

# 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, 2017 to and including May 31, 2018.

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, 2017 to May 31, 2018

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position

Total Number of persons interviewed during the applicable period: 0

# Positive Alternative Radio, Inc.

## Attachment B Annual EEO Public File Report

Covering the period from June 1, 2017 to May 31, 2018

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>	0	0
Fauquier Times-Democrat 39 Culpeper Street Warrenton, VA 20186	0	0
Free Lance-Star 616 Amelia Street Fredericksburg, VA 22401	0	0
HisAir.net P.O. Box 307 Duplessis, LA 70728 <a href="mailto:Jobs@hisair.net">Jobs@hisair.net</a>	0	0
JobZone Fredericksburg Job Fair Fredericksburg Expo Center 2371 Carl D Silver Pkwy Fredericksburg, VA 22401	0	0
Indeed – Recruiting Website Indeed.com	0	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 6546 Lovers Lane Warrenton, VA 20186 (540) 347-4825	0	0
PER Web Site 4522 Plank Rd Fredericksburg, VA 22407 <a href="http://www.yourper.com">www.yourper.com</a>	0	0
Virginia Employment Commission 529 Meadowbrook Shopping Center Culpeper, VA 22701	0	0
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	0

# Positive Alternative Radio, Inc.

## Attachment C Annual EEO Public File Report

Covering the period from June 1, 2017 to May 31, 2018

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: 6/1/17 – 12/31/17  
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: 6/1/17 - Current  
Participating Employee(s): General Manager, Assistant General Manager  
Host/Sponsor of Activity: Brian Sanders, PAR EVP  
Description of Activity: Continuing Education: Leadership Pain, Forged in Crisis

Date of Station Participation: Monthly, June 2017 – December 2017  
Participating Employee(s): Morning Show Talent, Afternoon Show Talent  
Host/Sponsor of Activity: Finney Media, contracted by PAR  
Description of Activity: Mentoring program for existing personnel

Date of Station Participation: Monthly, February 2018 – current  
Participating Employee(s): Morning Show Talent, Midday Show Talent, Afternoon Show Talent  
Host/Sponsor of Activity: Goldsmith Media, contracted by PAR  
Description of Activity: Mentoring program for existing personnel

Date of Station Participation: September 6-9, 2017  
Participating Employee(s): General Manager, Assistant General Manager  
Host/Sponsor of Activity: Christian Music Broadcasters Association  
Description of Activity: Continuing Education: Momentum Conference 2017

Date of Station Participation: 11/13/17  
Participating Employee(s): Assistant General Manager  
Host/Sponsor of Activity: George Mason University, WGMU-FM  
Description of Activity: Spoke to radio class at GMU about how to get into radio, what happens in the day of the life of an on-air talent, and spoke on various career opportunities within the radio industry

Date of Station Participation: 2/23/18  
Participating Employee(s): Midday Show Talent, Office Manager  
Host/Sponsor of Activity: WPER-FM, Calvary's Conquerors Homeschool Group  
Description of Activity: Station tour & educational opportunity for homeschool students to learn about radio logistics, engineering, and career opportunities

Date of Station Participation: 2/28/18  
Participating Employee(s): Midday Show Talent, Office Manager  
Host/Sponsor of Activity: WPER-FM, Reach Homeschool Group 1  
Description of Activity: Station tour & educational opportunity for homeschool students to learn about radio logistics, engineering, and career opportunities

Date of Station Participation: 4/18/18 – 11am  
Participating Employee(s): Midday Show Talent, Office Manager  
Host/Sponsor of Activity: WPER-FM, Reach Homeschool Group 2  
Description of Activity: Station tour & educational opportunity for homeschool students to learn about radio logistics, engineering, and career opportunities

Date of Station Participation: 4/18/18 – 12:30pm  
Participating Employee(s): Midday Show Talent, Office Manager  
Host/Sponsor of Activity: WPER-FM, Reach Homeschool Group 3  
Description of Activity: Station tour & educational opportunity for homeschool students to learn about radio logistics, engineering, and career opportunities