Annual EEO Public File Report
Covering the Period From December 1, 2025 to November 30, 2026
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

1. Job Title:	Media Advisor	**Date Filled:**	1/5/2026
2. Job Title:	Media Advisor	**Date Filled:**	2/24/2026
3. Job Title:	Digital Campaign Manager	**Date Filled:**	4/13/2026
4. Job Title:	Media Advisor	**Date Filled:**	6/30/2026
5. Job Title:	Media Advisor	**Date Filled:**	10/13/2026

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

1. Job Title: Media Advisor — **Date Filled:** 1/5/2026

Recruitment Source	Address	Tel #	# Persons Interviewed Per Recruitment Source
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	2
WRSI/WHMP/Rewind Radio Ads	15 Hampton Ave, Northampton, MA 01060	413 586 7400	1
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
Total Number of Persons Interviewed:			3
Recruitment source that referred the hiree: Station Website			

2. Job Title: Media Advisor — **Date Filled:** 2/24/2026

Recruitment Source	Address	Tel #	# Persons Interviewed Per Recruitment Source
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	3
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
Total Number of Persons Interviewed:			3
Recruitment source that referred the hiree: Station Website			

3. Job Title: Digital Campaign Manager — **Date Filled:** 4/13/2026

Recruitment Source	Address	Tel #	# Persons Interviewed Per Recruitment Source
Internal Posting	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
EEO Distribution List	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Websites	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
LinkedIn	www.linkedin.com	Web based	0
Indeed (linked to Saga Communications posting)	www.indeed.com	800 475 4361	3
Referral	167 Dwight Road, Longmeadow MA 01106	413 525 4141	2
Total Number of Persons Interviewed:			5
Recruitment source that referred the hiree: Indeed			

4. Job Title: Media Advisor — **Date Filled:** 6/30/2026

Recruitment Source	Address	Tel #	# Persons Interviewed Per Recruitment Source
Internal Posting	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
EEO Distribution List	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Websites	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Radio Ads	167 Dwight Road, Longmeadow MA 01106	413 525 4141	1
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
LinkedIn	www.linkedin.com	Web based	1
Referral	167 Dwight Road, Longmeadow MA 01106	413 525 4141	1
Total Number of Persons Interviewed:			3
Recruitment source that referred the hiree: LinkedIn			

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

5. **Job Title:** Media Advisor			**Date Filled:** 10/13/2026
Recruitment Source	**Address**	**Tel #**	**# Persons Interviewed Per Recruitment Source**
Internal Posting	167 Dwight Road, Longmeadow MA 01106	413 586 7400	0
EEO Distribution List	167 Dwight Road, Longmeadow MA 01106	413 586 7400	0
WAQY/WLZX Websites	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Radio Ads	167 Dwight Road, Longmeadow MA 01106	413 525 4141	1
WRSI/WHMP/Rewind Radio Ads	167 Dwight Road, Longmeadow MA 01106	413 586 7400	1
Massachusetts Broadcasters Association	www.massbroadcasters.org	800 471 1875	0
Saga Communications	www.sagacom.com	313 886 7070	0
LinkedIn	www.linkedin.com	Web based	1
Total Number of Persons Interviewed:			3
Recruitment source that referred the hiree: Radio Ad			

C. Total Number of Persons Interviewed for All Full-Time Vacancies **17**

D. Total Number of Interviewees Referred by Each Recruitment Source

Source	**Address**	**Tel #**	**Per Recruitment Source**
Internal Posting	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
EEO Distribution List	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Websites	167 Dwight Road, Longmeadow MA 01106	413 525 4141	0
WAQY/WLZX Radio Ads	167 Dwight Road, Longmeadow MA 01106	413 525 4141	2
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	5
WRSI/WHMP/Rewind Radio Ads	15 Hampton Ave, Northampton, MA 01060	413 586 7400	2
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
LinkedIn	167 Dwight Road, Longmeadow MA 01106	Web based	2
Referral	167 Dwight Road, Longmeadow MA 01106	413 525 4141	3

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 2026, WAQY/WLZX/WRSI/WHMP/Rewind/Pure Oldies 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.

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.

WRSI had 1 intern in 2026. They helped with social media posting and station events, shadowed on-air personalities, and did some voice tracking on the weekends.

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 May 15, 2026 a school group from Mohawk Regional toured WRSI/WHMP to learn about careers in Radio.

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, jobs@lazer993.com, careers@wrsi.com, jobs@whmp.com or 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.