

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, 2016 to and including May 31, 2017.

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, 2016 to May 31, 2017

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Morning Show Producer	See below	3
Office Manager	See below	10
Morning Show Host	See below	7
Afternoon Show Host	Current pool of applicants	1

Total Number of persons interviewed during the applicable period: 21

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Attachment B Annual EEO Public File Report

Covering the period from June 1, 2016 to May 31, 2017

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 www.Spiritfm.com	5	1
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	2	0
Central VA Industries Council/Lynchburg Chamber of Commerce 2015 Memorial Ave, Lynchburg, VA 24501 (434) 845-5966 http://www.lyncburgchamber.org/	1	0
HisAir.net P.O. Box 307 Duplessis, LA 70728 Jobs@hisair.net	6	0
Liberty University 1971 University Boulevard Lynchburg, VA 24502 www.liberty.edu	1	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion 22226 Timberlake Rd Lynchburg, VA 24502 www.Spiritfm.com	0	0
Spirit FM Social Media Facebook.com/spiritfmradio	2	0
Lynchburg College 1501 Lakeside Drive, Lynchburg, VA 24501 (434) 544-8100 http://www.lyncburg.edu/	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

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Attachment C Annual EEO Public File Report

Covering the period from June 1, 2016 to May 31, 2017

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 Participates: 1 Liberty University Student
Date of Participation: 9/1/16-12/1/16

Description of Activity: Internship Program
Number of Participates: 3 Liberty University Student
Date of Participation: 1/12/17 - 5/5/17

Description of Activity: Continuing Education
Date of Station Participation: 9/6-9/10
Participating Employee(s): General Manager & Station Manager
Host/Sponsor of Activity: Christian Media Broadcasts yearly Momentum Conference

Description of Activity: Continuing Education
Date of Station Participation: 2/2/17-2/3/17
Participating Employee(s): Operations Manager
Host/Sponsor of Activity: Christian Media Broadcasts Programming Summit

Description of Activity: Continuing Education
Date of Station Participation: 3/1/17 - Current
Participating Employee(s): Morning Show Producer & Afternoon Show Host
Host/Sponsor of Activity: Leadership Training with Executive Vice President, Brian Sanders.

Description of Activity: Continuing Education

Date of Station Participation: 1/19/17-1/21/17
Participating Employee(s): All Spirit FM Staff
Host/Sponsor of Activity: Vision Week including professional development with Larry Briggs

Description of Activity: Continuing Education
Date of Station Participation: 2/1/17 – Current
Participating Employee(s): Afternoon Show Hosts
Host/Sponsor of Activity: Chuck Finney – Coaching for continued growth as radio personalities