

**Annual EEO Public File Report**  
**Covering the Period From December 1, 2024 to November 30, 2025**  
**Comprising Station Employment Unit: WAQY / WLZX / WHMP / WRSI / Rewind / Pure Oldies**

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**

<b>1. Job Title:</b>	Human Resources/Payroll Specialist	<b>Date Filled:</b>	12/2/2024
<b>2. Job Title:</b>	Media Advisor - WAQY/WLZX	<b>Date Filled:</b>	1/6/2025
<b>3. Job Title:</b>	Media Advisor - WAQY/WLZX	<b>Date Filled:</b>	2/3/2025
<b>4. Job Title:</b>	Regional Systems Administrator/Information Technology	<b>Date Filled:</b>	3/24/2025
<b>5. Job Title:</b>	Media Advisor - WRSI/WHMP	<b>Date Filled:</b>	4/28/2025

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

<b>1. Job Title:</b>	Human Resources/Payroll Specialist	<b>Date Filled:</b>	12/2/2024
<b>Recruitment Source</b>	<b>Address</b>	<b>Tel #</b>	<b># Persons Interviewed Per Recruitment Source</b>
Internal Posting	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
EEO Distribution List	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Websites	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Radio Ads	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	1
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
Indeed (linked to Saga Communications posting)	www.indeed.com	800 475 4361	3
Staffing Now Agency	14 Bobala Road, Holyoke, MA 01040	413 887 6400	4
Total Number of Persons Interviewed:			8
Recruitment source that referred the hiree: Staffing Now Agency			

<b>2. Job Title:</b>	Media Advisor - WAQY/WLZX	<b>Date Filled:</b>	1/6/2025
<b>3. Job Title:</b>	Media Advisor - WAQY/WLZX	<b>Date Filled:</b>	2/3/2025
<b>Recruitment Source</b>	<b>Address</b>	<b>Tel #</b>	<b># Persons Interviewed Per Recruitment Source</b>
Internal Posting	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
EEO Distribution List	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Websites	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Radio Ads	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
Referral	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	3
Rehire	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	1
Total Number of Persons Interviewed:			4
Recruitment source that referred the hiree: Referral & Rehire			

<b>4. Job Title:</b>	Regional Systems Administrator/Information Technology	<b>Date Filled:</b>	3/24/2025
<b>Recruitment Source</b>	<b>Address</b>	<b>Tel #</b>	<b># Persons Interviewed Per Recruitment Source</b>
Internal Posting	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
EEO Distribution List	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Websites	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Radio Ads	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WRSI/WHMP/Rewind Websites	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
WRSI/WHMP/Rewind Radio Ads	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
Indeed (Paid Posting)	www.indeed.com	800 475 4361	11
LinkedIn	www.linkedin.com	Web based	0
Total Number of Persons Interviewed:			11
Recruitment source that referred the hiree: Indeed			

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

<b>5. Job Title:</b> Media Advisor - WRSI/WHMP		<b>Date Filled:</b> 4/28/2025	
<b>Recruitment Source</b>	<b>Address</b>	<b>Tel #</b>	<b># Persons Interviewed Per Recruitment Source</b>
Internal Posting	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
EEO Distribution List	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
WRSI/WHMP/Rewind Websites	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
WRSI/WHMP/Rewind Radio Ads	15 Hampton Ave, Northampton, MA 01060	413 586 7400	3
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Total Number of Persons Interviewed:			3
Recruitment source that referred the hiree: Radio Ads			

**C. Total Number of Persons Interviewed for All Full-Time Vacancies****26****D. Total Number of Interviewees Referred by Each Recruitment Source**

<b>Source</b>	<b>Address</b>	<b>Tel #</b>	<b>Per Recruitment Source</b>
Internal Posting	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
EEO Distribution List	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Websites	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	0
WAQY/WLZX Radio Ads	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	1
Internal Posting	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
WRSI/WHMP/Rewind Websites	15 Hampton Ave, Northampton, MA 01060	413 586 7400	0
WRSI/WHMP/Rewind Radio Ads	15 Hampton Ave, Northampton, MA 01060	413 586 7400	3
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
Indeed (linked to Saga Communications posting)	www.indeed.com	800 475 4361	3
Staffing Now Agency	14 Bobala Road, Holyoke, MA 01040	413 887 6400	4
Indeed (Paid Posting)	www.indeed.com	800 475 4361	11
LinkedIn	www.linkedin.com	Web based	0
Referral	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	3
Rehire	45 Fisher Ave, East Longmeadow, MA 01028	413 525 4141	1

**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.

**Scholarship Program - Massachusetts Broadcasters Association (MBA)**

In May 2025, WAQY/WLZX/WRSI/WHMP/Rewind/Pure Oldies 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.

**Internship Program**

***The goal of the WAQY/WLZX/WRSI/WHMP/Rewind/Pure Oldies 96.9 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.***

WHMP had 2 interns in 2025. They had the opportunity to assist with the scheduling of Talk the Talk on WHMP, learned about board operation & production and assisted in the day-to-day operations of the radio station and assisted with social media platforms.

**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.

**Mentoring**

WAQY/WLZX implemented a mentoring program in September 2016 to help potential management prospects learn leadership skills. A Veteran Salesperson on our staff has been selected to lead the program. The Veteran Salesperson is mentoring our least experienced salesperson. The Veteran Salesperson speaks with this person daily, attends some sales presentations with them, meets with them once per week for a formal one on one meeting and generally helps them through the sales process. As we hire new sellers, they will report to the Veteran Salesperson as part of the Mentoring Program.

**Other Activities**

On April 16, 2025 a Girl Scout Troop toured WRSI/WHMP to learn about careers in Radio.

Our WLZX afternoon DJ attended Springfield Elementary Career Day in April 2025.

Throughout the year, our WAQY afternoon DJ personally led tours for visiting school groups, scout troops, and individuals with special needs, offering an engaging, behind-the-scenes look at the station. He took the time to explain the role of each department and always made a point to spend extra time with visitors in the studio, creating a memorable and inspiring experience helping to spark a passion for broadcasting in the next generation.

WAQY/WLZX/WRSI/WHMP/Rewind/Pure Oldies 96.9 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 [jobs@rock102.com](mailto:jobs@rock102.com), [jobs@lazer993.com](mailto:jobs@lazer993.com), [careers@wrsi.com](mailto:careers@wrsi.com), [jobs@whmp.com](mailto:jobs@whmp.com) or [careers@myrewind943.com](mailto:careers@myrewind943.com) to be included in future distributions.

Provided copies of Massachusetts Broadcasters Association "Careers in Radio Broadcasting" for distribution at WAQY & WLZX Station Events. Copies are also available at the front reception desk at station offices.

Provided link on station job openings webpages to Massachusetts Broadcasters Association for more information on jobs in the broadcasting industry.

Continually analyze recruitment program on an ongoing basis and regularly update internal database to achieve broad outreach to potential applicants.