

# Positive Alternative Radio, Inc.

## Annual EEO Public File Report For Spirit FM

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, 2022 to and including May 31, 2023.

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, 2022 to May 31, 2023

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
Communication Coordinator	Indeed.com	3
Listener Engagement Director	Indeed.com	5

Total Number of persons interviewed during the applicable period: 8

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## Attachment B Annual EEO Public File Report

Covering the period from June 1, 2022 to May 31, 2023

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number )</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-Time Positions For Which This Source Was Utilized</b>
Spiritfm.com Website 22226 Timberlake Rd. Lynchburg, VA 24502	0	0
Spiritfm.com On-Air Radio 22226 Timberlake Rd. Lynchburg, VA 24502 434-237-979	0	0
Indeed – Recruiting Website Indeed.com	8	2

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## Attachment C Annual EEO Public File Report

Covering the period from June 1, 2022 to May 31, 2023

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:	Monthly, June 2022 – Current
Participating Employee(s):	Morning Show Talent, Todd Stack of
Host/Sponsor of Activity:	Beyond 615, contracted by PAR
Description of Activity:	Mentoring program for existing personnel

Date of Station Participation:	7/16/2022-7/20/2022
Participating Employee(s):	All Spirit FM Staff
Host/Sponsor of Activity:	Summer Camp-training in Blacksburg, VA
Description of Activity:	Continuing Education

Date of Station Participation:	1/17/2023 – 1/20/2022
Participating Employee(s):	Full team
Host/Sponsor of Activity:	Spirit-FM
Description of Activity:	Vision Week including professional development with Dr. Joseph Michelli