

# *EEO Public File Report*

## *February 1, 2019*

Vacancies sought to be filled for the period of February 1, 2018 – January 31, 2019

1. Part-Tim Voice Tracker (1)
2. On-Air Announcer (1)
3. Regional Underwriting Representatives (3)

Full-time positions filled for the period of February 1, 2018 – January 31, 2019 – Three  
Part-time positions filled for the period of February 1, 2018 – January 31, 2019 - One

Recruitment sources utilized:

1. AllAccess.com
2. HisAir.net
3. Radio-Online.com
4. Linkedin.com
5. Indeed.com
6. Family Life Website

Family Life Ministries, Inc. corresponded with, in various forms 101 individuals who showed interest in the five openings with the Family Life Network. Of those 101, 18 were personally interviewed: six for the on-air position, seven for the regional underwriting position, and five for the part-time voice tracker. We were able to fill the three full-time positions for the regional underwriters as well as the part-time voice-tracker.

Family Life Ministries, Inc. utilizes a number of primary methods of securing qualified applicants. These sites also provide a good cross section of minority applicants. Of those that Family Life had interviews/contacts with 46 were female candidates and 15 were minority candidates. The overwhelming majority of those interviewed discovered the job opportunity through AllAccess.com or HisAir.net, though many of them did not specifically identify which of those sources that they had seen the advertisement. FLM also utilized in-house efforts by posting these positions on its own website employment opportunities section as well as announcing current staff needs on air and at FLM public sponsored events. The voice-tracker position was informed of the position through All Access. One of the regional underwriting staff found out about the position through a personal contact, another heard the announcement via the radio, and the third 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 best we know, a result of following online sites, AllAccess.com (17); Indeed.com (5); Linkedin.com (115) and HisAir.net sites (4). 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 (11).

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 98 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. Had monthly connection with current and prospective Advisory Board (Vision Team) Members and communicated with them the staff needs of the radio outreach. An annual meeting with 79 members attending.
8. Conducted two public telethons and invited people to tour the facilities. Had about 1,400 people attend these telethons and shared with those attending the staff needs of the radio outreach.