

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0002148864** | File Number: **0000107542** | Submit Date: **03/10/2020** | Call Sign: **WKAO** | Facility ID: **81315** | City: **ASHLAND** | State: **KY**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **03/10/2020** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	EEO Report for WKAO-FM License Renewal - 2020
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
POSITIVE ALTERNATIVE RADIO, INC. Doing Business As: POSITIVE ALTERNATIVE RADIO, INC.	Edward A. Baker PO BOX 889 BLACKSBURG, VA 24063 United States	+1 (540) 552-4281	eddie@spiritfm.com	NFP

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Cary S. Tepper Communications counsel Tepper Law Firm, LLC	Cary S. Tepper 4900 Auburn Avenue Suite 100 Bethesda, MD 20814-2632 United States	+1 (301) 718-1818	tepperlaw@aol.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
81315	WKAO	ASHLAND	KY	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report

Responsibility for Implementation

Questions

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Edward A. Baker	President

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F. R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	03/10 /2020
Certified Title	President
Authorized Party Name	Edward A. Baker

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
WKAO - EEO Narrative 2020.pdf	Applicant	Narrative Statement	EEO Recruitment Narrative	Done with Virus Scan and/or Conversion
WKAO - EEO Public File Report 4-1-2017 to 4-1-2018.pdf	Applicant	EEO Public File Report	EEO Public File Report 4-1-2017 to 4-1-2018	Done with Virus Scan and/or Conversion
WKAO - EEO Public File Report 4-1-2018 to 4-1-2019.pdf	Applicant	EEO Public File Report	EEO Public File Report 4-1-2018 to 4-1-2019	Done with Virus Scan and/or Conversion