

KTLN-TV 68 EEO Public File Report - REVISED
August 1, 2006 – July 31, 2007

A. Full-Time Vacancies Filled

1. Job Title: Producer/Editor

Date Filled: 05/30/2007

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy *Requested Notification of All Full-time Vacancies

1. Job Title: Producer/Editor
 Date Filled: 05/30/2007

Total Number of Interviewees: 3
 Referral Source of Hire: In-house posting

Source	Contact	Address	Tel#	referred by source
Acts Full Gospel COGIC	Pastor Bob Jackson	1034 – 66 th Avenue, Oakland, CA 94621	510-568-4317	0
Asians for Job Opportunities	Attn: Job Placement Counselor	1911 Addison Street, Berkeley, CA 94702	510-548-6700	0
AWRT Local: Golden Gate Chapter	bonnie@brandpeople.com	POB 21007, Oakland, CA 94620-1007	510-655-7769	0
Bay Marin Community Church	Pastor David Cobia	1525 Francisco Blvd., San Rafael, CA 94901	415-453-0123	0
Black Chamber of Commerce	Lloyd Green	50 E. Saint John St., #103, San Jose, CA 95112	408-594-6583	0
CCNMA – USC Annenberg School of Journalism	Career Center Job Board	300 S. Grand Avenue, Suite 3950, Los Angeles, CA 90071-8110	213-437-4408	0
California Broadcasters Association	Joe Berry	915 L Street, #1150, Sacramento, CA 95814	916-444-2237	0
Calvary Community Church	Pastor John Corcoran	5470 Nave Drive, Novato, CA 94949	415-382-2069	0
Central Assembly of God	Pastor Tim Hohm	570 Appian Way, El Sobrante, CA 94803	510-223-2240	0
Chinese for Affirmative Action	Leo Chyi, Employ. Coord.	17 Walter Lum Place, San Francisco, CA 94108	415-453-0123	0
Christian Life Church	Pastor Caleb Klinge	1370 S. Novato Blvd., Novato, CA 94947	415-892-0714	0
*Christian Life Ministries	Pastor Morgan	161 South 41 st Street, Richmond, CA 94804	Cannot locate #	0
*Church of the Open Door	Pastor Mike Riley	2130 Fourth Street, San Rafael, CA 94901	415- 459-1980	0
Community Vocational Enterprises	Katy McCullough	1425 Folsom Street, San Francisco, CA 94103	415-544-0424	0
Cornerstone Community COGIC	Pastor Johnathan Logan	POB 938, Sausalito, CA 94966	415-332-4295	0
Cornerstone Fellowship	Pastor Bob Ferro	111 Lindbergh Avenue, Livermore, CA 94550	925-447-3465	0
Cornerstone of San Francisco	Pastor Terry Brisbane	3459 – 17 th Street, San Francisco, CA 94110	415-861-2439	0
Crestwood Dreamcatchers	Barbara Seglie	1320 – 2 nd Street, Napa, CA 94559	Cannot locate tel. #	0
El Cerrito Christian Center	Pastor Flavio Carvalo	10936 San Pablo Avenue, El Cerrito, CA 94530	510-233-3383	0
Emanuel International CCC	Dr. WJ Stevenson	2501 Post Street, San Francisco, CA 94115	415-567-3989	0
Filipinos for Affirmative Action	Career Center Job Board	12240 San Pablo Avenue, Richmond, CA 94805	510-233-5234	0
First Baptist Church of San Francisco	Pastor Phil Busbee	22 Waller Street, San Francisco, CA 94102-5799	415-863-3382	0
Forty Plus of Northern California	40plus@fortyplus.org	POB 485, Alameda, CA 94501	510-337-0790	0
Friendship Christian Church	Pastor Gerald Agee	1904 Adeline Street, Oakland, CA 94607	510-835-0539	0

Golden Gate Baptist Theological Seminary	Carol Mann, Student Life Office	201 Seminary Drive, Mill Valley, CA 94941	415-380-1300	0
Hilltop Community Church	Pastor Jim Heden	3118 Shane Drive, Richmond, CA 94806	510-223-2431	0
Hosanna Celebration Center	Pastor Brian Cassady	754 – 14 th Street, San Francisco, CA 94112	415-585-9838	0
Humanity Baptist Church	Pastor Lloyd Carter	1221 – 40 th Street, Emeryville, CA 94608	510-658-6704	0
Iglesia Filadelfia	Marigold Perez	1334 Ocean Avenue, San Francisco, CA	415-452-1015	0
Jewish Vocational Service	Nadia Ratsek	77 Geary Street, #401, San Francisco, CA 94108	415-391-3600/3617	0
Jones Memorial United Methodist Church	Dr. James McCray	1975 Post Street, San Francisco, CA 94115	415-921-7653	0
Jubilee Christian Center	Pastor Carlos Alferex	175 Nortech Parkway, San Jose, CA 95134	408-262-0900	0
Kaleo Christian Center	Pastor Russell Duley	7700 Mountain Blvd., Oakland, CA 94605	925-829-3113	0
KFAX Radio	Elizabeth Rhodes	39138 Fremont Blvd., #3, Fremont, CA 94538	510-713-1100	0
Liberty Christian Center	Pastor Ben Dailey	1293-B Oliver Road, Fairfield, CA 94534	510-222-4077	0
Marin Asian Community Christian Church	Pastor Dana Chau	6 Mahogany Drive, San Rafael, CA 94903	415-472-6222	0
Marin Covenant Church	Peggy Bonette	195 N. Redwood Drive, San Rafael, CA 94903	415-479-1360	0
Mill Valley Christian Church	Pastor Tim Weeks	POB 327, Mill Valley, CA 94942	415-388-2646	0
Mills College Career Center	Career Center Job Board	5000 MacArthur Blvd., Oakland, CA 94613	510-430-2255	0
NAACP – San Francisco Chapter	Career Center Job Board	POB 15609, San Francisco, CA 94115	415-922-0650	0
NAB	CareerCenter@nab.org	1771 N. Street NW, Washington, DC 20036	202-429-5497	0
NATAS	Darryl Compton, Exec. Dir.	4317 Camden Avenue, San Mateo, CA 94403	650-341-7786	0
Neighborhood Christian Church	Pastor Mike Gitchel	1290 Pomeroy Avenue, Santa Clara, CA 95051	408-241-5365	0
New Life Christian Center	Pastor Steve Frank	4333 Appian Way, El Sobrante, CA 94803	510-223-4030	0
Northshore Community Church	Pastor Neal Doty	2375 Aberdeen Way, Richmond, CA 94806-2501	510-223-6550	0
NOVA	Christine Lemay	505 W. Olive Avenue, #550, Sunnyvale, CA 94086	408-730-7832	0
NRB	Gina Ebhardt	9510 Technology Drive, Manassas, VA 20110	703-330-7000	0
Open Bible Church	Pastor John Owens, Jr.	2135 Market Street, San Francisco, CA 94114-1321	415-621-3325	0
Open Door Christian Church	Pastor Paul Bemis	16 – 5 th Street, Petaluma, CA 94952	707-762-3873	0
Promised Land Christian Fellowship	Pastor Michael Brodeur	1563 Mission Street, San Francisco, CA 94103	415-558-9900	0
Regeneration	Pastor Todd Spitzer	POB 5387, Berkeley, CA 94705	510-504-5122	0
Ripe Sound	Jennifer Newell	26 – 5 th Street, Petaluma, CA 94952	707-782-9429	0
Samaritan Way Christian Center	Pastor John Bell	465 – 19 th Street, Richmond, CA 94801	510-236-4295	0
*San Francisco Christian Center	Bishop Don Green	5845 Mission Street, San Francisco, CA 94112	415-584-5515 x14	0
San Francisco Job Forum	c/o S.F. Chamber of Commerce	235 Montgomery, 12 th Floor, San Francisco, CA 94104	415-392-4520	0
San Francisco State University	Stephanie Johnston	1600 Holloway Avenue, San Francisco, CA 94132	415-338-1787	0
San Francisco Theological Seminary	Stephanie Croom, Dir. Vocation	2 Kennsington Road, San Francisco, CA 94960	415-258-6500 x534	0
San Francisco Vocational Services	Hank London	814 Mission Street, #600, San Francisco, CA 94103	415-512-9500	0
Seed and Harvest	Ms. Betty Lee	POB 4276, Vallejo, CA 94590	Cannot locate tel. #	0
Sequoyah Assembly of God	Pastor Rick Ryan	4292 Keller Avenue, Oakland, CA 94612	510-569-5060	0
Shiloh Christian Fellowship	Pastor David Kitley	3295 School Street, Oakland, CA 94602	510-261-2052	0
STAR	(Nancy Bell) Career Center Job Board	855 Battery Street, San Francisco, CA 94111	415-765-8702	0

Town Center & Courtyard at Acorn	Gail Reynolds	1143 – 10 th Street, Oakland, CA 94607	Cannot locate tel. #	0
Tri-Cities One Stop Career Center	Career Center Job Board	39155 Liberty Street, #B200, Fremont, CA 94538	510-794-3669	0
Trinity Community Church	Pastor Will Nelken	1675 Grant Avenue, San Rafael, CA 94901-2211	415-456-1795	0
Valley Baptist Church	Pastor Chris Losey	3 N. San Pedro Road, San Rafael, CA 94901	415-479-3390	0
Victory Outreach	Pastor Jose Guadarrama	704 Bennett Valley Road, Santa Rosa, CA 95401	707-527-1557	0
Walnut Creek Korean Mission	Pastor Paul Chung	535 Walnut Avenue, Walnut Creek, CA 94598	925-939-2333	0
Monster.com	Website	www.Monster.com	Website	0
KTLN TV Website	Website	www.ktln.tv	Website	0
KTLN Employee Referral	Debra Fraser, GM	400 Tamal Plaza, Suite 428, Corte Madera, CA 94925	415-924-7500	0
Northshore Community Church	Pastor Neal Doty	2375 Aberdeen Way, Richmond, CA 94806-2501	510-223-6550	0

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled from August 1, 2006 through July 31, 2007 = 3

Producer/Editor

D. Total Number of Interviewees for All Full-Time Vacancies Filled from August 1, 2006 through July 31, 2007 per Recruitment/Referral Sources = 3

Producer/Editor

E. Organizations Requesting to be added to Job Vacancy Distribution List - August 1, 2006 through July 31, 2007

KTLN attends many community events and distributes station information. During this reporting period, a sign up sheet has been available for interested organizations representing potential job candidates, to sign up to receive job postings. There was 0 request and 1 position was posted during this current period. A KTLN representative visited recruitment representatives of three colleges and made them aware of KTLN’s internship program and invited the colleges to become part of KTLN’s recruitment source list. Two colleges were added to the list to receive job postings as a result.

(1) Internship Program:

KTLN TV 68’s Internship Program offers internships to college students and other individuals actively pursuing a career in the broadcast television industry. The program is designed to introduce students and others to broadcasting careers and to assist them with acquiring skills needed for broadcast employment. Students receive college credit for their participation in the program. Internship opportunities are posted with local universities, colleges, churches and community organizations. In addition, information regarding KTLN TV’s internship program may be found on the KTLN TV 68’s website, www.ktln.tv.

Program Details:

- We are committed to giving our interns valuable experience in all aspects of broadcast television at KTLN including office, ministry, audio, lighting, basic non-linear editing, cameras, and set design / construction.
- No structured learning sessions should be expected. The intern is encouraged to ask questions and learn from watching, listening, and when approved, “hands on” experience.
- Interns will agree in advance to a start and end date.
- An eight-hour weekly minimum is required. KTLN will also honor time requirements of each college, university, or organization.
- Scheduled work hours will be determined before acceptance. These hours can be flexible to meet the student’s need in attending classes or candidates other obligations, but shc meet a set, agreed upon, schedule.

- This Internship Program only applies to broadcast television production and related assignments at KTLN. It does not apply to computer science, or management.
- KTLN does not offer paid internships.

As of July 31, 2007, KTLN TV 68 will have had 0 interns from the following colleges:

(2) Job Fairs:

KTLN TV 68 participated in the following job fair by staffing a booth for internships. There were no vacancies during this period:

San Francisco State Career Expo

- Location - San Francisco State University, 1600 Holloway Ave, SF, CA 94132, in the Caesar Chavez Student Center, Jack Adams Hall
- Date & Time – April 29, 2007 – 11:00 am – 3:00 pm
- KTLN Attendees - Debbie Fraser, General Manager
- Job Fair Definition - This job fair was targeted at all SFSU majors and was open to all students. The Career Expo provided opportunities for students to learn about KTLN and possible opportunities such as internships, volunteer, part-time and full-time positions.
- Results –KTLN accepted resumes for internships for the up-coming semester. Approximately 25 students visited the KTLN table. There were no employment vacancies this period.

National Religious Broadcaster's Job Fair

- Location – Orange County Convention Center, 9400 Universal Blvd, Orlando, FL 32819
- Date & Time – February 18, 2007, 3:00pm – 5:00pm
- KTLN Attendees - Brent Kenyon, Program Director
- Job Fair Definition - This job fair was targeted at all NRB members. The job fair provided opportunities for member professionals to learn about KTLN and possible opportunities such as internships, volunteer, part-time and full-time positions.
- Results –KTLN accepted resumes for internships for the up-coming semester. There were no employment vacancies this period.

(3) Job Banks and Internet Programs:

KTLN TV 68 participates in job banks by posting notices of all job vacancies to the stations own website as well as those websites for National Association of Broadcasters; American Women in Radio and Television; California Broadcasters Association; Bay Area Society of Television and Radio; and Jewish Vocational Services. There were no vacancies this period.

(4) Training Program for Staff

KTLN TV established and maintains a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. KTLN employs 8 full time positions. Through BAVC, KTLN sent 3 staff members for formal training on Final Cut systems, production, engineering, and other field related courses. Staff members select the courses at their discretion and determine the number of courses for participation.

(5) Other activity to further disseminate information about employment opportunities:

KTLN TV 68 runs an EEO advertisement on television stating that they are an "equal opportunity employer" and soliciting organizations to contact KTLN's office if they would like to be notified of all job openings.

EEO Ad spot ran **155** times during the EEO 2006-2008 reporting year.

KTLN attends many community events and distributes station information. During this reporting period, a sign up sheet has been available for interested organizations representing potential job candidates, to sign up to receive job postings. There were no employment vacancies this period.

(6) Educational Institution Sponsored Career Opportunities

NorthCreek Academy 7th Grade Class – Vocational Training Curriculum

- Location – Walnut Creek, CA
- Date & Time – 10:00 – 11:30 am, November 10, 2006
- KTLN Attendees – Debra Fraser, General Manager
- Training Definition – NorthCreek's 7th Grade Yearly Vocational Training Course of Study
- Results – There were 22 students present. Debra Fraser discussed and presented materials on media as a vocation, specifically television, positions in television, demographics, target audiences, and provided instruction on how to write teleprompter public service announcement scripts. A class station tour and production experience was scheduled for February 1, 2006

NorthCreek Academy 7th Grade Vocational Training Curriculum

- Location – KTLN TV Studios, Marin, CA
- Date & Time – 10:00 am – 2:30 pm, November 20, 2006
- KTLN Attendees – Debra Fraser, General Manager, **** Charles, Matt, Michele, Eric, Russ, Henry and others who participated from KTLN
- Training Definition – NorthCreek's 7th Grade Yearly Vocational Training Course of Study
- Results – There were approximately 25 students present to participate in a tour of the KTLN production facilities. Students learned about signals, cable, satellite, master control and editing systems. They received hands-on instruction in the area of production by operating equipment and being talent in public service type spots written by students that aired on KTLN.

Center for the Arts, Religion and Education, University of California, Berkeley

- Location – Berkeley, CA
- Date & Time – 10:00 am – 12:00 pm, April, 27, 2007
- KTLN Attendees – Debra Fraser, General Manager
- Training Definition – Presented as part of the coursework for the Center's Media Program
- Results – There were approximately 20 students present. Debra Fraser discussed media, television as a vocation, positions in television, demographics, and target audiences. She also discussed the history of KTLN and its parent company TLN, programming, producing, and how to get started in the industry. There was also a question and answer period.

Novato Cub Scout Den 3, Pack 85

- Location – KTLN TV Studios, Marin, CA
- Date & Time – 10:00 am – 12:00 pm, February 16, 2007
- KTLN Attendees – Matthew Kenny, Director of Ministries and KTLN Staff
- Training Definition – Presented as part of the Boy Scout vocational interest outing
- Results – There were approximately 5 cub scouts present. Scouts learned about signals, cable, satellite, master control and editing systems. They were able to experience being talent in a station identification spot that aired on KTLN.