

**EEO PUBLIC FILE REPORT**

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application

**A. Full-Time Vacancies Filled During Past Year**

1. Job Title:	WAQY/WLZX General Sales Manager	Date Filled:	2/18/2008
2. Job Title:	WRSI/WHMP Receptionist/Sales Assistant	Date Filled:	4/28/2008
3. Job Title:	WAQY/WLZX Receptionist	Date Filled:	5/7/2008
4. Job Title:	WAQY Morning News Personality	Date Filled:	5/9/2008
5. Job Title:	WRSI/WHMP Account Executive	Date Filled:	6/23/2008
6. Job Title:	WAQY/WLZX Account Executive	Date Filled:	8/25/2008
7. Job Title:	WLZX Program Director	Date Filled:	10/23/2008
8. Job Title:	WAQY/WLZX Account Executive	Date Filled:	11/7/2008

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

1. Job Title:	WAQY/WLZX General Sales Manager	Date Filled:	2/18/2008	
Source	Contact Person	Address	Tel #	Referred Person Hired?
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA	413 525 4141 413 586 7400 413 774 4301	1
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
All Access Music News		<a href="http://www.allaccess.com">www.allaccess.com</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Inside Radio		<a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	800-640-8852	
Word of Mouth				
2. Job Title:	WRSI/WHMP Receptionist/Sales Assistant	Date Filled:	4/28/2008	
Source	Contact Person	Address	Tel #	Referred Person Hired?
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA	413 525 4141 413 586 7400 413 774 4301	
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
WHMP and WRSI Websites		<a href="http://www.whmp.com">www.whmp.com</a> <a href="http://www.wrsi.com">www.wrsi.com</a>		
Word of Mouth				
Daily Hampshire Gazette		<a href="http://www.dailyhampshiregazette.com">http://www.dailyhampshiregazette.com</a>	413-584-5000	1
3. Job Title:	WAQY/WLZX Receptionist	Date Filled:	5/7/2008	
Source	Contact Person	Address	Tel #	Referred Person Hired?
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA	413 525 4141 413 586 7400 413 774 4301	
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
The Sunday Republican/MassLive		1860 Main St. Springfield, MA <a href="mailto:classified@repub.com">classified@repub.com</a>	413-788-1234	1
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Word of Mouth				

4. Job Title:	WAQY Morning News Personality			Date Filled:	5/9/2008
Source	Contact Person	Address	Tel #	Referred Person Hired?	
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA			
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>			
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com			
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>			
EEO Outreach Mailing List		(see attached list)			
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>			
All Access Music News		<a href="http://www.allaccess.com">www.allaccess.com</a>			
Radio Online Dot Com		<a href="http://www.radioonline.com">www.radioonline.com</a>			
Radio & Records, Inc.		5055 Wilshire Blvd. Suite 600, L.A, CA <a href="mailto:rcorrea@radioandrecords.com">rcorrea@radioandrecords.com</a>	323-954-3434		
Word of Mouth					1
5 Job Title:	WRSI/WHMP Account Executive			Date Filled:	6/23/2008
Source	Contact Person	Address	Tel #	Referred Person Hired?	
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA	413 525 4141 413 586 7400 413 774 4301		
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>			
EEO Outreach Mailing List		(see attached list)			
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>			
WHMP and WRSI Websites		www.whmp.com www.wrsi.com			
Word of Mouth					1
6. Job Title:	WAQY/WLZX Account Executive			Date Filled:	8/25/2008
Source	Contact Person	Address	Tel #	Referred Person Hired?	
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA			
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>			
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com			1
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>			
EEO Outreach Mailing List		(see attached list)			
The Sunday Republican/MassLive		1860 Main St. Springfield, MA <a href="mailto:classified@repub.com">classified@repub.com</a>	413-788-1234		

7. Job Title:	WLZX Program Director		Date Filled:	10/23/2008
Source	Contact Person	Address	Tel #	Referred
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA		Person Hired?
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
EEO Outreach Ma ling List		(see attached list)		
Word of Mouth				1
8. Job Title:	WAQY/WLZX Account Executive		Date Filled:	11/7/2008
Source	Contact Person	Address	Tel #	Referred
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA		Person Hired?
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
EEO Outreach Ma ling List		(see attached list)		
The Sunday Republican/MassLive		1860 Main St. Springfield, MA <a href="mailto:classified@repub.com">classified@repub.com</a>	413-788-1234	
Word of Mouth				1
C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):			<input type="text" value="8"/>	
D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:			<input type="text" value="6"/>	
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA		1
<p><b>Internship Program</b></p> <p>The goal of the WAQY and WLZX Internship Program is to provide college students with a unique and practical experience in the radio industry. Internships are available for those full-time students who are seeking approved college credit hours. WAQY/WLZX Internships are non-paid positions. Although most Interns will spend up to eight hours per week at the radio station, Internships can be arranged to accommodate a student's academic schedule.</p> <p><b>EEO Training for Management</b></p> <p>On June 17th, 2008, Luke Donahue, the Business Manager attended an EEO Seminar entitled "Your EEO Questions Answered" Conducted by Scott Flick, Esq. of Pillsbury Winthrop Shaw Pittman and Elizabeth Ritvo, Esq. of Brown Rudnick Berlack &amp; Israels. Sponsored by the Massachusetts Broadcasters Association.</p> <p><b>Scholarship Program</b></p> <p>In 2006, 2007 and 2008, WAQY and WLZX participated in the Connecticut School of Broadcasting Scholarship Program which provides scholarships to high school students who are interesting in pursuing a career in the broadcasting industry.</p> <p><b>General Outreach</b></p> <p>We routinely contact various community groups to notify them of job opportunities at the radio stations and also direct users of our websites to organizations that can provide them with more information about pursuing a career in the broadcasting industry.</p>				