



AFFIRMATIVE ACTION GOALS

The Voice Society is dedicated to achieving a balanced work force. The nature of these goals is contingent upon the nature of any underrepresentation of women, minorities, and persons with disabilities in any of the job categories/groups of the vendor's work force. Our 2020-2022 goals are:

TVS Affirmative Action Goals:

- Continue to provide work schedules which include part-time employment opportunities to encourage the employment of persons for whom full-time employment is difficult.
- Continue to educate and inform all prospective and currently employees of TVS's Affirmative Action Plan and employment practices.
- Annual review job descriptions to ensure that they reflect actual job duties with reasonable work-related requirements for employment.
- As our workload increases, restructuring jobs, where possible, to encourage appointing trainees.
- Broadening recruitment notices to include community organizations likely to refer women, minorities, and individuals with disabilities such as the following organizations such as:

TVS Houston

- Houston Hispanic Chamber of Commerce
- Houston Minority Supplier Diversity Council
- Women's Business Enterprise Alliance

TVS DFW

- Dallas/Fort Worth Minority Supplier Diversity Council
- Women's Business Council-Southwest
- Continue to Identify other means to strengthen its recruitment and retention of women, minorities, and individuals with disabilities.
- Advertising position vacancies in minority media in the Houston and Dallas Metro Areas and on The Voice Society. <https://www.thevoicesociety.com/>
- Developing specific job-related questions for interviews
- Implementing on-boarding and off-boarding program that includes an exit interview (sample of our on-boarding and off-board processes are included)
- Continue to commit to recruit and appoint women, minorities, and individuals with disabilities for vacancies in the same percentages as they are available in the labor market when The Voice Society has turnover or a need to expand its work force.