

Annual EEO Public File Report

Covering the Period From December 1, 2024 to November 30, 2025

Comprising Station Employment Unit: WHAI/WPVQ-FM/Pure Oldies/The Outlaw and EZ 107.5

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

None

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

1. Job Title:		Date Filled:	
Recruitment Source	Address	Tel #	# Persons Interviewed Per Recruitment Source
N/A			
Total Number of Persons Interviewed:			

C. Total Number of Persons Interviewed for All Full-Time Vacancies

N/A

D. Total Number of Interviewees Referred by Each Recruitment Source

Source	Address	Tel #	Per Recruitment Source
N/A			

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

Job Fairs

On February 20th, 2025, Program Director Nick Danjer attended a job fair at Greenfield Community College. Sponsored by the MassHire Franklin Hampshire Career Center. He spoke with 5 individuals during the two hour period who expressed a desire to learn more about the broadcast business.

On March 26th, 2025, Program Director Nick Danjer attended a high school Career Day fair at Frontier Regional High School in South Deerfield. Nick spoke with dozens of students about potential careers in broadcasting.

On September 18th, 2025, Program Director Nick Danjer attended a job fair at the Hampshire Mall in Hadley. Sponsored by the MassHire Franklin Hampshire Career Center. He spoke with 3 individuals during the two hour period who expressed a desire to learn more about the broadcast business.

On November 6th, 2025, Program Director Nick Danjer attended a veteran's job fair at Greenfield Community College. Sponsored by the MassHire Franklin Hampshire Career Center. He spoke with 2 individuals during the two hour period who expressed a desire to learn more about the broadcast business.

Scholarship Program - Massachusetts Broadcasters Association (MBA)

In May 2025, WHAI/WPVQ-FM/Pure Oldies/The Outlaw and EZ 107.5 completed its fourth and final component of the 2025 MBA Student Broadcaster Scholarship Program. We reviewed 18 finalists and ranked with our top 10 selections. We ran radio advertisements and listed details of the scholarship program on our websites and how to apply. We also contributed financially to the Scholarship Program.

EEO Training for Management

April 22, 2025 webinar "Women in Leadership: The Power of Words" presented by the Massachusetts Broadcasters Association and Ten-Minute Trainer Network.

E. Outreach Activities (Continued)

Internship Program

The goal of the WHAI/WPVQ 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. 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. We had no interns apply this year.

General Outreach

WHAI/WPVQ routinely contact various community organizations to notify them of job opportunities at the radio stations through email, fax, and mail and through on-air broadcasts informing them to contact info@whai.com to be included in future distributions.