

# 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, 2015 to and including May 31, 2016.

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 A Annual EEO Public File Report

Covering the period from June 1, 2015 to May 31, 2016

<b>Full-Time Position Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All Sources For This Position</b>
Office Manager	Internal	15

Total Number of persons interviewed during the applicable period: 15

# Positive Alternative Radio, Inc.

## Attachment B Annual EEO Public File Report

Covering the period from June 1, 2015 to May 31, 2016

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
Craigslist – Fredericksburg <a href="http://www.craigslist.org">www.craigslist.org</a>	5	1
Fauquier Times-Democrat 39 Culpeper Street Warrenton, VA 20186	0	0
Free Lance-Star 616 Amelia Street Fredericksburg, VA 22401	0	1
HisAir.net P.O. Box 307 Duplessis, LA 70728 <a href="mailto:Jobs@hisair.net">Jobs@hisair.net</a>	0	1
JobZone Fredericksburg Job Fair Fredericksburg Expo Center 2371 Carl D Silver Pkwy Fredericksburg, VA 22401	1	1
Liberty University 1971 University Boulevard Lynchburg, VA 24502 <a href="http://www.liberty.edu">www.liberty.edu</a>	0	1
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 6546 Lovers Lane Warrenton, VA 20186 (540) 347-4825	7	1
PER Web Site 4522 Plank Rd Fredericksburg, VA 22407 <a href="http://www.yourper.com">www.yourper.com</a>	2	1
Program Director Web <a href="http://www.programdirector.net/classifieds">www.programdirector.net/classifieds</a>	0	0
Radio Online LLP 3500 Tripp Avenue Amarillo, TX 79121	0	0
Virginia Employment Commission 529 Meadowbrook Shopping Center Culpeper, VA 22701	0	1
Mechanicsville Local 6400 Mechanicsville Turnpike Mechanicsville, VA 23111	0	0
Goochland Gazette PO Box 1118 Mechanicsville, VA 23111	0	0
Midlothian Exchange 3229 Anderson Highway Powhatan, VA 23139	0	0
Henrico Citizen 4807 Hermitage Rd Suite 204 Richmond, VA 23227	0	0
AM FM Jobs Broadcast Employment Services <a href="http://www.amfmjobs.com">www.amfmjobs.com</a>	0	1

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## Attachment C Annual EEO Public File Report

Covering the period from June 1, 2015 to May 31, 2016

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

***Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.***

Date of Station Participation: 7/23/15  
Participating Employee(s): Assistant General Manager, Underwriting Director  
Host/Sponsor of Activity: JobZone  
Description of Activity: Job Fair in Fredericksburg, VA

Date of Station Participation: 1/4/16 - 4/29/16  
Participating Employee(s): 1 Regent University student  
Host/Sponsor of Activity: Positive Hits PER  
Description of Activity: Internship Program

Date of Station Participation: 1/4/16 - Current  
Participating Employee(s): Assistant General Manager  
Host/Sponsor of Activity: Positive Hits PER  
Description of Activity: Continuing Education: Winning by Jack Welch

Date of Station Participation: 6/1/15 – 9/25/16  
Participating Employee(s): Assistant General Manager, Program Director  
Host/Sponsor of Activity: Mike Perry, WCQR General Manager  
Description of Activity: Training for existing staff to move into higher positions of leadership

Date of Station Participation: Monthly, June 2015 - May 2016  
Participating Employee(s): Morning Show Talent, Afternoon Show Talent

Host/Sponsor of Activity:  
Description of Activity:

Finney Media, contracted by PAR  
Mentoring program for existing personnel

Date of Station Participation:  
Participating Employee(s):  
Host/Sponsor of Activity:  
Description of Activity:

September 9-12, 2015  
General Manager, Production Director  
Christian Music Broadcasters Association  
Continuing Education: Momentum  
Conference 2015