM	2:00 AM	3:00 AM	4:00 AM	MARK BATTERSON: WHISPER	JORDAN RUBIN: SBO ULTIMATE	JORDAN RUBIN: PATIENT HEAL THYSELF	CHRISTINE CAINE	MAX LUCADO: YOU ARE NEVER ALONE	JORDAN RUBIN: CBD 2 POWDER	TO JAKES: CRUSHING
1:30 AM	2:30 AM	3:30 AM	4:30 AM	GREGLAURIE.TV	STEVEN SCOTT: GREATEST WORDS EVER SPOKEN	MARK BATTERSON: WHISPER	ACCESS 360	JORDAN RUBIN: CBD 1 CAPSULES	TAKING CARE OF BUSINESS	JORDAN RUBIN: SUPERGREENS
2:00 AM	3:00 AM	4:00 AM	5:00 AM	JORDAN RUBIN: MULTI COLLAGEN PROTEIN CONNECT with SKIP HEITZIG	TRANSFORMATION CHURCH WITH PASTOR MIKE TODD					MAX LUCADO: YOU ARE NEVER ALONE
2:30 AM	3:30 AM	4:30 AM	5:30 AM	ED YOUNG TV	STEVEN FURTICK					BEHIND THE SCENES: LEGACY
3:00 AM	4:00 AM	5:00 AM	6:00 AM	FROM HIS HEART JEFF SCHREVE	JOYCE MEYER: ENJOYING EVERYDAY LIFE					JENTEZEN FRANKLIN: ACRES OF DIAMONDS
3:30 AM	4:30 AM	5:30 AM	6:30 AM	LIVE with PASSION: FATHER CEDRIC	ANDREW WOMMACK: GOSPEL TRUTH					
4:00 AM	5:00 AM	6:00 AM	7:00 AM	DR. TONY EVANS	TURNING POINT with DR. DAVID JEREMIAH					JOEL OSTEEN
4:30 AM	5:30 AM	6:30 AM	7:30 AM	DR. ROBERT JEFFRESS	JOSEPH PRINCE					JOSEPH PRINCE
5:00 AM	6:00 AM	7:00 AM	8:00 AM	TOUCHING LIVES: JAMES MERRITT	DR. ROBERT JEFFRESS					VEGGIETALES E/I (Ages 2-12)
5:30 AM	6:30 AM	7:30 AM	8:30 AM	KINGDOM CONNECTION: JENTEZEN FRANKLIN	JOYCE MEYER: ENJOYING EVERYDAY LIFE					VEGGIETALES E/I (Ages 2-12)
6:00 AM	7:00 AM	8:00 AM	9:00 AM	TURNING POINT with DR. DAVID JEREMIAH	CREFLO DOLLAR					VEGGIETALES E/I (Ages 2-12)
6:30 AM	7:30 AM	8:30 AM	9:30 AM	DR. ROBERT JEFFRESS	HAGEE MINISTRIES					VEGGIETALES E/I (Ages 2-12)
7:00 AM	8:00 AM	9:00 AM	10:00 AM	WINNING WALK: ED YOUNG	JOEL OSTEEN					JOEL OSTEEN
7:30 AM	8:30 AM	9:30 AM	10:30 AM	JOSEPH PRINCE	INTEND with PASTOR ALLEN JACKSON					JOSEPH PRINCE
8:00 AM	9:00 AM	10:00 AM	11:00 AM	DAILY HOPE: PASTOR RICK WARREN	STEVEN FURTICK					STEVEN FURTICK
8:30 AM	9:30 AM	10:30 AM	11:30 AM	ALLEN JACKSON MINISTRIES	KINGDOM CONNECTION with JENTEZEN FRANKLIN					KINGDOM CONNECTION: JENTEZEN FRANKLIN
9:00 AM	10:00 AM	11:00 AM	12:00 PM	IN TOUCH: DR. CHARLES STANLEY	DR. ROBERT JEFFRESS					DR. ROBERT JEFFRESS
9:30 AM	10:30 AM	11:30 AM	12:30 PM	POWER POINT: JACK GRAHAM	PASTOR ROBERT MORRIS MINISTRIES					VEGGIETALES E/I (Ages 2-12)
10:00 AM	11:00 AM	12:00 PM	1:00 PM	IT IS WRITTEN: JOHN BRADSHAW	JOYCE MEYER: ENJOYING EVERYDAY LIFE					DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES
10:30 AM	11:30 AM	12:30 PM	1:30 PM	GREGORY DICKOW: POWER TO CHANGE TODAY	BETTER TOGETHER					CREATION IN 21ST CENTURY
11:00 AM	12:00 PM	1:00 PM	2:00 PM	FRANKIE MAZZAPICA	LIFE TODAY with JAMES ROBISON					MARK BATTERSON: WHISPER
11:30 AM	12:30 PM	1:30 PM	2:30 PM	DAVE & KATE SUMRALL	ANDREW WOMMACK: GOSPEL TRUTH					JORDAN RUBIN: CBD 2 POWDER
12:00 PM	1:00 PM	2:00 PM	3:00 PM	HAGEE MINISTRIES	THE 700 CLUB with PAT ROBERTSON					PRAYING GRACE
12:30 PM	1:30 PM	2:30 PM	3:30 PM	BETHEL PRESENTS HEAVEN TO EARTH	TURNING POINT with DR. DAVID JEREMIAH					CHRISTIAN WORLD NEWS
13:00 / 1:00 PM	2:00 PM	3:00 PM	4:00 PM	BEYOND BLESSED: ROBERT MORRIS	TAKING CARE OF BUSINESS	JIM SCUDDER, JR.: INGRACE	DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	HOPE GENERATION with BEN COURSON	JOHN HAGEE: STORM PROOF	TURNING POINT with DR. DAVID JEREMIAH
13:30 / 1:30 PM	2:30 PM	3:30 PM	4:30 PM	MICHAEL YOUSSEF	PRAISE					BILLY GRAHAM CRUSADE (CLASSIC)
14:00 / 2:00 PM	3:00 PM	4:00 PM	5:00 PM	KERRY SHOOK MINISTRIES	PRAISE					BILLYGRAHAM.TV
14:30 / 2:30 PM	3:30 PM	4:30 PM	5:30 PM	JORDAN RUBIN: SUPERGREENS	NEW SEASON with SAMUEL RODRIGUEZ	JORDAN RUBIN: SUPERGREENS	BILLY GRAHAM CRUSADE (CLASSIC)	JOEL OSTEEN	THE ERIC METAXAS RADIO SHOW	BILL & GLORIA GAITHER PRECIOUS MEMORIES
15:00 / 3:00 PM	4:00 PM	5:00 PM	6:00 PM	JOYCE MEYER: ENJOYING EVERYDAY LIFE	JEWISH VOICE with JONATHAN BERNIS	DR. TONY EVANS	MAX LUCADO: YOU ARE NEVER ALONE	OUR JEWISH ROOTS	THE WATCHMAN ERICK STAKELBECK	
15:30 / 3:30 PM	4:30 PM	5:30 PM	6:30 PM	RON CARPENTER	TRANSFORMATION CHURCH with PASTOR MIKE TODD					IN TOUCH: DR. CHARLES STANLEY
16:00 / 4:00 PM	5:00 PM	6:00 PM	7:00 PM	PASTOR ROBERT MORRIS MINISTRIES	THE POTTER'S TOUCH with T.D.JAKES					
16:30 / 4:30 PM	5:30 PM	6:30 PM	7:30 PM	JOEL OSTEEN	PRAISE		TURNING POINT with DR. DAVID JEREMIAH	INEXPLICABLE	MICHAEL W. SMITH "SURROUNDED"	HUCKABEE
17:00 / 5:00 PM	6:00 PM	7:00 PM	8:00 PM	TURNING POINT with DR. DAVID JEREMIAH	PRAISE		GAITHER GOSPEL			
17:30 / 5:30 PM	6:30 PM	7:30 PM	8:30 PM		THE CHOSEN UNVEILED	JOYCE MEYER: ENJOYING EVERYDAY LIFE	MAIN STAGE	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	MICHAEL W. SMITH "SURROUNDED"	SOMEBODY'S GOTTA DO IT MIKE ROWE
18:00 / 6:00 PM	7:00 PM	8:00 PM	9:00 PM	HUCKABEE	THE CHOSEN SERIES SEASON 1	LIVING PROOF: BETH MOORE	WORSHIP WITH THE BINIONS & FRIENDS	PRAISE		HOOR OF POWER with BOBBY SCHULLER
18:30 / 6:30 PM	7:30 PM	8:30 PM	9:30 PM	THE ERIC METAXAS RADIO SHOW		BEST OF BETTER TOGETHER	GOSPEL WORSHIP EXPERIENCE		MICHAEL W. SMITH "SURROUNDED"	
19:00 / 7:00 PM	8:00 PM	9:00 PM	10:00 PM	CREFLO DOLLAR	THE CHOSEN UNVEILED	CHRISTINE CAINE	ELEVATION WORSHIP	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES		MICHAEL YOUSSEF
19:30 / 7:30 PM	8:30 PM	9:30 PM	10:30 PM							
20:00 / 8:00 PM	9:00 PM	10:00 PM	11:00 PM	PRAISE	PRAISE		STEVEN FURTICK	INEXPLICABLE	MICHAEL W. SMITH "SURROUNDED"	HUCKABEE
20:30 / 8:30 PM	9:30 PM	10:30 PM	11:30 PM		PRAISE		THE WATCHMAN ERICK STAKELBECK			
21:00 / 9:00 PM	10:00 PM	11:00 PM	12:00 AM	PRAISE	JOSEPH PRINCE					SOMEBODY'S GOTTA DO IT MIKE ROWE
21:30 / 9:30 PM	10:30 PM	11:30 PM	12:30 AM		THE CHOSEN UNVEILED	MICHAEL YOUSSEF	ACCESS 360	JOEL OSTEEN	MAX LUCADO: YOU ARE NEVER ALONE	LEON FONTAINE
22:00 / 10:00 PM	11:00 PM	12:00 AM	1:00 AM	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	THE CHOSEN SERIES SEASON 1	SEKULOW: JAY SEKULOW	GREGLAURIE.TV	AMAZING FACTS	GAITHER GOSPEL	JORDAN RUBIN: MULTI COLLAGEN PROTEIN
22:30 / 10:30 PM	11:30 PM	12:30 AM	1:30 AM			CHRISTINE CAINE	WORSHIP WITH THE BINIONS & FRIENDS	JORDAN RUBIN: SUPERGREENS	KATHIE LEE GIFFORD: THE ROCK, THE ROAD, THE RABBI	PRAISE
23:00 / 11:00 PM	12:00 AM	1:00 AM	2:00 AM	MARK BATTERSON: WHISPER	THE CHOSEN UNVEILED	JEWISH VOICE with JONATHAN BERNIS	BETHEL PRESENTS HEAVEN TO EARTH	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	THE WATCHMAN ERICK STAKELBECK	
23:30 / 11:30 PM	12:30 AM	1:30 AM	2:30 AM	DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	BEHIND THE SCENES: HUCKABEE LEGACY	JORDAN RUBIN: CBD 2 POWDER	ELEVATION WORSHIP	MAIN STAGE	TREASURES	JAY SEKULOW: THE UNHOLY ALLIANCE

Yellow = one-time movie OR special program
Pink = NEW modified program / program title
GREEN BORDER = previously modified program
All programming subject to change without notice.



April 18 - 24, 2021

TBN Programming
2442 Michelle Drive, Tustin, CA 92780
(714) 832-2950 ext 2115

(E/I = Educational/Informational. The Children's Television Programming Report is located at address above.)

				SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Pacific Standard	Western Standard	Central Standard	Eastern Standard	18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
12:00 AM	1:00 AM	2:00 AM	3:00 AM	PRAISE	D. JAMES KENNEDY: TRUTHS THAT TRANSFORM	PRAISE				GOSPEL WORSHIP EXPERIENCE
12:30 AM	1:30 AM	2:30 AM	3:30 AM		JOYCE MEYER: DO IT AFRAID					XTREME LIFE with IVAN VAN VUUREN
1:00 AM	2:00 AM	3:00 AM	4:00 AM	JORDAN RUBIN: SBO ULTIMATE	MARK BATTERSON: WHISPER	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	CHRISTINE CAINE	KATHIE LEE GIFFORD: THE ROCK, THE ROAD, THE RABBI	JORDAN RUBIN: SBO ULTIMATE	JENTEZEN FRANKLIN: ACRES OF DIAMONDS
1:30 AM	2:30 AM	3:30 AM	4:30 AM	GREGLAURIE.TV	JORDAN RUBIN: SBO ULTIMATE	JORDAN RUBIN: PATIENT HEAL THYSELF	ACCESS 360	MAX LUCADO: YOU ARE NEVER ALONE	TAKING CARE OF BUSINESS	JORDAN RUBIN: SBO ULTIMATE
2:00 AM	3:00 AM	4:00 AM	5:00 AM	DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	TRANSFORMATION CHURCH WITH PASTOR MIKE TODD					BEHIND THE SCENES: HUCKABEE LEGACY
2:30 AM	3:30 AM	4:30 AM	5:30 AM	CONNECT with SKIP HEITZIG	STEVEN FURTICK					MARK BATTERSON: WHISPER
3:00 AM	4:00 AM	5:00 AM	6:00 AM	ED YOUNG TV	JOYCE MEYER: ENJOYING EVERYDAY LIFE					JORDAN RUBIN: SUPERGREENS
3:30 AM	4:30 AM	5:30 AM	6:30 AM	FROM HIS HEART JEFF SCHREVE	ANDREW WOMMACK: GOSPEL TRUTH					
4:00 AM	5:00 AM	6:00 AM	7:00 AM	LIVE with PASSION: FATHER CEDRIC	TURNING POINT with DR. DAVID JEREMIAH					JOEL OSTEEN
4:30 AM	5:30 AM	6:30 AM	7:30 AM	DR. TONY EVANS	JOSEPH PRINCE					JOSEPH PRINCE
5:00 AM	6:00 AM	7:00 AM	8:00 AM	STEVEN FURTICK	DR. ROBERT JEFFRESS					VEGGIETALES E/I (Ages 2-12)
5:30 AM	6:30 AM	7:30 AM	8:30 AM	TOUCHING LIVES: JAMES MERRITT	JOYCE MEYER: ENJOYING EVERYDAY LIFE					VEGGIETALES E/I (Ages 2-12)
6:00 AM	7:00 AM	8:00 AM	9:00 AM	KINGDOM CONNECTION: JENTEZEN FRANKLIN	CREFLO DOLLAR					VEGGIETALES E/I (Ages 2-12)
6:30 AM	7:30 AM	8:30 AM	9:30 AM	TURNING POINT with DR. DAVID JEREMIAH	HAGEE MINISTRIES					VEGGIETALES E/I (Ages 2-12)
7:00 AM	8:00 AM	9:00 AM	10:00 AM	DR. ROBERT JEFFRESS	JOEL OSTEEN					JOEL OSTEEN
7:30 AM	8:30 AM	9:30 AM	10:30 AM	WINNING WALK: ED YOUNG	INTEND with PASTOR ALLEN JACKSON					JOSEPH PRINCE
8:00 AM	9:00 AM	10:00 AM	11:00 AM	JOSEPH PRINCE	STEVEN FURTICK					STEVEN FURTICK
8:30 AM	9:30 AM	10:30 AM	11:30 AM	DAILY HOPE: PASTOR RICK WARREN	KINGDOM CONNECTION with JENTEZEN FRANKLIN					KINGDOM CONNECTION: JENTEZEN FRANKLIN
9:00 AM	10:00 AM	11:00 AM	12:00 PM	ALLEN JACKSON MINISTRIES	DR. ROBERT JEFFRESS					DR. ROBERT JEFFRESS
9:30 AM	10:30 AM	11:30 AM	12:30 PM	IN TOUCH: DR. CHARLES STANLEY	PASTOR ROBERT MORRIS MINISTRIES					VEGGIETALES E/I (Ages 2-12)
10:00 AM	11:00 AM	12:00 PM	1:00 PM	POWER POINT: JACK GRAHAM	JOYCE MEYER: ENJOYING EVERYDAY LIFE					DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES
10:30 AM	11:30 AM	12:30 PM	1:30 PM	IT IS WRITTEN: JOHN BRADSHAW	BETTER TOGETHER					CREATION IN 21ST CENTURY
11:00 AM	12:00 PM	1:00 PM	2:00 PM	GREGORY DICKOW: POWER TO CHANGE TODAY	LIFE TODAY with JAMES ROBISON					ACCESS 360
11:30 AM	12:30 PM	1:30 PM	2:30 PM	FRANKIE MAZZAPICA	ANDREW WOMMACK: GOSPEL TRUTH					JOYCE MEYER: DO IT AFRAID
12:00 PM	1:00 PM	2:00 PM	3:00 PM	DAVE & KATE SUMRALL	THE 700 CLUB with PAT ROBERTSON					JORDAN RUBIN: MULTI COLLAGEN PROTEIN
12:30 PM	1:30 PM	2:30 PM	3:30 PM	HAGEE MINISTRIES						CHRISTIAN WORLD NEWS
13:00 / 1:00 PM	2:00 PM	3:00 PM	4:00 PM	BETHEL PRESENTS HEAVEN TO EARTH	TURNING POINT with DR. DAVID JEREMIAH					TURNING POINT with DR. DAVID JEREMIAH
13:30 / 1:30 PM	2:30 PM	3:30 PM	4:30 PM	BEYOND BLESSED: ROBERT MORRIS	TAKING CARE OF BUSINESS	JIM SCUDDER, JR.: INGRACE	JOHN HAGEE: STORM PROOF	HOPE GENERATION with BEN COURSON	MARK BATTERSON: WHISPER	
14:00 / 2:00 PM	3:00 PM	4:00 PM	5:00 PM	MICHAEL YOUSSEF	PRAISE			BILLYGRAHAM.TV	PRAISE	BILLY GRAHAM CRUSADE (CLASSIC)
14:30 / 2:30 PM	3:30 PM	4:30 PM	5:30 PM	KERRY SHOOK MINISTRIES				BILLY GRAHAM CRUSADE (CLASSIC)		BILLYGRAHAM.TV
15:00 / 3:00 PM	4:00 PM	5:00 PM	6:00 PM	JONATHAN CAHN: THE HARBINGER II	NEW SEASON with SAMUEL RODRIGUEZ	ROBERT MORRIS: BEYOND BLESSED LIFE	BILLY GRAHAM CRUSADE (CLASSIC)	JOEL OSTEEN	THE ERIC METAXAS RADIO SHOW	BILL & GLORIA GAITHER PRECIOUS MEMORIES
15:30 / 3:30 PM	4:30 PM	5:30 PM	6:30 PM	JOYCE MEYER: ENJOYING EVERYDAY LIFE	JEWISH VOICE with JONATHAN BERNIS	DR. TONY EVANS	JORDAN RUBIN: SUPERGREENS	OUR JEWISH ROOTS	THE WATCHMAN ERICK STAKELBECK	
16:00 / 4:00 PM	5:00 PM	6:00 PM	7:00 PM	RON CARPENTER	TRANSFORMATION CHURCH with PASTOR MIKE TODD					IN TOUCH: DR.CHARLES STANLEY
16:30 / 4:30 PM	5:30 PM	6:30 PM	7:30 PM	PASTOR ROBERT MORRIS MINISTRIES	THE POTTER'S TOUCH with T.D.JAKES					
17:00 / 5:00 PM	6:00 PM	7:00 PM	8:00 PM	JOEL OSTEEN	PRAISE		TURNING POINT with DR. DAVID JEREMIAH	INEXPLICABLE	2ND CHANCE SPECIAL	HUCKABEE
17:30 / 5:30 PM	6:30 PM	7:30 PM	8:30 PM	TURNING POINT with DR. DAVID JEREMIAH			GAITHER GOSPEL			
18:00 / 6:00 PM	7:00 PM	8:00 PM	9:00 PM	HUCKABEE	THE CHOSEN UNVEILED	JOYCE MEYER: ENJOYING EVERYDAY LIFE	MAIN STAGE	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	2ND CHANCE SPECIAL	SOMEBODY'S GOTTA DO IT MIKE ROWE
18:30 / 6:30 PM	7:30 PM	8:30 PM	9:30 PM		THE CHOSEN SERIES SEASON 1	LIVING PROOF: BETH MOORE	WORSHIP WITH THE BINIONS & FRIENDS			
19:00 / 7:00 PM	8:00 PM	9:00 PM	10:00 PM	THE ERIC METAXAS RADIO SHOW		BEST OF BETTER TOGETHER	GOSPEL WORSHIP EXPERIENCE	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	2ND CHANCE SPECIAL	HOUR OF POWER with BOBBY SCHULLER
19:30 / 7:30 PM	8:30 PM	9:30 PM	10:30 PM	CREFLO DOLLAR	THE CHOSEN UNVEILED	CHRISTINE CAINE	ELEVATION WORSHIP			MICHAEL YOUSSEF
20:00 / 8:00 PM	9:00 PM	10:00 PM	11:00 PM	PRAISE	PRAISE		STEVEN FURTICK	INEXPLICABLE	2ND CHANCE SPECIAL	HUCKABEE
20:30 / 8:30 PM	9:30 PM	10:30 PM	11:30 PM				THE WATCHMAN ERICK STAKELBECK			
21:00 / 9:00 PM	10:00 PM	11:00 PM	12:00 AM	PRAISE	JOSEPH PRINCE					SOMEBODY'S GOTTA DO IT MIKE ROWE
21:30 / 9:30 PM	10:30 PM	11:30 PM	12:30 AM		THE CHOSEN UNVEILED	MICHAEL YOUSSEF	ACCESS 360	JOEL OSTEEN	JORDAN RUBIN: CBD 2 POWDER	LEON FONTAINE
22:00 / 10:00 PM	11:00 PM	12:00 AM	1:00 AM	JOHN HAGEE: STORM PROOF	THE CHOSEN SERIES SEASON 1	SEKULOW: JAY SEKULOW	GREGLAURIE.TV	AMAZING FACTS	GAITHER GOSPEL	TD JAKES: CRUSHING
22:30 / 10:30 PM	11:30 PM	12:30 AM	1:30 AM	MAX LUCADO: YOU ARE NEVER ALONE		CHRISTINE CAINE	WORSHIP WITH THE BINIONS & FRIENDS	BEHIND THE SCENES: TRILOGY PUBLISHING	MARK BATTERSON: WHISPER	PRAISE
23:00 / 11:00 PM	12:00 AM	1:00 AM	2:00 AM	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	THE CHOSEN UNVEILED	JEWISH VOICE with JONATHAN BERNIS	BETHEL PRESENTS HEAVEN TO EARTH	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	THE WATCHMAN ERICK STAKELBECK	
23:30 / 11:30 PM	12:30 AM	1:30 AM	2:30 AM		JORDAN RUBIN: CBD 2 POWDER	STEVEN SCOTT: GREATEST WORDS EVER SPOKEN	ELEVATION WORSHIP	MAIN STAGE	TREASURES	JORDAN RUBIN: SUPERGREENS

Yellow = one-time movie OR special program
Pink = NEW modified program / program title
GREEN BORDER = previously modified program
All programming subject to change without notice.



April 25 - 30, 2021

TBN Programming
2442 Michelle Drive, Tustin, CA 92780
(714) 832-2950 ext 2115

(E/I) = Educational/Informational. The Children's Television Programming Report is located at address above.)

				SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Pacific Standard	Western Standard	Central Standard	Eastern Standard	25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	
12:00 AM	1:00 AM	2:00 AM	3:00 AM	PRAISE	D. JAMES KENNEDY: TRUTHS THAT TRANSFORM DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	PRAISE				
12:30 AM	1:30 AM	2:30 AM	3:30 AM							
1:00 AM	2:00 AM	3:00 AM	4:00 AM	MAX LUCADO: YOU ARE NEVER ALONE	JORDAN RUBIN: CBD	JAY SEKULOW: THE UNHOLY ALLIANCE	CHRISTINE CAINE	MARK BATTERSON: WHISPER	JORDAN RUBIN: SBO ULTIMATE	
1:30 AM	2:30 AM	3:30 AM	4:30 AM	GREGLAURIE.TV		JORDAN RUBIN: SBO ULTIMATE	ACCESS 360	JOYCE MEYER: DO IT AFRAID	TAKING CARE OF BUSINESS	
2:00 AM	3:00 AM	4:00 AM	5:00 AM	JORDAN RUBIN: SBO ULTIMATE	TRANSFORMATION CHURCH WITH PASTOR MIKE TODD					
2:30 AM	3:30 AM	4:30 AM	5:30 AM	CONNECT with SKIP HEITZIG	STEVEN FURTICK					
3:00 AM	4:00 AM	5:00 AM	6:00 AM	ED YOUNG TV	JOYCE MEYER: ENJOYING EVERYDAY LIFE					
3:30 AM	4:30 AM	5:30 AM	6:30 AM	FROM HIS HEART JEFF SCHREVE	ANDREW WOMMACK: GOSPEL TRUTH					
4:00 AM	5:00 AM	6:00 AM	7:00 AM	LIVE with PASSION: FATHER CEDRIC	TURNING POINT with DR. DAVID JEREMIAH					
4:30 AM	5:30 AM	6:30 AM	7:30 AM	DR. TONY EVANS	JOSEPH PRINCE					
5:00 AM	6:00 AM	7:00 AM	8:00 AM	STEVEN FURTICK	DR. ROBERT JEFFRESS					
5:30 AM	6:30 AM	7:30 AM	8:30 AM	TOUCHING LIVES: JAMES MERRITT	JOYCE MEYER: ENJOYING EVERYDAY LIFE					
6:00 AM	7:00 AM	8:00 AM	9:00 AM	KINGDOM CONNECTION: JENTEZEN FRANKLIN	CREFLO DOLLAR					
6:30 AM	7:30 AM	8:30 AM	9:30 AM	TURNING POINT with DR. DAVID JEREMIAH	HAGEE MINISTRIES					
7:00 AM	8:00 AM	9:00 AM	10:00 AM	DR. ROBERT JEFFRESS	JOEL OSTEEN					
7:30 AM	8:30 AM	9:30 AM	10:30 AM	WINNING WALK: ED YOUNG	INTEND with PASTOR ALLEN JACKSON					
8:00 AM	9:00 AM	10:00 AM	11:00 AM	JOSEPH PRINCE	STEVEN FURTICK					
8:30 AM	9:30 AM	10:30 AM	11:30 AM	DAILY HOPE: PASTOR RICK WARREN	KINGDOM CONNECTION with JENTEZEN FRANKLIN					
9:00 AM	10:00 AM	11:00 AM	12:00 PM	ALLEN JACKSON MINISTRIES	DR. ROBERT JEFFRESS					
9:30 AM	10:30 AM	11:30 AM	12:30 PM	IN TOUCH: DR. CHARLES STANLEY	PASTOR ROBERT MORRIS MINISTRIES					
10:00 AM	11:00 AM	12:00 PM	1:00 PM	POWER POINT: JACK GRAHAM	JOYCE MEYER: ENJOYING EVERYDAY LIFE					
10:30 AM	11:30 AM	12:30 PM	1:30 PM	IT IS WRITTEN: JOHN BRADSHAW	BETTER TOGETHER					
11:00 AM	12:00 PM	1:00 PM	2:00 PM	GREGORY DICKOW: POWER TO CHANGE TODAY	LIFE TODAY with JAMES ROBISON					
11:30 AM	12:30 PM	1:30 PM	2:30 PM	FRANKIE MAZZAPICA	ANDREW WOMMACK: GOSPEL TRUTH					
12:00 PM	1:00 PM	2:00 PM	3:00 PM	DAVE & KATE SUMRALL	THE 700 CLUB with PAT ROBERTSON					
12:30 PM	1:30 PM	2:30 PM	3:30 PM	HAGEE MINISTRIES						
13:00 / 1:00 PM	2:00 PM	3:00 PM	4:00 PM	BETHEL PRESENTS HEAVEN TO EARTH	TURNING POINT with DR. DAVID JEREMIAH					
13:30 / 1:30 PM	2:30 PM	3:30 PM	4:30 PM	BEYOND BLESSED: ROBERT MORRIS	TAKING CARE OF BUSINESS	JIM SCUDDER, JR.: INGRACE	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	HOPE GENERATION with BEN COURSON	JORDAN RUBIN: CBD 2 POWDER	
14:00 / 2:00 PM	3:00 PM	4:00 PM	5:00 PM	MICHAEL YOUSSEF	PRAISE			BILLYGRAHAM.TV	PRAISE	
14:30 / 2:30 PM	3:30 PM	4:30 PM	5:30 PM	KERRY SHOOK MINISTRIES				BILLY GRAHAM CRUSADE (CLASSIC)		
15:00 / 3:00 PM	4:00 PM	5:00 PM	6:00 PM	ANDY STANLEY	NEW SEASON with SAMUEL RODRIGUEZ	MAX LUCADO: YOU ARE NEVER ALONE	BILLY GRAHAM CRUSADE (CLASSIC)	JOEL OSTEEN	THE ERIC METAXAS RADIO SHOW	
15:30 / 3:30 PM	4:30 PM	5:30 PM	6:30 PM	JOYCE MEYER: ENJOYING EVERYDAY LIFE	JEWISH VOICE with JONATHAN BERNIS	DR. TONY EVANS	DANIAH GREENBERG: TLV BIBLE - THE MESSIAH	OUR JEWISH ROOTS	THE WATCHMAN ERICK STAKELBECK	
16:00 / 4:00 PM	5:00 PM	6:00 PM	7:00 PM	RON CARPENTER	TRANSFORMATION CHURCH with PASTOR MIKE TODD					
16:30 / 4:30 PM	5:30 PM	6:30 PM	7:30 PM	PASTOR ROBERT MORRIS MINISTRIES	THE POTTER'S TOUCH with T.D.JAKES					
17:00 / 5:00 PM	6:00 PM	7:00 PM	8:00 PM	JOEL OSTEEN	PRAISE		TURNING POINT with DR. DAVID JEREMIAH	INEXPLICABLE	PALAU: THE MOVIE	
17:30 / 5:30 PM	6:30 PM	7:30 PM	8:30 PM	TURNING POINT with DR. DAVID JEREMIAH			GAITHER GOSPEL	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES		
18:00 / 6:00 PM	7:00 PM	8:00 PM	9:00 PM	HUCKABEE	THE CHOSEN UNVEILED	JOYCE MEYER: ENJOYING EVERYDAY LIFE	MAIN STAGE	PRAISE	PALAU: THE MOVIE	
18:30 / 6:30 PM	7:30 PM	8:30 PM	9:30 PM		THE CHOSEN SERIES SEASON 1	LIVING PROOF: BETH MOORE BEST OF BETTER TOGETHER	WORSHIP WITH THE BINIONS & FRIENDS GOSPEL WORSHIP EXPERIENCE			
19:00 / 7:00 PM	8:00 PM	9:00 PM	10:00 PM	THE ERIC METAXAS RADIO SHOW	THE CHOSEN UNVEILED	CHRISTINE CAINE	ELEVATION WORSHIP	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	PALAU: THE MOVIE	
19:30 / 7:30 PM	8:30 PM	9:30 PM	10:30 PM	CREFLO DOLLAR						
20:00 / 8:00 PM	9:00 PM	10:00 PM	11:00 PM	PRAISE	PRAISE		STEVEN FURTICK	INEXPLICABLE	PALAU: THE MOVIE	
20:30 / 8:30 PM	9:30 PM	10:30 PM	11:30 PM				THE WATCHMAN ERICK STAKELBECK			
21:00 / 9:00 PM	10:00 PM	11:00 PM	12:00 AM	PRAISE	JOSEPH PRINCE					
21:30 / 9:30 PM	10:30 PM	11:30 PM	12:30 AM		THE CHOSEN UNVEILED	MICHAEL YOUSSEF	ACCESS 360	JOEL OSTEEN	ROBERT MORRIS: BEYOND BLESSED LIFE	
22:00 / 10:00 PM	11:00 PM	12:00 AM	1:00 AM	BEHIND THE SCENES: LEGACY	THE CHOSEN SERIES SEASON 1	SEKULOW: JAY SEKULOW	GREGLAURIE.TV	AMAZING FACTS	GAITHER GOSPEL	
22:30 / 10:30 PM	11:30 PM	12:30 AM	1:30 AM	JORDAN RUBIN: SUPERGREENS		CHRISTINE CAINE	WORSHIP WITH THE BINIONS & FRIENDS	MAX LUCADO: YOU ARE NEVER ALONE	JORDAN RUBIN: MULTI COLLAGEN PROTEIN	
23:00 / 11:00 PM	12:00 AM	1:00 AM	2:00 AM		THE CHOSEN UNVEILED	JEWISH VOICE with JONATHAN BERNIS	BETHEL PRESENTS HEAVEN TO EARTH	DRIVE THRU HISTORY: "ENDS OF THE EARTH" SERIES	THE WATCHMAN ERICK STAKELBECK	
23:30 / 11:30 PM	12:30 AM	1:30 AM	2:30 AM	MARK BATTERSON: WHISPER	PRAYING GRACE	JORDAN RUBIN: SUPERGREENS	ELEVATION WORSHIP	MAIN STAGE	TREASURES	

APPENDIX 5

KTBN-TV'S EEO PUBLIC FILE REPORTS

- 1) AUGUST 1, 2018 – JULY 31, 2019**
- 2) AUGUST 1, 2019 – JULY 31, 2020**

KTBN-TV Santa Ana, California – EEO PUBLIC FILE REPORT

8/1/2018 through 7/31/2019

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: Associate Producer	Date Filled: 08/06/2018
2.	Job Title: Production Coordinator	Date Filled: 08/13/2018
3.	Job Title: Marketing Campaign Specialist	Date Filled: 08/13/2018
4.	Job Title: Programming Department Coordinator	Date Filled: 08/20/2018
5.	Job Title: Lead Associate	Date Filled: 08/26/2018
6.	Job Title: Production Associate	Date Filled: 09/09/2018
7.	Job Title: Production Assistant	Date Filled: 09/18/2018
8.	Job Title: Praise Audience Coordinator	Date Filled: 10/01/2018
9.	Job Title: Administrative Assistant	Date Filled: 10/01/2018
10.	Job Title: Shipping Administrative Assistant	Date Filled: 10/15/2018
11.	Job Title: I.T. Tech	Date Filled: 11/04/2018
12.	Job Title: Associate Producer	Date Filled: 11/08/2018
13.	Job Title: Associate General Counsel	Date Filled: 11/12/2018
14.	Job Title: Video Editor	Date Filled: 11/19/2018
15.	Job Title: Shipping & Receiving Clerk / Driver	Date Filled: 11/19/2018
16.	Job Title: Master Control Operator	Date Filled: 11/26/2018
17.	Job Title: Administrative Assistant	Date Filled: 12/14/2018
18.	Job Title: Pilot	Date Filled: 01/01/2019
19.	Job Title: Digital Asset Coordinator	Date Filled: 01/02/2019

20.	Job Title: Broadcast Video Editor	Date Filled: 01/07/2019
21.	Job Title: Senior Web Application Developer	Date Filled: 01/17/2019
22.	Job Title: Video Logger	Date Filled: 02/14/2019
23.	Job Title: IT Support Technician	Date Filled: 02/25/2019
24.	Job Title: Digital Platforms Manager	Date Filled: 03/03/2019
25.	Job Title: Senior Network Architect	Date Filled: 03/04/2019
26.	Job Title: Video Logger	Date Filled: 03/18/2019
27.	Job Title: Network Programming Assistant	Date Filled: 04/01/2019
28.	Job Title: Administrative Assistant	Date Filled: 04/01/2019
29.	Job Title: Social Media Specialist	Date Filled: 04/22/2019
30.	Job Title: Video Logger	Date Filled: 05/20/2019
31.	Job Title: EPG Coordinator	Date Filled: 06/03/2019
32.	Job Title: Video Logger	Date Filled: 06/03/2019
33.	Job Title: IT Manager	Date Filled: 06/03/2019
34.	Job Title: Director of Kids SVOD	Date Filled: 06/10/2019
35.	Job Title: Associate Producer	Date Filled: 07/08/2019
36.	Job Title: Traffic Coordinator	Date Filled: 07/08/2019
37.	Job Title: Video Logger	Date Filled: 07/15/2019
38.	Job Title: Senior Software Architect	Date Filled: 07/22/2019
39.	Job Title: Project Coordinator	Date Filled: 07/22/2019
40.	Job Title: Producer / Editor	Date Filled: 07/23/2019
41.	Job Title: Associate Producer	Date Filled: 07/29/2019
42.	Job Title: Social Media & Content Manager	Date Filled: 07/31/2019

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

1. Job Title: Associate Producer		Date Filled: 08/06/2018		
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive	714.832.2950	No

		Tustin, CA 92780		
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B	949.477.0700	No

		Santa Ana, CA 92706		
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

2. Job Title: Production Coordinator

Date Filled: 08/13/2018

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes

3. Job Title: Marketing Campaign Specialist

Date Filled: 08/13/2018

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
Frank Recruitment Group	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No

Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No

Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

4. Job Title: Programming Department Coordinator

Date Filled: 08/20/2018

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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No

Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No

Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
5. Job Title: Lead Associate			Date Filled: 08/26/2018	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
6. Job Title: Production Associate			Date Filled: 09/09/2018	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
7. Job Title: Production Assistant			Date Filled: 09/18/2018	
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No

Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No

Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
8. Job Title: Praise Audience Coordinator		Date Filled: 10/01/2018		
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No

Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
9. Job Title: Administration Assistant Date Filled: 10/01/2018				
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No

Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No

Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
10. Job Title: Shipping Administrative Assistant Date Filled: 10/15/2018				
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No

Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No

Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
11. Job Title: I.T. Tech		Date Filled: 11/04/2018		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
12. Job Title: Associate Producer		Date Filled: 11/08/2018		
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International		2500 East Nutwood Ave	714.879.3901	No

University		Fullerton, CA 92831		
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
13. Job Title: Associate General Counsel Date Filled: 11/12/2018				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?

KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
14. Job Title: Video Editor			Date Filled: 11/19/2018	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
15. Job Title: Shipping & Receiving Clerk / Driver			Date Filled: 11/19/2018	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De		9822 Russell Street	714.220.0920	No

Restauracion		Garden Grove, CA 92843		
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
16. Job Title: Master Control Operator Date Filled: 11/26/2018				
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B	949.477.0700	No

		Santa Ana, CA 92706		
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
17. Job Title: Administrative Assistant		Date Filled: 12/14/2018		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
18. Job Title: Pilot		Date Filled: 01/01/2019		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
19. Job Title: Digital Asset Coordinator		Date Filled: 01/02/2019		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
20. Job Title: Broadcast Video Editor		Date Filled: 01/07/2019		
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible		15750 Magnolia Street		No

Institute of California		Westminster, CA 92683		
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
21. Job Title: Senior Web Application Developer			Date Filled: 01/17/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
22. Job Title: Video Logger			Date Filled: 02/14/2019	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes

Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No

Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
23. Job Title: IT Support Technician			Date Filled: 02/25/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
24. Job Title: Digital Platforms Manager			Date Filled: 03/03/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
25. Job Title: Senior Network Architect			Date Filled: 03/04/2018	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
26. Job Title: Video Logger			Date Filled: 03/18/2019	
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	Personnel Mgr.	2442 Michelle Drive	714.832.2950	No

Referral		Tustin, CA 92780		
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B	949.477.0700	No

		Santa Ana, CA 92706		
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
27. Job Title: Network Programming Assistant Date Filled: 04/01/2019				
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family		2401 Irvine Ave	949.722.7498	No

Church International		Newport Beach, CA 92660		
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive	714.556.3610	No

		Costa Mesa, CA 92626		
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
28. Job Title: Administrative Assistant		Date Filled: 04/01/2019		
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International		2500 East Nutwood Ave	714.879.3901	No

University		Fullerton, CA 92831		
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
29. Job Title: Social Media Specialist Date Filled: 04/22/2019				
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible		15750 Magnolia Street		No

Institute of California		Westminster, CA 92683		
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Now: 5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

30. Job Title: Video Logger
Date Filled: 05/20/2019

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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No

Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No

Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
31. Job Title: EPG Coordinator			Date Filled: 06/03/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
32. Job Title: Video Logger			Date Filled: 06/03/2019	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family		2401 Irvine Ave	949.722.7498	No

Church International		Newport Beach, CA 92660		
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive	714.556.3610	No

		Costa Mesa, CA 92626		
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
33. Job Title: IT Manager		Date Filled: 06/03/2019		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
34. Job Title: Director of Kids SVOD		Date Filled: 06/10/2019		
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No

Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No

Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
35. Job Title: Associate Producer			Date Filled: 07/08/2019	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No

Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

36. Job Title: Traffic Coordinator

Date Filled: 07/08/2019

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

Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No

Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
37. Job Title: Video Logger		Date Filled: 07/15/2019		
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No

Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No

Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
38. Job Title: Senior Software Architect			Date Filled: 07/22/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
39. Job Title: Project Coordinator			Date Filled: 07/22/2019	
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family		305 W. Almond Ave	714.538.1596	No

Fellowship		Orange, CA 92866		
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster		8091 22nd Street	714.891.5869	No

Foursquare		Westminster, CA 92683		
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
40. Job Title: Producer / Editor			Date Filled: 07/23/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
41. Job Title: Associate Producer			Date Filled: 07/29/2019	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No

Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

42. Job Title: Social Media & Content Manager				Date Filled: 07/31/2019
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
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	No

Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church - Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 138

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	10
TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	25
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	24
Calvin Groups	Personnel Mgr.	2442 Michelle Drive	714.832.2950	0

		Tustin, CA 92780		
The FISH Radio Station	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	0
Frank Recruitment Group	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	1
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	53
Linkedin.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	2
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	23
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	0
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	0
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		0
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	0
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	0
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660	949.722.7498	0
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		0
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866	714.538.1596	0
Cypress Church		6143 Ball Road Cypress, CA 90630		0
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	0
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	0
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	0
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	0
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843	714.220.0920	0
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704	714.775.6992	0
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802	714.535.6170	0
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844	714.539.6910	0

Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655	714.745.8616	0
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		0
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		0
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	0
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		0
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		0
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	0
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	0
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		0
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	0
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	0
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	0
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	0
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		0
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	0
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	0

E. Outreach Activities

08-17-2018 Co-Religionist Letter Distributed – Position Available
08-22-2018 Co-Religionist Letter Distributed – Position Available
08-26-2018 Vanguard University Neighborhood Expo
09-12-2018 Co-Religionist Letter Distributed – Position Available
09-18-2018 Co-Religionist Letter Distributed – Position Available
10-03-2018 Co-Religionist Letter Distributed – Position Available
10-17-2018 Co-Religionist Letter Distributed – Position Available
10-26-2018 Co-Religionist Letter Distributed – Position Available
10-31-2018 Co-Religionist Letter Distributed – Position Available
11-19-2018 Co-Religionist Letter Distributed – Position Available
12-12-2018 Co-Religionist Letter Distributed – Position Available

02-14-2019 Co-Religionist Letter Distributed – Position Available
03-06-2019 Co-Religionist Letter Distributed – Position Available
03-07-2019 Vanguard University Job and Internship Fair
03-08-2019 Co-Religionist Letter Distributed – Position Available
03-13-2019 Co-Religionist Letter Distributed – Position Available
03-26-2019 Co-Religionist Letter Distributed – Position Available
04-05-2019 Co-Religionist Letter Distributed – Position Available
04-17-2019 Co-Religionist Letter Distributed – Position Available
05-03-2019 Co-Religionist Letter Distributed – Position Available
06-18-2019 Co-Religionist Letter Distributed – Position Available
07-03-2019 Co-Religionist Letter Distributed – Position Available
07-18-2019 Co-Religionist Letter Distributed – Position Available
07-24-2019 Co-Religionist Letter Distributed – Position Available

KTBN-TV Santa Ana, California – EEO PUBLIC FILE REPORT

8/1/2019 through 7/31/2020

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: Content Development & Acquisition Manager Kids SVOD	Date Filled: 08/05/2019
2.	Job Title: Partnerships Manager Kids SVOD	Date Filled: 08/05/2019
3.	Job Title: Content Producer Kids SVOD	Date Filled: 08/07/2019
4.	Job Title: Video Logger	Date Filled: 08/12/2019
5.	Job Title: Senior Marketing Manager Kids SVOD	Date Filled: 08/12/2019
6.	Job Title: Pilot	Date Filled: 08/12/2019
7.	Job Title: Director of Content Licensing & Distribution	Date Filled: 09/03/2019
8.	Job Title: Broadcast Video Editor	Date Filled: 09/30/2019
9.	Job Title: Digital Marketing Content Creator	Date Filled: 10/03/2019
10.	Job Title: Graphic Designer Kids SVOD	Date Filled: 10/06/2019
11.	Job Title: Marketing Manager Kids SVOD	Date Filled: 10/07/2019
12.	Job Title: Network Engineer	Date Filled: 10/21/2019
13.	Job Title: Senior Network Engineer	Date Filled: 10/21/2019
14.	Job Title: Shipping & Receiving Clerk-Driver	Date Filled: 10/23/2019
15.	Job Title: Head of Content – Kids SVOD	Date Filled: 11/04/2019
16.	Job Title: Customer Service & Ambassador Manager - Kids SVOD	Date Filled: 11/04/2019
17.	Job Title: SVOD Specialist / Assistant Editor – Kids SVOD	Date Filled: 11/11/2019
18.	Job Title: Master Control Operator	Date Filled: 11/11/2019
19.	Job Title: Digital Platforms Manager	Date Filled: 11/17/2019

20.	Job Title: Broadcast Promotions Producer / Video Editor	Date Filled: 12/02/2019
21.	Job Title: Customer Service Representative	Date Filled: 12/04/2019
22.	Job Title: VOD Platform Specialist	Date Filled: 12/09/2019
23.	Job Title: Executive Assistant	Date Filled: 12/29/2019
24.	Job Title: Content Viewer / Video Logger	Date Filled: 12/29/2019
25.	Job Title: Broadcast Traffic Coordinator	Date Filled: 12/29/2019
26.	Job Title: Digital Media & Archive Engineer	Date Filled: 12/29/2019
27.	Job Title: Technical Administrative Coordinator	Date Filled: 12/30/2019
28.	Job Title: Motion Graphics Designer	Date Filled: 02/04/2020
29.	Job Title: Dayporter	Date Filled: 02/10/2020
30.	Job Title: Digital Content Producer	Date Filled: 02/10/2020
31.	Job Title: Broadcast Video Editor	Date Filled: 02/17/2020
32.	Job Title: Broadcast Traffic Coordinator	Date Filled: 02/24/2020
33.	Job Title: Sharepoint Administrator & Architect	Date Filled: 03/01/2020
34.	Job Title: PosiTiv Marketing Manager	Date Filled: 03/09/2020
35.	Job Title: Sharepoint & Application Developer	Date Filled: 05/25/2020
36.	Job Title: I.T. Project Coordinator	Date Filled: 06/01/2020
37.	Job Title: Shipping & Receiving Clerk / Driver	Date Filled: 06/08/2020
38.	Job Title: Shipping & Receiving Clerk / Driver	Date Filled: 06/11/2020
39.	Job Title: Video Logger	Date Filled: 06/15/2020

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

1. Job Title: Content Development Acquisition Manager Kids SVOD		Date Filled: 08/05/2019		
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No

ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No

Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

2. Job Title: Partnerships Manager Kids SVOD

Date Filled: 08/05/2019

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
Linkedin	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No

Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No

Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

3. Job Title: Content Producer Kids SVOD

Date Filled: 08/07/2019

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
Linkedin	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No

Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No

St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
4. Job Title: Video Logger				
			Date Filled: 08/12/2019	
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No

Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No

Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
5. Job Title: Senior Marketing Manager Kids SVOD			Date Filled: 08/12/2019	
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
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No

Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No

Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
6. Job Title: Pilot			Date Filled: 08/12/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
7. Job Title: Director of Content Licensing & Distribution			Date Filled: 09/03/2019	
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No

Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
8. Job Title: Broadcast Video Editor Date Filled: 9/30/2019				
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No

Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
9. Job Title: Digital Marketing Content Creator			Date Filled: 10/03/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
10. Job Title: Graphic Designer Kids SVOD			Date Filled: 10/06/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes

TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	No
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No

Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

11. Job Title: Marketing Manager Kids SVOD

Date Filled: 10/07/2019

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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No

Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No

Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
12. Job Title: Network Engineer Date Filled: 10/21/2019				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
13. Job Title: Senior Network Engineer Date Filled: 10/21/2019				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
14. Job Title: Shipping & Receiving Clerk / Driver Date Filled: 10/23/2019				
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No

Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No

Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
15. Job Title: Head of Content – Kids SVOD Date Filled: 11/04/2019				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
16. Job Title: Customer Service & Ambassador Manager – Kids SVOD Date Filled: 11/04/2019				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No

Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

17. Job Title: SVOD Specialist / Assistant Editor – Kids SVOD				Date Filled: 11/11/2019
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
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No

Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
18. Job Title: Master Control Operator			Date Filled: 11/11/2019	
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No

Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No

Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
19. Job Title: Digital Platforms Manager			Date Filled: 11/17/2019	
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No

Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No

Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
20. Job Title: Broadcast Promotions Producer / Video Editor			Date Filled: 12/02/2019	
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
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No

Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
21. Job Title: Customer Service Representative			Date Filled: 12/04/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
22. Job Title: VOD Platform Specialist			Date Filled: 12/09/2019	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No

Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		No
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		No
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		No
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		No
Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No

Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		18637 Yorba Linda Blvd Yorba Linda, CA 92886		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
23. Job Title: Executive Assistant			Date Filled: 12/29/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
24. Job Title: Content Viewer / Video Logger			Date Filled: 12/29/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
25. Job Title: Broadcast Traffic Coordinator			Date Filled: 12/29/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No

Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No

Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
26. Job Title: Digital Media & Archive Engineer			Date Filled: 12/29/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
27. Job Title: Technical Administrative Coordinator			Date Filled: 12/30/2019	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
28. Job Title: Motion Graphics Designer			Date Filled: 02/04/2020	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No

Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
29. Job Title: Dayporter Date Filled: 02/10/2020				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?

KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
30. Job Title: Digital Content Producer			Date Filled: 002/10/2020	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV In-House	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No

Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
31. Job Title: Broadcast Video Editor			Date Filled: 02/17/2020	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No

Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

32. Job Title: Broadcast Traffic Coordinator			Date Filled: 02/24/2020	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No

Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
33. Job Title: Sharepoint Administrator & Architect			Date Filled: 03/01/2020	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
34. Job Title: PosiTv Marketing Manager			Date Filled: 03/09/2020	
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	No
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No

Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No

Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
35. Job Title: Sharepoint & Application Developer			Date Filled: 05/25/2020	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
36. Job Title: I.T. Project Coordinator			Date Filled: 06/01/2020	
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
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No

Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
37. Job Title: Shipping & Receiving Clerk / Driver			Date Filled: 06/08/2020	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No

Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
38. Job Title: Shipping & Receiving Clerk / Driver			Date Filled: 06/11/2020	

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
KTNB-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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	Yes
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No

St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22 nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No
39. Job Title: Video Logger			Date Filled: 06/15/2020	
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
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	No
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	No
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	No
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		No
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	No
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	No
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		No
Cypress Church		6143 Ball Road Cypress, CA 90630		No
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	No

Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	No
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	No
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	No
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		No
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		No
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	No
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		No
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	No
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	No
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		No
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	No
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	No
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	No
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	No
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		No
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	No
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 107

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	7

TBN Website	Personnel Mgr.	www.tbn.org	714.832.2950	13
KTBN-TV Employee Referral	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	26
Indeed.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	24
LinkedIn	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	1
ZipRecruiter.com	Personnel Mgr.	2442 Michelle Drive Tustin, CA 92780	714.832.2950	35
Anaheim First Church/Nazarene		1340 N. Candlewood Street Anaheim, CA 92805	714.635.1331	0
Biola University		13800 Biola Avenue La Mirada, CA 90639	562.903.4875	0
Calvary Chapel of Costa Mesa		3800 S. Fairview Street Santa Ana, CA 92704		0
Calvary Chapel Pacific Coast		6400 Westminster Blvd Westminster, CA 92683	714.893.4141	0
Calvary Church of Santa Ana		1010 N. Tustin Ave Santa Ana, CA 92705	714.973.4800	0
Christian Family Church International		2401 Irvine Ave Newport Beach, CA 92660		0
Coast Hills Community Church		5 Pursuit Aliso Viejo, CA 92656		0
Covenant Family Fellowship		305 W. Almond Ave Orange, CA 92866		0
Cypress Church		6143 Ball Road Cypress, CA 90630		0
Free Chapel		2777 McGaw Ave Irvine, CA 92614	949.752.6004	0
Grace Fellowship Church		3170 Red Hill Ave Costa Mesa, CA 92626	714.549.8599	0
Hispanic Presbyterian Church		7702 Westminster Blvd, Ste 402 Westminster, CA 92683	714.893.8523	0
Hope International University		2500 East Nutwood Ave Fullerton, CA 92831	714.879.3901	0
Iglesia De Cristo De Restauracion		9822 Russell Street Garden Grove, CA 92843		0
Iglesia De La Comunidad		424 S. Newhope Santa Ana, CA 92704		0
Iglesia el Centro de Cristo		1590 W. Ball Road Anaheim, CA 92802		0
Korean Christian Service Center		9654 Garden Grove Blvd Garden, Grove CA 92844		0

Life Christian Fellowship-Calvary Chapel		14762 Jackson St. Midway City, CA 92655		0
Lutheran Bible Institute of California		15750 Magnolia Street Westminster, CA 92683		0
Mariners Church		5001 Newport Coast Drive Irvine, CA 92603		0
Newsong Church		910 W. 17th Street, Suite B Santa Ana, CA 92706	949.477.0700	0
Rock Harbor Church		345 Fischer Ave Costa Mesa, CA 92626		0
Saddleback Church		1 Saddleback Pkwy Lake Forest, CA 92630		0
Saddleback Church – Irvine		18842 Teller Ave Irvine, CA 92612	949.609.8010	0
Salvation Army		10200 Pioneer Blvd Tustin, CA 92782	714.832.7100	0
St. Andrew's Presbyterian Church		600 St. Andrews Road Newport Beach, CA 92663		0
St. Peter Lutheran Church		1510 N. Parton Street Santa Ana, CA 92706	714.542.6781	0
Vanguard University		55 Fair Drive Costa Mesa, CA 92626	714.556.3610	0
Vineyard Christian Fellowship Anaheim		5340 E. La Palma Ave Anaheim, CA 92807	714.777.4777	1
Westminster Foursquare		8091 22nd Street Westminster, CA 92683	714.891.5869	0
Yorba Linda Friends Church		5091 Mountain View Ave Yorba Linda, CA 92886-4999		0
Zion Christian Center		710 S. Cambridge Street Orange, CA 92866	714.997.8881	0
Zion Lutheran Church		222 N. East Street Anaheim, CA 92805	714.535.1169	0

E. Outreach Activities

09-18-2019 Co-Religionist Letter Distributed – Position Available
10-03-2019 Co-Religionist Letter Distributed – Position Available
10-22-2019 Co-Religionist Letter Distributed – Position Available
10-23-2019 Co-Religionist Letter Distributed – Position Available
10-25-2019 Co-Religionist Letter Distributed – Position Available
11-12-2019 Co-Religionist Letter Distributed – Position Available
11-22-2019 Co-Religionist Letter Distributed – Position Available
12-23-2019 Co-Religionist Letter Distributed – Position Available
01-27-2020 Co-Religionist Letter Distributed – Position Available

01-29-2020 Vanguard University Camp and Ministry Fair
01-30-2020 Co-Religionist Letter Distributed – Position Available
02-05-2020 Co-Religionist Letter Distributed – Position Available
02-12-2020 Co-Religionist Letter Distributed – Position Available
02-19-2020 Co-Religionist Letter Distributed – Position Available
05-11-2020 Co-Religionist Letter Distributed – Position Available
06-08-2020 Co-Religionist Letter Distributed – Position Available
06-11-2020 Co-Religionist Letter Distributed – Position Available