Annual EEO Public File Report
Covering the Period From December 1, 2025 to November 30, 2026
Comprising Station Employment Unit: WHAI/WPVQ

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:	Front Office/Clerical	Date Filled:	6/1/2026
2. Job Title:	Media Advisor	Date Filled:	8/10/2026

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

1. Job Title: Front Office/Clerical			Date Filled: 6/1/2026
Recruitment Source	**Address**	**Tel #**	**# Persons Interviewed Per Recruitment Source**
In-House Posting (WHAI/WPVQ)	81 Woodard Rd, Greenfield MA	413 774-4301	0
WHAI/WPVQ Websites	whai.com, bear953.com	413 774-4301	3
Massachusetts Broadcasters Association	massbroadcasters.org	800 471-1875	0
WHAI/WPVQ Radio Ads	81 Woodard Rd, Greenfield MA	413 774-4301	1
Internal EEO Outreach Distribution List	81 Woodard Rd, Greenfield MA	413 774-4301	0
Saga Communications Website	sagacom.com	313 886-7070	0
Total Number of Persons Interviewed:			4
Recruitment source that referred the hiree: WHAI/WPVQ Radio Ads			

2. Job Title: Media Advisor			Date Filled: 8/10/2026
Recruitment Source	**Address**	**Tel #**	**# Persons Interviewed Per Recruitment Source**
In-House Posting (WHAI/WPVQ)	81 Woodard Rd, Greenfield MA	413 774-4301	0
WHAI/WPVQ Websites	whai.com, bear953.com	413 774-4301	0
Massachusetts Broadcasters Association	massbroadcasters.org	800 471-1875	0
WHAI/WPVQ Radio Ads	81 Woodard Rd, Greenfield MA	413 774-4301	2
Internal EEO Outreach Distribution List	81 Woodard Rd, Greenfield MA	413 774-4301	0
Saga Communications Website	sagacom.com	313 886-7070	0
Total Number of Persons Interviewed:			2
Recruitment source that referred the hiree: WHAI/WPVQ Radio Ads			

C. Total Number of Persons Interviewed for All Full-Time Vacancies 6

D. Total Number of Interviewees Referred by Each Recruitment Source

Recruitment Source	**Address**	**Tel #**	**# Persons Interviewed Per Recruitment Source**
In-House Posting (WHAI/WPVQ)	81 Woodard Rd, Greenfield MA	413 774-4301	0
WHAI/WPVQ Websites	whai.com, bear953.com	413 774-4301	3
Massachusetts Broadcasters Association	massbroadcasters.org	800 471-1875	0
WHAI/WPVQ Radio Ads	81 Woodard Rd, Greenfield MA	413 774-4301	3
Internal EEO Outreach Distribution List	81 Woodard Rd, Greenfield MA	413 774-4301	0
Saga Communications Website	sagacom.com	313 886-7070	0

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 Fair

On April 2nd, 2026, Program Director, Nick Danjer, attended a job fair at Greenfield Community College 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.

Job Fair

On September 17th, 2026, Program Director, Nick Danjer, attended a job fair at the Hampshire Mall in Hadley MA 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.

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.

Scholarship Program - Massachusetts Broadcasters Association (MBA)

In May 2026, WHAI/WPVQ completed its fourth and final component of the 2026 MBA Student Broadcaster Scholarship Program. We reviewed 16 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.

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@westernmassmediagroup.com to be included in future distributions.