

Station Location: Indianapolis, IN  
 Reporting Period: 4/1/17 - 3/31/18

I. Vacancies for the reporting period 4/1/17 - 3/31/18

Job Title Date Opened	Recruitment Source Used	Referrals per Source	Interviews per Source	Filled?	Date
<b>Events Team Representative - Indy (3-10-014) Opened 1/17/18</b>	K-LOVE/Air1 Website	58	2	Yes	4/3/2018
	Job Boards	6	1		
	On air Announcement	17			
	External Referrals (Church, Industry or listener)	10			
	Employee Referral	2			
	Social Media	2	1		
	Unknown Source	3			
	Internal Applicant	0			
		<b>98</b>	<b>4</b>		
<b>Events Team Representative - Indy (3-10-014) Opened 5/9/17</b>	K-LOVE/Air1 Website	49	6		
	Job Boards	10			
	On air Announcement	15	1		
	External Referrals (Church, Industry or listener)	7	2	Yes	9/11/2017
	Employee Referral	5	1		
	Social Media	1			
	Unknown Source	2			
	Internal Applicant	0			
		<b>89</b>	<b>10</b>		

## 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	<b>K-LOVE &amp; Air1 Websites:</b> www.klove.com www.air1.com	No	8
2	<b>Job Boards:</b> Indeed.com, Glassdoor.com, Monster.com, College Job Boards, and various industry specific job boards.	No	1
3	<b>On Air Announcements:</b> Spots aired on both K-LOVE & Air1, within in this region.	No	1
4	<b>External Referrals:</b> Referrals coming from listeners, Church of industry sources.	No	2
5	<b>Employee Referrals</b>	No	1
6	<b>Social Media/Social Networks:</b> LinkedIn, Facebook, Instagram, Twitter, etc.	No	1
7	<b>Internal Applicants</b>	No	0
8	<b>Talent Pool:</b> Applicants can sign up to connect with us and receive notifications of openings. This is done through our jobs page.	Yes	0

## III. Recruitment Initiatives

Recruitment Initiative Number	Type of Recruitment Initiative	Description of Activity
6	Participation in general outreach efforts using job banks and internet programs.	The job page on our K-LOVE and Air1 websites ( <a href="http://www.klove.com/jobs">www.klove.com/jobs</a> and <a href="http://www.air1.com/jobs">www.air1.com/jobs</a> ) 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.
8	Training for station personnel	We offer ministry-wide, in-house training and book studies for all team members, along with leadership development. In addition, each department budgets for training and career development, enabling station personnel to acquire skills that could qualify them for higher level positions.
14	Training for management level personnel.	Management level personnel receive leadership development and annual training that includes training 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.