

# ***EEO Public File Report***

## ***February 1, 2018***

Vacancies sought to be filled for the period of February 1, 2017 – January 31, 2018

1. News Anchor/Director (1)
2. On-Air Announcer (1)
3. Regional Underwriting Representatives (4)

Full-time positions filled for the period of February 1, 2017 – January 31, 2018 – Three

Recruitment sources utilized:

1. AllAccess.com
2. HisAir.net
3. Radio-Online.com
4. LinkedIn.com
5. Indeed.com
6. ChristianJobs.com
7. AirTalents.com
8. Family Life Website

Family Life Ministries, Inc. corresponded with, in various forms 49 individuals who showed interest in the six openings with the Family Life Network. Of those 39, 18 were personally interviewed: six for the on-air position, three for the news position, and ten for the regional underwriting position. We were able to fill the full-time positions for the news anchor position as well as two regional underwriting positions.

Family Life Ministries, Inc. utilizes a number primary methods of securing qualified applicants. These sites also provide a good cross section of minority applicants. Family Life had interviews/contacts with 8 female candidates; two African-American candidates; and two Spanish candidates. FLM also utilized in-house efforts by posting these positions, along with the position on its own website employment opportunities section as well as announcing current staff needs at FLM public sponsored events. The news anchor was hired as a result of a personal contact familiar with Family Life. One of the regional underwriting staff found out about the position through Indeed.com while the other individual was hired as a result of a previous position with the company.

During the previous year, many we corresponded with were as a result of following online sites, AllAccess.com (7); Indeed.com (2); LinkedIn.com (10) and HisAir.net sites (1). A number of our significant applicants came as a result of personal contact over the past few years and through Family Life's own website (17).

Family Life Ministries, Inc. personnel participated in the following activities the previous year

1. Was involved in a major summer festival in New York where employment needs were addressed to numerous adult attendees.
2. Conducted a number of tours of radio facilities for school groups of all ages interested in learning more of what is involved in radio broadcasting.
3. Allowed high school and college students to “shadow” full-time staff for a day to educate them on the aspects of broadcasting.
4. Hosted or co-sponsored 91 concerts and events inviting attendees to become familiar with radio network. When the opportunity presented itself, Family Life would make known the needs of personnel to fill positions.
5. Worked with gifted participants from Family Life's listening audience to create radio spots and long form drama. Specifically a "Kids Korner" group of young radio enthusiasts met monthly to record aspects of Family Life's children's programming.
6. Continued to be involved with Family Life’s internet site with other radio outreaches communicating personnel needs at FLM.
7. Met with about 67 current and prospective Advisory Board (Vision Team) Members and communicated with them the staff needs of the radio outreach. Kept this board current with monthly news letters
8. Conducted two public telethons and invited people to tour the facilities. Had about 1,500 people attend these telethons and shared with those attending the staff needs of the radio outreach.