

# Positive Alternative Radio, Inc.

## **Annual EEO Public File Report For WRXT, WPAR, WPVA, WJYA, WPIM, WPIN, WPIB, WOKD, WOKG & WTTX**

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, 2014 to and including May 31, 2015.

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, 2013 to May 31, 2014

<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>
NO FULL TIME NEW HIRES DURING THIS PERIOD		

Total Number of persons interviewed during the applicable period:

# Positive Alternative Radio, Inc.

## Attachment B - Annual EEO Public File Report

Covering the period from June 1, 2013 to May 31, 2014

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
Spirit FM website 22226 Timberlake Rd Lynchburg, VA 24502 <a href="http://www.Spiritfm.com">www.Spiritfm.com</a>	0	0
Christian Radio Weekly 5350 N. Academy Blvd. Suite 200 Colorado Springs, CO 80918 Dave@christianradioweekly.com	0	0
The News & Advance Classifieds 101 Wyndale Dr., Lynchburg, VA 24501 434-385-5500	0	0
All Access 1222 16th Avenue South, Suite 25 Nashville, TN 37212	0	0
Central VA Industries Council/Lynchburg Chamber of Commerce 2015 Memorial Ave, Lynchburg, VA 24501 (434) 845-5966 <a href="http://www.lynchburgchamber.org/">http://www.lynchburgchamber.org/</a>	0	0
HisAir.net P.O. Box 307 Duplessis, LA 70728 Jobs@hisair.net	0	0
Liberty University 1971 University Boulevard Lynchburg, VA 24502 <a href="http://www.liberty.edu">www.liberty.edu</a>	0	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 22226 Timberlake Rd Lynchburg, VA 24502 <a href="http://www.Spiritfm.com">www.Spiritfm.com</a>	0	0
Spirit FM Social Media <a href="https://www.facebook.com/spiritfmradio">Facebook.com/spiritfmradio</a>	0	0
Lynchburg College 1501 Lakeside Drive, Lynchburg, VA 24501 (434) 544-8100 <a href="http://www.lynchburg.edu/">http://www.lynchburg.edu/</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	0

# Positive Alternative Radio, Inc.

## Attachment C - Annual EEO Public File Report

Covering the period from June 1, 2014 to May 31, 2015

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.***

Description of Activity:	Internship Program
Number of Participants:	1 Liberty University Student
Date of Participation:	8/18/14-11/11/15
Description of Activity:	Internship Program
Number of Participants:	2 Liberty University Student
Date of Participation:	1/12/15-4/30/15
Description of Activity:	Job Fair
Date of Station Participation:	5/19/15
Participating Employee(s):	Underwriting Representative
Host/Sponsor of Activity:	Lynchburg Regional Chamber of Commerce
Location of Activity:	LaHaye Student Union Schilling Center, Evans Blvd, Lynchburg, VA
Recruitment source:	WSET news, Spirit FM, The News And Advance & The Lynchburg Regional Chamber of Commerce
Description of Activity:	Continuing Education
Date of Station Participation:	11/14-4/15/15
Participating Employee(s):	Assistant Manager
Host/Sponsor of Activity:	Advocacy Media – Timothy Leadership Project
Description of Activity:	Continuing Education
Date of Station Participation:	3/15/15 – Current
Participating Employee(s):	Media Director
Host/Sponsor of Activity:	General Manager of WCQR Radio - The 21 Indispensable Qualities of a Leader by John Maxwell
Description of Activity:	Continuing Education
Date of Station Participation:	9/3/14-9/6/14
Participating Employee(s):	General Manager

Host/Sponsor of Activity:	Christian Music Broadcasters – Momentum Conference 2014
Description of Activity:	Continuing Education
Date of Station Participation:	6/1/14-5/31/15
Participating Employee(s):	Morning Show Hosts
Host/Sponsor of Activity:	Beth BeCALL – Coaching for continued growth as radio personalities
Description of Activity:	Liberty University Welcome Fair
Date of Station Participation:	8/14/15
Participating Employee(s):	Operations Manager and Morning Show Hosts
Host/Sponsor of Activity:	Liberty University
Description of Activity:	Introducing Liberty University students to Spirit FM and the opportunities in volunteer and complete an internship with Spirit FM.
Description of Activity:	Job Training
Date of Station Participation:	3/31/15
Participate:	Brookville High School Special Ed Class
Participating Employee(s):	Butterfly Hug Coordinator
Description of Activity:	Teachers and students came to Spirit FM on a job training field trip. Students learned hands on skills of an assembly line. They helped assemble the Butterfly Hugs.
Description of Activity:	Job Training
Date of Station Participation:	5/20/15
Participate:	Brookville High School Special Ed Class
Participating Employee(s):	Butterfly Hug Coordinator
Description of Activity:	Teachers and students came to Spirit FM on a job training field trip. Students learned hands on skills of an assembly line. They helped assemble the Butterfly Hugs.
Description of Activity:	Career Day for Graduating Seniors
Date of Station Participation:	4/17/15
Participate:	Liberty Christian Academy
Participating Employee(s):	Events Coordinator, Media Director and Morning Show Hosts
Description of Activity:	High School students learned about the industry and the jobs available in our field.