

## **Federal Communications Commission**

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**Account number: 984809**

**Description: AMENDED 2009 EEO MID-TERM REPORT - WHNP, ET AL**  
**Application Reference Number: 20091201AKD**  
**Successfully filed at Feb 17 2010 2:52PM**

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
<b>FCC 397</b>		

<b>BROADCAST MID-TERM REPORT</b>	FOR COMMISSION USE ONLY FILE NO. - 20091201AKD
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Legal Name of the Licensee  
SAGA COMMUNICATIONS OF NEW ENGLAND, LLC

Mailing Address  
73 KERCHEVAL AVENUE

City GROSSE POINTE FARMS	State or Country (if foreign address) MI	Zip Code 48236 -
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Telephone Number (include area code) 3138867070	E-Mail Address (if available) MLOBAITO@SAGACOM.COM
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FCC Registration Number 0009269424	Facility ID Number 58546	Call Sign WHNP
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<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input checked="" type="radio"/> Radio	<input type="radio"/> Educational Radio
	<input type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
	<input type="radio"/> International	

**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

**Station List**

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID	Type	Location	Time Brokerage
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	Number	(check applicable box)	(City/State)	Agreement (check applicable box)
WHNP	58546	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	EAST LONGMEADOW, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WAQY	58551	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SPRINGFIELD, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WHMP	46962	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	NORTHAMPTON, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WLZX	46963	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NORTHAMPTON, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WRSI	8775	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	TURNERS FALLS, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WRSY	17797	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MARLBORO, VT	<input type="radio"/> Yes <input checked="" type="radio"/> No
WHMQ	25834	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	GREENFIELD, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name GARY S. SMITHWICK, ESQ.		Street Address 5028 WISCONSIN AVENUE, NW SUITE 301	
City WASHINGTON	State DC	Zip Code 20016-	Telephone Number 2023634560

#### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

#### Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?  Yes  No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent GARY ZENOBI
Title VICE PRESIDENT	Telephone No. ( include area code) 4135254141
Date 2/17/2010	

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**Section II****RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: LUKE DONAHUE	Title: BUSINESS MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Section III****MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

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**Exhibits**

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**Exhibit 1**

**Description:** AMENDED 2009 EEO PUBLIC FILE REPORT

AMENDED 2009 EEO PUBLIC FILE REPORT ATTACHED.

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**Attachment 1**

<b>Description</b>
<u>2008 EEO Public File Report</u>
<u>Amended 2009 EEO Public File Report</u>

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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:	WAQY/WLZX General Sales Manager		Date Filled:	2/18/2008
2. Job Title:	WRSI/WHMP Receptionist/Sales Assistant		Date Filled:	4/28/2008
3. Job Title:	WAQY/WLZX Receptionist		Date Filled:	5/7/2008
4. Job Title:	WAQY Morning News Personality		Date Filled:	5/9/2008
5. Job Title:	WRSI/WHMP Account Executive		Date Filled:	6/23/2008
6. Job Title:	WAQY/WLZX Account Executive		Date Filled:	8/25/2008
7. Job Title:	WLZX Program Director		Date Filled:	10/23/2008
8. Job Title:	WAQY/WLZX Account Executive		Date Filled:	11/7/2008
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy				
1. Job Title:	WAQY/WLZX General Sales Manager		Date Filled:	2/18/2008
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	1
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
All Access Music News		<a href="http://www.allaccess.com">www.allaccess.com</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Inside Radio		<a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	800-640-8852	
Word of Mouth				
2 Job Title:	WRSI/WHMP Receptionist/Sales Assistant		Date Filled:	4/28/2008
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	
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
WHMP and WRSI Websites		<a href="http://www.whmp.com">www.whmp.com</a> <a href="http://www.wrsi.com">www.wrsi.com</a>		
Word of Mouth				
Daily Hampshire Gazette		<a href="http://www.dailyhampshiregazette.com">http://www.dailyhampshiregazette.com</a>	413-584-5000	1
3. Job Title:	WAQY/WLZX Receptionist		Date Filled:	5/7/2008
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	
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
The Sunday Republican/MassLive		1860 Main St. Springfield, MA <a href="mailto:classified@repub.com">classified@repub.com</a>	413-788-1234	1
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Word of Mouth				

4. Job Title:	WAQY Morning News Personality		Date Filled:	5/9/2008
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		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
All Access Music News		<a href="http://www.allaccess.com">www.allaccess.com</a>		
Radio Online Dot Com		<a href="http://www.radioonline.com">www.radioonline.com</a>		
Radio & Records, Inc.		5055 Wilshire Blvd. Suite 600, LA, CA <a href="mailto:rcorrea@radioandrecords.com">rcorrea@radioandrecords.com</a>	323-954-3434	
Word of Mouth				1
5 Job Title:	WRSI/WHMP Account Executive		Date Filled:	6/23/2008
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	
Massachusetts Broadcaster Association Website		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
EEO Outreach Mailing List		(see attached list)		
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
WHMP and WRSI Websites		<a href="http://www.whmp.com">www.whmp.com</a> <a href="http://www.wrsi.com">www.wrsi.com</a>		
Word of Mouth				1
6. Job Title:	WAQY/WLZX Account Executive		Date Filled:	8/25/2008
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		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>		
Rock 102 and Lazer 99.3 Websites		<a href="http://www.rock102.com">www.rock102.com</a> <a href="http://www.lazer993.com">www.lazer993.com</a>		1
Saga Communications Website		<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
EEO Outreach Mailing List		(see attached list)		
The Sunday Republican/MassLive		1860 Main St. Springfield, MA <a href="mailto:classified@repub.com">classified@repub.com</a>	413-788-1234	

7. Job Title:	WLZX Program Director			Date Filled:	10/23/2008
Source	Contact Person	Address	Tel #	Referred	
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			
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)			
Word of Mouth				1	
8. Job Title:	WAQY/WLZX Account Executive			Date Filled:	11/7/2008
Source	Contact Person	Address	Tel #	Referred	
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			
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)			
The Sunday Republican/MassLive		1860 Main St. Springfield, MA classified@repub.com	413-788-1234		
Word of Mouth				1	
C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):				8	
D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:				6	
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		1	
<p><u>Internship Program</u> 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.</p> <p><u>EEO Training for Management</u> On June 17th, 2008, Luke Donahue, the Business Manager attended an EEO Seminar entitled "Your EEO Questions Answered" Conducted by Scott Flick, Esq. of Pillsbury Winthrop Shaw Pittman and Elizabeth Ritvo, Esq. of Brown Rudnick Berlack &amp; Israels. Sponsored by the Massachusetts Broadcasters Association.</p> <p><u>Scholarship Program</u> In 2006, 2007 and 2008, 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.</p> <p><u>General Outreach</u> 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.</p>					

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				
<b>A. Full-Time Vacancies Filled During Past Year</b>				
<b>1. Job Title:</b>	WHMP/WHNP/WRSI Sales Associate			<b>Date Filled:</b> 2/2/2009
<b>2. Job Title:</b>	WAQY/WLZX Sales Associate			<b>Date Filled:</b> 8/20/2009
<b>3. Job Title:</b>	WAQY/WLZX Part Time Receptionist			<b>Date Filled:</b> 8/31/2009
<b>4. Job Title:</b>	WAQY/WLZX Sales Associate			<b>Date Filled:</b> 10/5/2009
<b>5. Job Title:</b>				<b>Date Filled:</b>
<b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>				
<b>1. Job Title:</b>	WHMP/WHNP/WRSI Sales Associate			<b>Date Filled:</b> 2/2/2009
<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In-House Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA	413 525 4141 413 586 7400	1
Massachusetts Broadcasters Association (MBA) Job Bank				
EEO Outreach Mailing List	(see attached list)			
Saga Communications Website	sagacommunications.com			
WHMP Website	whmp.com			
WRSI Website	wrsi.com			
Rock 102 Website	rock102.com			
Lazer 993 Website	lazer993.com			
Daily Hampshire Gazette		115 Conz Street, Northampton, MA	413-584-5000	
<b>2. Job Title:</b>	WAQY/WLZX Sales Associate			<b>Date Filled:</b> 8/20/2009
<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In-House Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA	413 525 4141 413 586 7400	1
Rock 102 Website	rock102.com			
Lazer 993 Website	lazer993.com			
Massachusetts Broadcasters Association (MBA) Job Bank				
EEO Outreach Mailing List	(see attached list)			
Saga Communications Website	sagacommunications.com			
WHMP Website	whmp.com			
WRSI Website	wrsi.com			
Sunday Republican		1860 Main Street, Springfield, MA	413 788 1246	
<b>3. Job Title:</b>	WAQY/WLZX Part Time Receptionist			<b>Date Filled:</b> 8/31/2009
				<b>Referred</b>



<b>C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):</b>				3
<b>D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:</b>				
<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Number of Interviewees Referred</b>
Sunday Republican		1860 Main Street, Springfield, MA	413 788 1246	
In-House Listing		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA	413 525 4141 413 586 7400	
<b>E. Outreach Activities</b>				
Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of th Outreach Activity Description Forms included in this section for these purposes				

### **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 June 17th, 2008, Luke Donahue, the Business Manager attended an EEO Seminar entitled "Your EEO Questions Answered" Conducted by Scott Flick, Esq. of Pillsbury Winthrop Shaw Pittman and Elizabeth Ritvo, Esq. of Brown Rudnick Berlack & Israels. Sponsored by the Massachusetts Broadcasters Association.

### **Scholarship Program**

In 2006, 2007, 2008 and 2009, 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.

### **MBA Scholarship Program**

In 2009 WAQY and WLZX participated in the Massachusetts Broadcasters Association Scholarship Program. The MBA sent the top essay entries to the radio station for review in order to help choose the 3 most deserving candidates who were either currently enrolled or enrolling in a broadcasting/communications major to receive a scholarship.

### **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.