

AMERICAN FAMILY ASSOCIATION, INC.
EEO OUTREACH REPORT
2022

American Family Association, Inc. (AFA) operates a network of NCE-FM Christian stations nationwide as the American Family Radio Network (AFR). As a religious broadcaster, AFA/AFR requires that all its employees who have contact with the public to be evangelical Christians. AFA/AFR does not discriminate in employment based on race, color, national origin or sex.

During 2/1/21 and 1/31/22, AFA/AFR engaged in a variety of initiatives.

1. AFA/AFR has developed an informal relationship with Rush College (a historically Black institution) through which Rust College communications and broadcast students have toured the AFA/AFR studios and engaged in Question-and-Answer sessions.

2. AFA/AFR employee Joseph Parker has spoken to Rust College classes and at Rust College social events as a representative of AFA/AFR.

3. School groups and scouts frequently tour the AFA/AFR broadcast facilities. Occasionally they have the opportunity to record.

4. During AFA/AFR's twice yearly Shareathons, volunteers are given the opportunity to participate in broadcasting in a variety of ways, including speaking on air and recording production spots.

5. AFA/AFR offers localization spots to promote local events of a wide range of topics to be presented on AFA/AFR stations.

During the years 2/1/21 and 1/31/22, AFA/AFR filled the following job vacancies:

<i>Radio Engineer</i>	<i>Recruited on air</i>	<i>Filled through word-of-mouth referral</i>
<i>Call Screener</i>	<i>Recruited on air</i>	<i>Walk-in applicant hired</i>