

Positive Alternative Radio, Inc.

Annual EEO Public File Report For WCQR-FM (Johnson City, Kingsport and Bristol TN & 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 April 1, 2019 to and including March 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.

Positive Alternative Radio, Inc.

Attachment A Annual EEO Public File Report

Covering the period from April 1, 2019 to March 31, 2020

Full-Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources For This Position
On-Air Talent	WCQR On Air Announcements	2

Total Number of persons interviewed during the applicable period: 2

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Attachment B Annual EEO Public File Report

Covering the period from April 1, 2019 to March 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
Bristol Herald Courier 320 Morrison Blvd Bristol, VA 24201	0	0
Christian Radio Weekly 5350 N. Academy Blvd, Ste 200 Colorado Springs, CO 80918 dave@christianradioweekly.com	0	0
ETSU Career Placement Office PO Box 70718 Johnson City, TN 37614	0	0
Johnson City Press 204 W Main St Johnson City, TN 37605	0	0
Kingsport Times News 701 Lynn Garden Dr Kingsport, TN 37660	0	0
HisAir.net PO Box 307 Duplesis, LA 70728 jobs@hisair.net	1	0
TN Association of Broadcasters PO Box 101015 Nashville, TN 37224	0	0
WCQR Website PO Box 8039 Gray, TN 37615 "wcqr.org"	0	0
Program Director Web www.programdirector.net/classifieds	0	0
WCQR On Air Announcements PO Box 8039 Gray, TN 37615 "wcqr.org"	1	1
Virginia Employment Commission 529 Meadowbrook Shopping Center Culpepper, VA 22701	0	0
Other: Referral, Walk-In, Prior Employee, or Intern Promotion PO Box 8039 Gray, TN 37615	0	0
Indeed.com Online Employment Recruiter	0	0
Allaccess.com Online Employment Recruiter	0	0

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Attachment C Annual EEO Public File Report

Covering the period from April 1, 2019 to March 31, 2020

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by Positive Alternative Radio, Inc.

WCQR 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.

Establishment of an Internship Program

Positive Alternative Radio, Inc. ("PAR") continues growth with an internship program designed to assist members of the community, mainly students from local colleges and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of news, weather, production/operations, and overall business skills in order to get real experience in broadcasting.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions

WCQR has often promoted from within and has trained staff to qualify for higher-level positions being offered. We offer training programs for all staff.

- **In 2019**, all staff participated in group Leadership Training of the following literature:
 - Dare to Lead, by Brene Brown
- **In 2020**, all staff participated in group Leadership Training of the following literature:
 - Leadership Endurance, by Brian Sanders
- **July 16-17, 2019**- All Staff participated in a Summer Camp Training Meeting in Blacksburg, VA.
- **August 13, 2019**- PAR Team Members video conference with David Harms of i58:10 Media
- **November 13-15, 2019**- Social Media Team Member sent to Social Fresh Media Conference in Orlando, FL.
- **January 15-17, 2020**- Vision Week held in Blacksburg, VA for all PAR Team Members