

EEO Public File Report

February 1, 2021

Vacancies sought to be filled for the period of February 1, 2020 – January 31, 2021

1. On-Air Personality (1)
2. Regional Underwriting Representatives (1)

Full-time positions filled for the period of February 1, 2020 – January 31, 2021 – None

Recruitment sources utilized:

1. AllAccess.com
2. HisAir.net
3. Linkedin.com
4. Indeed.com
5. Family Life Website

Family Life Ministries, Inc. corresponded with, in various forms 57 individuals who showed interest in the two openings with the Family Life Network. Of those 51 were interviewed for the on-air position and six for the regional underwriting representative position. Unfortunately, none of the interviewees met the criteria for hiring.

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. Family Life had interviews/contacts with eight female candidates and five minority candidates. FLM also utilized in-house efforts by posting these positions on its own website employment opportunities section as well as announcing current staff needs at FLM public sponsored events. Many of these sponsored events were extremely curtailed this past year because of the pandemic.

During the previous year, many we corresponded with were as a result of following online sites, AllAccess.com (15); Indeed.com (1); Linkedin.com (6); On-Air announcements (6); HisAir.net sites (1) and miscellaneous sources (16). 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 (12).

Each year, Family Life Ministries, Inc. personnel participate in a number of sponsored events where staffing needs are mentioned. This past year however, only a few of these events were held because of the pandemic. In years past, we have listed a variety of these events, but this past year only ten public events were held. One conference, six theatrical performances, and three dinner theaters. Needless to say, our audience that we were able to communicate with was much smaller than in previous years.