



EEO PUBLIC FILE REPORT FOR THE PERIOD
2/1/2018 – 1/31/2019
Sound of Life, Inc.

WFGB 89.7FM, KINGSTON, NY; WGNA HD 107.7, ALBANY, NY; WLJP 89.3FM, MONROE, NY; WLJP 93.7FM, NEWBURGH, NY; WRPJ 88.9FM, PORT JERVIS, NY; WPGL 90.7FM, SCHENECTADY, NY; WPGL 94.9FM, TROY/ALBANY, NY; WGKR 105.3FM, GRAND GORGE, NY; WGWR 88.1FM, LIBERTY, NY; WHVP 91.1FM, HUDSON, NY; WSSK 89.7FM, SARATOGA SPRINGS, NY; WFGB 89.1FM, PAWLING, NY; WLJH 90.7FM, GLENS FALLS, NY

The Sound of Life is a 501c3 educational organization. Although job applicants are required to agree with our statement of faith, we do not discriminate on the basis of race, religion, national origin, color, sex, age, veteran status, or disability. It is the intention of the Sound of Life, Inc., that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors. It is the responsibility of Constance VanKleeck, General Manager, to ensure enforcement of the Sound of Life, Inc.'s EEO Program.

Sound of Life, Inc. (SOL) is a 501(c)3 not for profit educational organization licensed by New York State. A volunteer Board of Directors governs SOL. The Board oversees the mission, vision and direction of the overall ministry of SOL. The sets policy and the annual budget. The staff sees to the day to day operations and the implementation of the mission and vision.

1. The following is a list of all vacancies for full-time positions filled during the reporting period:
 - a. Title: Promotions Director – Date Open: 6.21.18 / Date Filled: 7.16.18
2. During the reporting period, the following outside recruitment sources were contacted to fill this vacancy:
 - a. Gordon College, 255 Grapevine Road, Wenham, MA 01984, Contact: Amber Fiedler, 978-867-4281
 - b. Word of Life, PO Box 600, Schroon Lake, NY 12870, Contact: Mike Calhoun, 518-494-6234
 - c. Dr. Jennifer Scott Mobley, Grove City College, 100 Campus Drive, Grove City, PA 16127
 - d. National Religious Broadcasters website; www.nrb.org – JOB LISTINGS
 - e. Christian Music Broadcasters website; www.cmbonline.org – JOB LISTINGS
 - f. HisAir.Net website; www.hisair.net - online resource for Christian Broadcasters – JOB LISTINGS
3. The job opening was made available to the Sound of Life Radio Network Listeners. Announcements were aired 5 times per day over the radio network from May 10, 2018 – June 12, 2018.
4. The station received two applicants from the outside recruitment sources.
5. During the reporting time there were a total of 16 applicants, and of those applicants, six people were interviewed for the vacancy. One of the individuals interviewed heard about the vacancy through one of the outside sources and the others heard about it through the radio station's on-air announcements.
6. The following is a list and brief description of the recruitment and job training programs that have been initiated by the Sound of Life.
 - a. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. During the reporting period there was one individual participating in the internship program.
 - b. The staff participates in job training and industry conventions as appropriate to scheduling and availability. Membership in two broadcasting organizations provides monthly webinars for staff enrichment and education.

STATEMENT OF FAITH SOUND OF LIFE, INC.

1. We believe the Bible to be inspired, the only infallible, authoritative word of God.
2. We believe that there is only one God, externally existent in three persons, Father, Son and Holy Spirit.
3. We believe in the deity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood. We believe in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of the lost and sinful man, regeneration by the Holy Spirit is essential.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the spiritual unity of believers in Christ.