

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, 2019 to and including May 31, 2020.

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 A Annual EEO Public File Report

Covering the period from June 1, 2019 to May 31, 2020

Full-Time Position Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources For This Position
Listener Engagement Director	Referral	5

Total Number of persons interviewed during the applicable period: 5

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Attachment B Annual EEO Public File Report

Covering the period from June 1, 2019 to May 31, 2020

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
Fauquier Times-Democrat 39 Culpeper Street Warrenton, VA 20186	0	0
HisAir.net P.O. Box 307 Duplessis, LA 70728 Jobs@hisair.net	0	0
Indeed – Recruiting Website Indeed.com	0	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 4522 Plank Rd Fredericksburg, VA 22407 (540) 347-4825	1	1
PER Web Site 4522 Plank Rd Fredericksburg, VA 22407 www.yourper.com	4	1
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 www.amfmjobs.com	0	0

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Attachment C Annual EEO Public File Report

Covering the period from June 1, 2019 to May 31, 2020

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:	6/1/2019 – 1/17/2020
Participating Employee(s):	Full team
Host/Sponsor of Activity:	WPER-FM
Description of Activity:	Continuing Education: Dare to Lead
Date of Station Participation:	Monthly, June 2019 – 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
Description of Activity:	Continuing Education
Date of Station Participation:	7/16/2019-7/17/2019
Participating Employee(s):	All WPER Staff
Host/Sponsor of Activity:	Summer Camp- training in Blacksburg, VA
Description of Activity:	Continuing Education
Date of Station Participation:	8/13/2019
Participating Employee(s):	All WPER Staff
Host/Sponsor of Activity:	Fundraising Training with David Harms with 1-5810
Date of Station Participation:	11/5/2019
Participating Employee(s):	Morning Show Talent/Asst GM
Host/Sponsor of Activity:	GMU Student Media
Description of Activity:	Interview/Presentation on radio operations and having a career in radio, and how WPER serves the community
Description of Activity:	Continuing Education
Date of Station Participation:	1/15/20 - 1/17/20
Participating Employee(s):	All Spirit FM Staff
Host/Sponsor of Activity:	Vision Week including professional development with Whitney Capps and Dr. Karen Prior Swallows

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Date of Station Participation: 1/31/2020
Participating Employee(s): Afternoon Show Talent
Host/Sponsor of Activity: Falmouth Elementary
Description of Activity: Interview/Presentation on radio operations and having a career in radio, and how WPER serves the community

Date of Station Participation: 2/19/2020
Participating Employee(s): Midday Show Talent, Office Manager
Host/Sponsor of Activity: WPER-FM,
Description of Activity: Station tour & educational opportunity for homeschool students to learn about radio

logistics, engineering, and career opportunities

Date of Station Participation:

3/12/2020

Participating Employee(s):

Midday Show Talent, Office Manager

Host/Sponsor of Activity:

WPER-FM,

Description of Activity:

Station tour & educational opportunity for homeschool students to learn about radio logistics, engineering, and career opportunities