

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, 2012 to and including May 31, 2013.

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.

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Attachment B Annual EEO Public File Report

Covering the period from June 1, 2011 to May 31, 2012

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 616 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 6546 Lovers Lane Warrenton, VA 20186 (540) 347-4825	0	0
PER Web Site 6546 Lovers Lane Warrenton, VA 20186 www.positivehits.org	0	1
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
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
Fredericksburg Free Lance Star 616 Amelia St Fredericksburg, VA 22401	0	0

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Attachment C Annual EEO Public File Report

Covering the period from June 1, 2012 to May 31, 2013

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

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

WPER/WJYJ posts job opportunities on its website, www.positivehits.org. In addition, we advertise the website on-air. WPER/WJYJ's website is intended also to describe the radio broadcast business, our radio ministry efforts and promote general outreach to the community. WPER/WJYJ also utilizes on-site events throughout the year to meet potential candidates, regardless of whether there is a current vacancy.

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

WPER/WJYJ has often promoted from within and has trained staff to qualify for higher-level positions being offered.

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

WPER/WJYJ continually communicates to management level personnel the importance of hiring decisions and equal employment opportunity guidelines for the company and its radio stations. WPER/WJYJ posts EEO policy on its website and at all of its radio stations. WPER/WJYJ expands content and continues training as needed. The station staff is instructed in EEO procedures and are encouraged to report possible violations.