

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:	Account Executive	WHAI/WPVQ/Hits943	Date Filled:	7/6/2010
2. Job Title:	Account Executive/ Promotions Coordinator	Hits943	Date Filled:	7/6/2010

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

1. Job Title:		WHAI/WPVQ/Hits943 Account Executive		Date Filled:	7/6/2010
Source	Contact Person	Address	Tel #	# Persons Interviewed Per Referral Source	
In House Posting	Dan Guin	81 Woodard Rd. Greenfield, MA	(413) 774-4301	1	
Massachusetts Broadcasters Association (MBA) Job bank		www.massbroadcasters.org		0	
EEO Outreach Mailing List		(see attached list)		0	
WHAI Website		www.whai.com		0	
WPVQ Website		www.bear953.com		0	
Greenfield Recorder		14 Hope St. Greenfield, MA	(413) 772-0261	2	

Total # Persons Interviewed **3**

2. Job Title:		Hits943 Account Executive/Promotions Coordinator		Date Filled:	7/6/2010
Source	Contact Person	Address	Tel #	# Persons Interviewed Per Referral Source	
In House Posting	Dan Guin	81 Woodard Rd. Greenfield, MA	(413) 774-4301	1	
Massachusetts Broadcasters Association (MBA) Job bank		www.massbroadcasters.org		0	
EEO Outreach Mailing List		(see attached list)		0	
WHAI Website		www.whai.com		0	
WPVQ Website		www.bear953.com		0	
Hits943 Website		www.hits943.com		0	
Greenfield Recorder		14 Hope St. Greenfield, MA	(413) 772-0261	1	

Total # Persons Interviewed **2**

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

5

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 Posting	Dan Guin	81 Woodard Rd Greenfield, MA	(413) 774-4301	2
Greenfield Recorder		14 Hope St. Greenfield, MA	(413) 772-0261	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.

Internship Program

The goal of the WHAI, WPVQ and Hits943 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. WHAI/WPVQ/Hits943 Internships are non-paid positions. We are on file as internship participants at the Umass internship office, but students are welcome from any school. Internships can be arranged to accommodate a student's academic schedule.

EEO Training for Management

On September 21st, 2010, Luke Donahue, the Business Manager attended an EEO Seminar conducted by Scott Flick, Esq. of Pillsbury Winthrop Shaw Pittman and Elizabeth Ritv0, Esq. Of Brown Rudnick Berlack & Israels. Sponsored by the Massachusetts Broadcasters Association.

General Outreach

We routinely contact various community groups to notify them of job opportunities at the radio stations through email, fax, and mail and through on-air broadcasts on WHAI and WPVQ directing them to call the stations to be added to future distributions.