

Positive Alternative Radio, Inc.

Annual EEO Public File Report For WPER-FM (Culpeper, VA) & WJYJ-FM (Fredericksburg, VA)

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules. This report has been prepared for placement in the public inspection files as well as on the website.

The information contained in this report covers the time period beginning June 1, 2009 to and including May 31, 2010.

The FCC's EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources used to fill each vacancy;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy;

Attachment B contains the following information for each full-time vacancy:

- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment C contains a list and brief description of initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Positive Alternative Radio, Inc.

Attachment B Annual EEO Public File Report

Covering the period from June 1, 2009 to May 31, 2010

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions For Which This Source Was Utilized
Buyer's Guide Newspaper 8136 Old Keene Mill Road Suite A-302 Springfield, VA 22152 www.bguide.net	0	0
Christian Radio Weekly 5350 N. Academy Blvd. Suite 200 Colorado Springs, CO 80918 Dave@christianradioweekly.com	0	0
Crown Group P.O. Box 100 Gainesville, GA 30503 www.crownradiogroup.com	0	0
Fauquier Times-Democrat 39 Culpeper Street Warrenton, VA 20186 www.freelancestar.com	0	0
Free Lance-Star 816 Amelia Street Fredericksburg, VA 22401	0	0
HisAir.net P.O. Box 307 Duplessis, LA 70728 Jobs@hisair.net	0	0
Liberty University 1971 University Boulevard Lynchburg, VA 24502 www.liberty.edu	0	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 8546 Lovers Lane Warrenton, VA 20186 (540) 347-4825	0	0
PER Web Site 8546 Lovers Lane Warrenton, VA 20186 www.positivehits.org	0	0
Program Director Web www.programdirector.net/classifieds	0	0
Radio Online LLP 3500 Tripp Avenue Amarillo, TX 79121	0	0
Virginia Employment Commission 529 Meadowbrook Shopping Center Culpeper, VA 22701	0	0

Positive Alternative Radio, Inc.

Attachment C Annual EEO Public File Report

Covering the period from June 1, 2009 to May 31, 2010

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by Positive Alternative Radio, Inc.

Establishment of an Internship Program

Positive Alternative Radio, Inc. ("PAR") continues growth with the internship program designed to assist members of the community, mainly students from local colleges and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of news, weather, production/operations, and overall business skills, in order to get real experiences in broadcasting.

Participation in job banks, Internet Programs, and other programs designed to promote outreach generally

PAR posts job opportunities on its website, www.spiritfm.com. In addition, we advertise the website on-air. PAR's website is intended also to describe the radio broadcast business, our radio ministry efforts and promote general outreach to the community. PAR also posts job opportunities with the Virginia Employment Commission, which reaches out to many other sources within the community.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions

PAR has often promoted from within and has trained staff to qualify for higher-level positions being offered. Those promoted to position of sales manager from administrative assistant, station engineer from on-air personality, accounting assistant from receptionist.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

PAR continually communicates to management level personnel the importance of hiring decisions and equal employment opportunity guidelines for the company and its radio stations. PAR posts EEO policy on its website and at all of its radio stations.

Positive Alternative Radio, Inc.

Attachment C Annual EEO Public File Report (continued)

Covering the period from June 1, 2009 to May 31, 2010

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by Positive Alternative Radio, Inc.

School of Broadcasting Tour

Members of key management including Edward A. Baker, President, and Frankie Morea General Manager, discussed various roles of employment positions within the company and how radio stations generally operate. Students expected to graduate in the field of broadcasting were very interested in what was available within our radio stations.

Internship Program

WPER/WJYJ maintains an internship program designed to assist members of the community, mainly students from local colleges and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of news, weather, production/operation, and overall business skills, in order to get real experiences in the radio industry. Those students who are involved in the internship program gain knowledge in the areas of music, programming, production/operations, and overall business skills, in order to get real experience in radio.

During the 2009-2010 School Years, four students from Liberty High School were selected to "shadow" the On Air Personalities at WPER/WJYJ for a period of one week. While at the radio station they were provided the opportunity to ask questions of all employees including their job descriptions and the daily operations of a radio station. Upon completion, the students were provided with a letter from the Station Manager outlining their time at the station.

Also during the 2009-2010 School Year, WPER/WJYJ assisted Fredericksburg Christian School's Radio Programming Club. The Station coordinated telephone conferences, meetings, and other methods of correspondence with Rick Yost. Additionally, the radio station employees served as mentors for anyone requesting more information about the operations and programming aspects of WPER/WJYJ.

Participation in Job Banks, Internet Programs, and Other Programs Designed to Promote Outreach

WPER/WJYJ posts job opportunities on its website, <http://www.positivehits.org>. WPER's website is also intended to describe the radio station business and promote general outreach to the community.

Positive Alternative Radio, Inc.

Attachment C Annual EEO Public File Report (continued)

Covering the period from June 1, 2009 to May 31, 2010

Provision of Training to Management Level Personnel

WPER/WJYJ has posted EEO policy on the website and at the station. WPER/WJYJ expands content and continues training as needed. The station staff are instructed in EEO procedures and are encouraged to report possible violations.