

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:	National Sales Coordinator	Date Filled:	2/6/2007
2. Job Title:	WAQY Program Director	Date Filled:	3/22/2007
3. Job Title:	WAQY/WLZX Promotions Director	Date Filled:	5/10/2007
4. Job Title:	General Sales Manager	Date Filled:	7/23/2007
5. Job Title:	WAQY/ WLZX Account Executive	Date Filled:	8/23/2007
6. Job Title:	WAQY/WLZX Promotions Assistant	Date Filled:	8/27/2007
7. Job Title:	WAQY/ WLZX Accounting Assistant	Date Filled:	9/4/2007
8. Job Title:	WRSI/WHMP Sales Person	Date Filled:	10/24/2007
9. Job Title:	WRSI/WHMP Afternoon D.J.	Date Filled:	10/1/2007
10. Job Title:	WAQY/ WLZX Sales Assist./ Admin. Assist.	Date Filled:	11/6/2007
11. Job Title:	WAQY/ WLZX Promo. Assist./ Receptionist	Date Filled:	11/13/2007

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

1. Job Title:		National Sales Coordinator		Date Filled:	2.6.07
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		
EEO Outreach Mailing List		(see attached list)			
Saga Communications Website		www.sagacommunications.com			
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com			
Craigslist.org		PO Box 225159, San Francisco, CA	415 566 6394		
Word of Mouth				1	
2. Job Title:		WAQY Program Director		Date Filled:	3.22.07
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		www.massbroadcasters.org			
EEO Outreach Mailing List		(see attached list)			
Saga Communications Website		www.sagacommunications.com			
All Access Music News		www.allaccess.com		1	
FMQB		www.fmqb.com			
RandR		Radioandrecords.com			
3. Job Title:		WAQY/WLZX Promotions Director		Date Filled:	5.10.07
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		1	
Massachusetts Broadcaster Association Website		www.massbroadcasters.org			
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com			
Saga Communications Website		www.sagacommunications.com			
EEO Outreach Mailing List		(see attached list)			
Saga Communications Website		www.sagacommunications.com			

All Access Music News		www.allaccess.com		
FMQB		www.fmqb.com		
4. Job Title:	General Sales Manager		Date Filled:	7.23.07
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		
EEO Outreach Mailing List		(see attached list)		
Massachusetts Broadcaster Association Website		www.massbroadcasters.org		
EEO Outreach Mailing List		(see attached list)		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		
All Access Music News		www.allaccess.com		
Inside Radio			877 270 3998	1
5. Job Title:	WAQY/ WLZX Account Executive		Date Filled:	8.23.07
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		www.massbroadcasters.org		
EEO Outreach Mailing List		(see attached list)		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		
Saga Communications Website		www.sagacommunications.com		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		
Radio Ad				1
6. Job Title:	WAQY/WLZX Promotions Assistant		Date Filled:	8.27.07
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		1
Massachusetts Broadcaster Association Website		www.massbroadcasters.org		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		www.sagacommunications.com		
7. Job Title:	WAQY/ WLZX Accounting Assistant		Date Filled:	9.4.07
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		www.massbroadcasters.org		
EEO Outreach Mailing List		(see attached list)		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		1
Saga Communications Website		www.sagacommunications.com		
Springfield Republican		1860 Main Street, Springfield, MA 01101	413 788 1000	
8. Job Title:	WRSI/WHMP Sales Person		Date Filled:	10.1.07
Source	Contact Person	Address	Tel #	Referred Person Hired?
On Air				

triplearadio.com				1
All Access Music News		www.allaccess.com		
9. Job Title: WRSI/WHMP Afternoon D.J.			Date Filled: 10.24.07	
Source	Contact Person	Address	Tel #	Referred Person Hired?
Daily Hampshire Gazette		Conz Street Northampton, MA		1
10. Job Title: Sales Assistant/ Admin. Assistant			Date Filled: 11.06.07	
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		www.massbroadcasters.org		
EEO Outreach Mailing List		(see attached list)		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		1
Saga Communications Website		www.sagacommunications.com		
11. Job Title: Promotions Assistant/ Receptionist			Date Filled:	
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		
EEO Outreach Mailing List		(see attached list)		
Massachusetts Broadcaster Association Website		www.massbroadcasters.org		
Rock 102 and Lazer 99.3 Websites		www.rock102.com www.lazer993.com		
Sunday Republican		1860 Main St. Springfield, MA		1
Masslive.com Website		www.masslive.com		
C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number): 11				
D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources: 				
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		

Internship Program

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.

EEO Training for Management

On October 19th 2006, Luke Donahue, the Business Manager attended an EEO Seminar entitled FCC Enforcement of EEO: A High Priority, conducted by Richard Zaragoza, Esq. Of Pillsbury Winthrop Shaw Pittmann LLP, that was sponsored by the Massachusetts Broadcasters Association.

Scholarship Program

In 2006 and 2007, 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.

Job Fair

Rock 102/ Lazer 99.3 Job Fair. Representatives from WAQY and WLZX - Gary Zenobi, Luke Donahue, Bill Buller, Courtney Quinn, and Dave Cooper were there to inform attendees of positions available at the station. Tours were given of the station by employees. Information about the various positions available in radio was displayed and applications were taken from attendees of the fair. Media kits were also made available to attendees to explore the field of broadcasting.

General Outreach

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.