

Location: Indianapolis, IN
 Reporting Period: 4/1/16 - 3/31/17

I. Vacancies for the reporting period 4/1/16 - 3/31/17

Job Title	Recruitment Source Used	Referrals per Source	Intv per Source	Filled?	Date
Events Team Representative - Indy	Listener referrals	13	1	Yes	10/4/2016
	Glassdoor	2	0	No	
	K-LOVE/Air1 Websites	59	1	No	
	On-Air	18	1	No	
	Employee referrals	9	2	No	
	Social Media/Social Networks	4	0	No	
		105	5		

II. Master Recruitment Source List

RS Number	Recruitment Source Information	Source Requested Vacancy Info? (Yes/No)	# of Interviews Referred by RS during reporting period
1	K-LOVE & Air 1 Websites: www.klove.com www.air1.com	No	1
2	His Air Website: www.hisair.net	No	0
3	All Access Website: www.allaccess.com	No	0
4	Craigslist Website: www.craigslist.com	No	0
5	Traffic Directors Guild of America Website: www.tdga.org	No	0
6	Radio and Production Magazine Website: www.rapmag.com	No	0
7	Production Hub Website: www.productionhub.com	No	0

8	Christian Leadership Alliance Website: www.christianleadershipalliance.org	No	0
9	Christian Jobs Website: www.christianjobs.com, ChurchStaffing.com	No	0
10	Indeed.com	No	0
11	Other Online Job Sites	No	0
12	Employee Referrals	No	2
13	EMF Backstage: Internal EMF Employee	No	0
14	Previous Applicant Pool	No	0
15	Social Media: Facebook / Twitter / LinkedIn	No	0
16	Volunteer: Pledge Drive or Promotions volunteers	No	0
17	WCLJ-TV Trinity Broadcasting of Indiana, Inc. Karen Ward 2528 US 31 South Greenwood, IN 46143 800-535-5542	Yes	0
18	debbie t. tso- Workforce Specialist Native Workforce Services Phoenix Indian Center, Inc. 4520 N. Central Ave. Ste. 250 Phoenix, AZ. 85012 PH: 602-264-6768 ext. 2205 Fax: 602-274-7486 dtso@phxindcenter.org www.phxindcenter.org	Yes	0
19	Nashville OIC (Opportunities Industrialization Ctr) Helena Farrow 1819 Charlotte Ave. Nashville, TN 37203 (615) 248-2906 hfarrow@oicnashville.org	Yes	0

20	Email Blast: Individuals, schools, churches and related industry organizations who have requested periodic job notification emails.	Yes	0
----	---	-----	---

III. Recruitment Initiatives

Recruitment Initiative Number	Type of Recruitment Initiative	Description of Activity
1	Participation in general outreach efforts using job banks and internet programs.	The job page on our K-LOVE and Air1 websites (www.klove.com/jobs and www.air1.com/jobs) contain information designed to inform the general public of the numerous and varied career opportunities available within our organization and the job skills necessary to compete for them. In addition, we have company pages on LinkedIn and Glassdoor that offer information on career opportunities as well.
2	Training for station personnel	We offer ministry-wide, in-house training and book studies for all team members. In addition, each department budgets for training and career development, enabling station personnel to acquire skills that could qualify them for higher level positions.
3	Mentoring program for station personnel.	Our employee-initiated, Job Shadow/Mentorship program allows station personnel to develop within their field or learn about new fields.
4	Training for management level personnel.	Management level personnel receive annual training that specifically focuses on equal opportunity and anti-discrimination.
5	Internship Program	Our internship program is designed to assist college students in acquiring skills/experience needed for gaining employment within the broadcast field, as well as other fields.