

## KDTX-TV Dallas, Texas - EEO PUBLIC FILE REPORT 4/1/2015 through 3/31/2016

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: Editor/Production Technician | Date Filled: November 8, 2015 |
| 2. Job Title: Chief Engineer               | Date Filled: March 28, 2016   |

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

- |  |                               |
|--|-------------------------------|
| 1. Job Title: Editor/Production Technician | Date Filled: November 8, 2015 |
|--|-------------------------------|

| Source                           | Contact Person | Address   | Telephone No. | Referred Person Hired? |
|----------------------------------|----------------|---|---------------|------------------------|
| KDTX In-House                    |                | 2900 W. Airport Fwy.<br>Irving, TX 75062  | 972-313-1333  | Yes                    |
| TBN Website                      |                | <a href="http://www.tbn.org/contact/employment-opportunities">http://www.tbn.org/contact/employment-opportunities</a> |               | No                     |
| Calvary Church                   |                | 4401 N. HWY 161<br>Irving, TX 75038   | 972-261-1918  | No                     |
| Casa de Dios                     |                | 2825 W. Irving Blvd<br>Irving, TX 75061   | 214-441-9053  | No                     |
| Christ for the Nations Institute |                | 3404 Conway St.<br>Dallas, TX 75211   | 214-376-1711  | No                     |
| Covenant Church                  |                | 2644 Trinity Mills Road<br>Carrollton, TX 75006   | 972-416-5466  | No                     |
| Dallas Baptist University        |                | 3000 Mountain Creek Pkwy.<br>Dallas, TX 75211   | 214-333-7100  | No                     |
| Denton Bible Church              |                | 2001 Seminary Drive<br>Fort Worth, TX 76115   | 817-923-1921  | No                     |
| DFW New Beginnings               |                | 2000 Forum Parkway<br>Bedford, TX 76201   | 972-313-7133  | No                     |
| Fellowship Church                |                | 2450 Hwy. 121 North<br>Grapevine, TX 76051  | 972-471-5700  | No                     |
| First Spanish A/G                |                | 2775 Walnut Hill Lane<br>Dallas, TX 75229   | 214-350-6317  | No                     |
| Gateway Church                   |                | 2121 East Southlake Blvd.<br>Southlake, TX 76092  | 9817-329-1000 | No                     |
| Gospel Tabernacle Church         |                | 445 South Masters Dr.<br>Dallas, TX 75217   | 972-557-4905  | No                     |
| Heartland World Ministries       |                | 6300 N. Beltline Road<br>Las Colinas, TX 75063  | 214-687-5531  | No                     |
| Oak Cliff Bible Fellowship       |                | P.O. Box 4000<br>Dallas, TX 75208   | 214-672-9100  | No                     |

|                                   |  |   |              |    |
|-----------------------------------|--|---|--------------|----|
| Park Cities Baptist Church        |  | 3933 N.W. Parkway<br>Dallas, TX 75225             | 214-860-1500 | No |
| Refuge Church                     |  | 2101 N. Riverside Dr.<br>Fort Worth, TX 76111     | 214-608-5917 | No |
| Southwestern Assemblies<br>of God |  | 1200 Sycamore St.<br>Waxahachie, TX 75165         | 888-937-7248 | No |
| Templo Christiano Agape           |  | 102 E. Shady Grove Rd.<br>Grand Prairie, TX 75050 | 469-442-5132 | No |
| The Potter's House                |  | 6777 W. Kiest Blvd.<br>Dallas, TX 75236           | 214-331-0954 | No |
| Walk-In                           |  |   |              | No |

2. Job Title: Chief Engineer

Date Filled: March 28, 2016

| Source                              | Contact Person | Address   | Telephone No. | Referred Person<br>Hired? |
|-------------------------------------|----------------|---|---------------|---------------------------|
| KDTX In-House                       |                | 2900 W. Airport Fwy.<br>Irving, TX 75062  | 972-313-1333  | Yes                       |
| TBN Website                         |                | <a href="http://www.tbn.org/contact/employment-opportunities">http://www.tbn.org/contact/employment-opportunities</a> |               | No                        |
| Adams Chapel AME                    |                | 7707 Santa Rosa Way<br>Dallas, TX 75241   | 972-974-1399  | No                        |
| Calvary Church                      |                | 4401 N. HWY 161<br>Irving, TX 75038   | 972-261-1918  | No                        |
| Casa de Dios                        |                | 2825 W. Irving Blvd<br>Irving, TX 75061   | 214-441-9053  | No                        |
| Christ for the Nations<br>Institute |                | 3404 Conway St.<br>Dallas, TX 75211   | 214-376-1711  | No                        |
| Covenant Church                     |                | 2644 Trinity Mills Road<br>Carrollton, TX 75006   | 972-416-5466  | No                        |
| Dallas Baptist University           |                | 3000 Mountain Creek Pkwy.<br>Dallas, TX 75211   | 214-333-7100  | No                        |
| Denton Bible Church                 |                | 2001 Seminary Drive<br>Fort Worth, TX 76115   | 817-923-1921  | No                        |
| DFW New Beginnings                  |                | 2000 Forum Parkway<br>Bedford, TX 76201   | 972-313-7133  | No                        |
| Fellowship Church                   |                | 2450 Hwy. 121 North<br>Grapevine, TX 76051  | 972-471-5700  | No                        |
| Gateway Church                      |                | 2121 East Southlake Blvd.<br>Southlake, TX 76092  | 9817-329-1000 | No                        |
| Gospel Tabernacle Church            |                | 445 South Masters Dr.<br>Dallas, TX 75217   | 972-557-4905  | No                        |
| Heartland World Ministries          |                | 6300 N. Beltline Road<br>Las Colinas, TX 75063  | 214-687-5531  | No                        |
| Oak Cliff Bible Fellowship          |                | P.O. Box 4000<br>Dallas, TX 75208   | 214-672-9100  | No                        |
| Park Cities Baptist Church          |                | 3933 N.W. Parkway<br>Dallas, TX 75225   | 214-860-1500  | No                        |
| Refuge Church                       |                | 2101 N. Riverside Dr.<br>Fort Worth, TX 76111   | 214-608-5917  | No                        |
| Southwestern Assemblies<br>of God   |                | 1200 Sycamore St.<br>Waxahachie, TX 75165   | 888-937-7248  | No                        |
| Templo Christiano Agape             |                | 102 E. Shady Grove Rd.<br>Grand Prairie, TX 75050   | 469-442-5132  | No                        |
| The Potter's House                  |                | 6777 W. Kiest Blvd.<br>Dallas, TX 75236   | 214-331-0954  | No                        |
| SBE Website                         |                |   |               | No                        |
| Walk-In                             |                |   |               | No                        |

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 7**

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources: 7**

| Source                           | Contact Person | Address   | Telephone No. | Number of Interviewees: |
|----------------------------------|----------------|---|---------------|-------------------------|
| KDTX In-House                    |                | 2900 W. Airport Fwy.<br>Irving, TX 75062  | 972-313-1333  | 3                       |
| TBN Website                      |                | <a href="http://www.tbn.org/contact/employment-opportunities">http://www.tbn.org/contact/employment-opportunities</a> |               | 2                       |
| Adams Chapel AME                 |                | 7707 Santa Rosa Way<br>Dallas, TX 75241   | 972-974-1399  | 0                       |
| Calvary Church                   |                | 4401 N. HWY 161<br>Irving, TX 75038   | 972-261-1918  | 0                       |
| Casa de Dios                     |                | 2825 W. Irving Blvd<br>Irving, TX 75061   | 214-441-9053  | 0                       |
| Christ for the Nations Institute |                | 3404 Conway St.<br>Dallas, TX 75211   | 214-376-1711  | 0                       |
| Covenant Church                  |                | 2644 Trinity Mills Road<br>Carrollton, TX 75006   | 972-416-5466  | 0                       |
| Dallas Baptist University        |                | 3000 Mountain Creek Pkwy.<br>Dallas, TX 75211   | 214-333-7100  | 0                       |
| Denton Bible Church              |                | 2001 Seminary Drive<br>Fort Worth, TX 76115   | 817-923-1921  | 0                       |
| DFW New Beginnings               |                | 2000 Forum Parkway<br>Bedford, TX 76201   | 972-313-7133  | 0                       |
| Fellowship Church                |                | 2450 Hwy. 121 North<br>Grapevine, TX 76051  | 972-471-5700  | 0                       |
| Gateway Church                   |                | 2121 East Southlake Blvd.<br>Southlake, TX 76092  | 9817-329-1000 | 0                       |
| Gospel Tabernacle Church         |                | 445 South Masters Dr.<br>Dallas, TX 75217   | 972-557-4905  | 0                       |
| Heartland World Ministries       |                | 6300 N. Beltline Road<br>Las Colinas, TX 75063  | 214-687-5531  | 0                       |
| Oak Cliff Bible Fellowship       |                | P.O. Box 4000<br>Dallas, TX 75208   | 214-672-9100  | 0                       |
| Park Cities Baptist Church       |                | 3933 N.W. Parkway<br>Dallas, TX 75225   | 214-860-1500  | 0                       |
| Refuge Church                    |                | 2101 N. Riverside Dr.<br>Fort Worth, TX 76111   | 214-608-5917  | 0                       |
| Southwestern Assemblies of God   |                | 1200 Sycamore St.<br>Waxahachie, TX 75165   | 888-937-7248  | 0                       |
| Templo Cristiano Agape           |                | 102 E. Shady Grove Rd.<br>Grand Prairie, TX 75050   | 469-442-5132  | 0                       |
| The Potter's House               |                | 6777 W. Kiest Blvd.<br>Dallas, TX 75236   | 214-331-0954  | 0                       |
| SBE Website                      |                |   |               | 2                       |
| Walk-In                          |                |   |               | 0                       |

**E. Outreach Activities**

04/01/2015 Notification letter to co-religionist of intent to notify them upon any full-time positions.  
 06/25/2015 Attended Irving Public Library Job Fair.  
 07/01/2015 Notification letter to co-religionist of intent to notify them upon any full-time positions.  
 07/03/2015 TBN Website posting and notification letter to co-religionists of full-time opening.  
 07/07/2015 In-house letter posted for full-time opening.  
 10/01/2015 Notification letter to co-religionist of intent to notify them upon any full-time positions.  
 01/04/2016 Notification letter to co-religionist of intent to notify them upon any full-time positions.  
 01/28/2016 Attended Irving Public Library Job Fair.  
 02/18/2016 TBN Website posting, in-house posting, and notification letter to co-religionists of full-time opening.  
 03/01/2016 TBN Website posting, in-house posting, and notification letter to co-religionists of full-time opening.