

Positive Alternative Radio, Inc.

Annual EEO Public File Report For WKAO-FM (Huntington, WV)

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 April 1, 2020 to and including April 1, 2021

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 hire 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 hire 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 April 1, 2020 to April 1, 2021

Full-Time Position Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources For This Position
On Air personality	Online application	12
Office Manager	Indeed	8

Total Number of persons interviewed during the applicable period: 20

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Attachment B Annual EEO Public File Report

Covering the period from April 1, 2019 to April 1, 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
www.walkfm.org / Online webpage 877-456-9361	6	0
Career Fair / Boyd County High School Boyd County, KY	0	0
Herald Dispatch Newspaper Huntington, WV Classifieds	0	0
Job Fair / Cabell Huntington High School Cabell County, WV	0	0
Spring Valley High School Class tour in Studio	0	0
On-Air Advertisement / Recruitment	6	1
Hisair.net/online recruitment	0	0
Marshall Electronic media department	0	0
Ohio University Media department	0	0
Kentucky Christian University	0	0
Indeed	8	1
Huntington Area Job Fair	0	0
Charleston Area Job Fair	0	0

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Attachment C Annual EEO Public File Report

Covering the period from April 01, 2020 to April 01, 2021

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:	1/14/20 – currently
Participating Employee(s):	General Manager / All team
Host/Sponsor of Activity:	Walkfm
Description of Activity:	Leadership Endurance/Brian Sanders
Date of Station Participation:	7/17/20-7/18/20
Participating Employee(s):	General Manager/All team
Host/Sponsor of Activity:	Brian Sanders, PAR EVP
Description of Activity:	Fundraising training for all team members
Date of Station Participation:	1/14/21 -1/17/21
Participating Employee(s):	General Manager/All team
Host/Sponsor of Activity:	Brian Sanders, PAR EVP
Description of Activity:	Vision Week- in person company training in Blacksburg
Date of Station Participation:	Monthly, April 1, 2020 – 5/30/2020
Participating Employee(s):	Morning Show Talent
Host/Sponsor of Activity:	Goldsmith Media, contracted by PAR
Description of Activity:	Mentoring program for existing personnel