

EEO Public File Report

February 1, 2016

Vacancies sought to be filled for the period of February 1, 2015 – January 31, 2016

1. News Anchor (1)
2. On-Air Announcer (1)
3. Production Director (1)
4. Web Designer (1)

Full-time positions filled for the period of February 1, 2015 – January 31, 2016 – Three

Recruitment sources utilized:

1. AllAccess.com
2. HisAir.net
3. Radio-Online.com
4. Linkedin.com
5. Indeed.com
6. JournalismJobs.com
7. TV & Radio Jobs.com
8. AirTalents.com
9. Family Life Website

Family Life Ministries, Inc. interviewed or corresponded with, in various forms 82 individuals who showed interest in the four openings with the Family Life Network. Of those interviewed, 22 were for the On-Air Announcer position, 54 were for the News Anchor position; three were for the Production Director position; and three were for the Web Designer. We were able to fill the full-time position for the Production Director, On-Air Announcer, and also the full-time position of News Anchor.

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 31 female candidates; five African-American candidates; and four 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 Production Director and On-Air Announcer were hired as a result of a contact on Linkedin. The News Anchor position was a result of a response to Family Life posting this position on its own website.

During the previous year, many we corresponded with were as a result of online advertising, especially the AllAccess.com (23); Indeed.com (26); JournalismJobs.com (4); Linkedin.com (4) and HisAir.net sites (2). 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 (19).

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. Spoke at high school career days with regards to employment opportunities and what is required for such.
5. Hosted or co-sponsored over 100 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.
6. Conducted a major internship program working with college-age students who were involved during the summer months with the news, production, and creative service aspects of the radio organization.
7. Worked with gifted participants from Family Life's listening audience to create radio spots and long form drama. Specifically a "Kids Corner" group of young radio enthusiasts met monthly to record aspects of Family Life's children's programming.
8. Continued to be involved with Family Life's internet site with other radio outreaches communicating personnel needs at FLM.
9. Met with about 90 Advisory Board Members and communicated with them the staff needs of the radio outreach. Kept this board current with monthly news letters
10. 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.