

**Cartier Communications Inc.  
Martz Communications Group Inc.**

**EEO Public File Report  
(For the period 2/1/2016 to 1/31/2017)**

Malone, NY Employment Unit  
WICY-AM Malone, NY (Facility Id. No. 36122)  
WVNV(FM) Malone, NY (Facility Id. No. 36121)  
WYUL(FM) Chateaugay, NY (Facility Id. No. 69847)  
86 Porter Road  
Malone, NY 12953

<b>Full-Time Job Title</b>	<b>Date Position Opened</b>	<b>Date Position Filled</b>	<b>Recruitment Source for each Hiree, indicate if source requested job vacancy notice</b>	<b>Recruitment Source for each Interviewee, indicate if source requested job vacancy notice</b>
Salesperson	February 2016	May 2016	4	1, 4 (No Request)
Program Director	June 2016	August 2016	6	6,6,6,6,6,6 (No Request)
Announcer	March 2016	May 2016	6	4,6,6,6 (No Request)
Announcer	March 2016	May 2016	6	6,6,6,6,6,6 (No Request)

## RECRUITMENT SOURCES

### SOURCE #1

#### **SeawayHelpWanted.com**

Address: 1 Civic Center Plaza, Suite 506, Poughkeepsie, NY 12601

Contact: Dale Mulder

Phone: 845-471-5200

Fax: 845-485-8398

[dale@regionalhelpwanted.com](mailto:dale@regionalhelpwanted.com)

### SOURCE #2

#### **Malone Telegram**

Address: 387 East Main Street, Malone, NY 12953

Contact: Advertising

Phone: 518-483-4700

Fax: NA

E-Mail: none

### SOURCE #3

#### **WICY-WVNV-WYUL Radio**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

### SOURCE #4

#### **Referral from Employee, Client or Other Employer**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

### SOURCE #5

#### **Individual Contacted Us**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #6**

**AllAccess.com**

Address: 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265

Contact: Joel Denver

Phone: 310-457-6616

Fax: 310-457-8058

[jdenver@allaccess.com](mailto:jdenver@allaccess.com)

**SOURCE #7**

**Akwesasne Mohawk Territory**

P.O. Box 366

Rooseveltown, New York, 13683

518-358-3326

[Mohawkna@westelcom.com](mailto:Mohawkna@westelcom.com)

**SOURCE #8**

**St. Regis Tribal Council**

Route 37, Box 8A

Hogansburg, NY 13655

518-358-2272

[jtarbell@srmt-nsn.gov](mailto:jtarbell@srmt-nsn.gov)

**SOURCE #9**

**NYS Dept. of Labor Division of Employment Services Offices**

OneWork Source

Malone One-Stop

158 Finney Boulevard

Malone, NY 12953

518-481-5755

[bcasws@labor.state.ny.us](mailto:bcasws@labor.state.ny.us)

**SOURCE #10**

**SLC One-Stop Career Center**

80 State Highway 310 Suite 8

Canton, NY 13617

(315) 386-3276

[mary.curtis@labor.state.ny.us](mailto:mary.curtis@labor.state.ny.us)

**SOURCE #11**

**Seaway Industries**

Career Opportunities

95 Main St.

Canton, NY 13617

315-379-0441

[fmcdougal@slnyarc.org](mailto:fmcdougal@slnyarc.org)

**SOURCE #12**

**Champlain Valley Industries**

Workforce Network  
9 Industrial Blvd.  
Plattsburgh, NY 12901  
518-561-0930  
[mmcgrath@cviarc.org](mailto:mmcgrath@cviarc.org)

**SOURCE #13**

**St. Lawrence/Lewis County BOCES**

139 State Street  
Canton, NY 13617  
315-386-4504  
[lmorgan@sllboces.org](mailto:lmorgan@sllboces.org)

**SOURCE #14**

**The State University of New York at Canton**

34 Cornell Drive  
Canton, NY 13617  
315-386-7123  
[careers@canton.edu](mailto:careers@canton.edu)

**SOURCE #15**

**The State University of New York at Potsdam**

106 Sisson Hall  
44 Pierrepont Avenue  
Potsdam, NY 13676  
315-267-2344  
[career@potsdam.edu](mailto:career@potsdam.edu)

**SOURCE #16**

**Plattsburgh State University**

Career Development Center  
202 Kehoe Administration Building  
101 Broad Street  
Plattsburgh, NY 12901  
518-564-2071  
[career@plattsburgh.edu](mailto:career@plattsburgh.edu)

**SOURCE #17**

**North Country Community College**

75 William Street  
Malone, NY 12953  
518-483-4554  
[bkelly@nccc.edu](mailto:bkelly@nccc.edu)

**SOURCE #18**

**Paul Smith's College**

Route 86 & 30

P.O. Box 265

Paul Smiths, NY 12970

518-327-6227

[ddutcher@paulsmiths.edu](mailto:ddutcher@paulsmiths.edu)

**SOURCE #19**

**Clarkson University**

Career Center

PO Box 5620

8 Clarkson Ave.

Potsdam, NY 13699

315-268-6477

[career@clarkson.edu](mailto:career@clarkson.edu)

**SOURCE #20**

**St. Lawrence University**

Career Services & Leadership Education

Richardson Hall

Canton, NY 13617

315-229-5906

[careers@stlawu.edu](mailto:careers@stlawu.edu)

**SOURCE #21**

**Westaff of the Champlain Valley**

307 West Bay Plaza

Plattsburgh, NY 12901

518-566-6061

[gwagoner@westaff.com](mailto:gwagoner@westaff.com)

**SOURCE #22**

**Penski Inc. Personnel - Massena**

107 Main St.

Massena, NY 13662

315-764-5410

[massena@penski.com](mailto:massena@penski.com)

**SOURCE #23**

**Penski Inc. Personnel - Malone**

479 East Main St.

Malone, NY 12953

518-481-5962

[malone@penski.com](mailto:malone@penski.com)

**SOURCE #24**

**Penski Inc. Personnel - Potsdam**

50 Market St.  
Potsdam, NY 13676  
315-265-8860  
[potsdam@penski.com](mailto:potsdam@penski.com)

**SOURCE #25**

**947hits.com**

Address: 86 Porter Road, Malone, NY 12953  
Contact: Mike Boldt  
Phone: 518-483-1100  
Fax: 518-483-1382  
[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #26**

**Plattsburgh Press-Republican**

Contact: Classified  
Address: 170 Margaret Street, Plattsburgh, NY 12901  
Phone: 518-561-2300

**SOURCE #27**

**Country965.com**

Address: 86 Porter Road, Malone, NY 12953  
Contact: Mike Boldt  
Phone: 518-483-1100  
[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #28**

**Internal Staff Promotion**

**WICY-WVNV-WYUL**

Address: 86 Porter Road, Malone, NY 12953  
Contact: Mike Boldt  
Phone: 518-483-1100  
[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #29**

**Facebook.com pages**

Address: 86 Porter Road, Malone, NY 12953  
Contact: Mike Boldt  
Phone: 518-483-1100  
[mikeb@947hits.com](mailto:mikeb@947hits.com)

**TOTAL NUMBER OF INTERVIEWEES AND  
TOTAL NUMBER OF INTERVIEWEES BY EACH  
RECRUITMENT SOURCE**

Yearly Period Beginning: 2/1/2016

Yearly Period Ending: 1/31/2017

Total Number of Persons Interviewed for Full-time Vacancies: 18

Total Number of Interviews by Each Recruitment Source:

Recruitment Source #1:

SeawayHelpWanted.com

Total Number of Interviewees: 1

Recruitment Source #2:

Newspaper Advertising - Malone Telegram

Total Number of Interviewees: 0

Recruitment Source #3:

WICY-WVNV-WYUL Radio

Total Number of Interviewees: 0

Recruitment Source #4:

Referral from Client or Other Employer

Total Number of Interviewees: 2

Recruitment Source #5:

Company Name: Individual Contacted Us

Total Number of Interviewees: 0

Recruitment Source #6:

AllAccess.com

Total Number of Interviewees: 15

Recruitment Source #7:

Akwesasne Mohawk Territory

Total Number of Interviewees: 0

Recruitment Source #8:

St. Regis Tribal Council

Total Number of Interviewees: 0

Recruitment Source #9:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #10:  
SLC One-Stop Career Center  
Total Number of Interviewees: 0

Recruitment Source #11:  
Seaway Industries  
Total Number of Interviewees: 0

Recruitment Source #12:  
Champlain Valley Industries  
Total Number of Interviewees: 0

Recruitment Source #13:  
BOCES  
Total Number of Interviewees: 0

Recruitment Source #14:  
The State University of New York at Canton  
Total Number of Interviewees: 0

Recruitment Source #15:  
The State University of New York at Potsdam  
Total Number of Interviewees: 0

Recruitment Source #16:  
Plattsburgh State University  
Total Number of Interviewees: 0

Recruitment Source #17:  
North Country Community College  
Total Number of Interviewees: 0

Recruitment Source #18:  
Paul Smith's College  
Total Number of Interviewees: 0

Recruitment Source #19:  
Clarkson University  
Total Number of Interviewees: 0

Recruitment Source #20:  
St. Lawrence University  
Total Number of Interviewees: 0

Recruitment Source #21:  
Westaff of the Champlain Valley  
Total Number of Interviewees: 0



Recruitment Source #22:

Penski Inc. Personnel - Massena  
Total Number of Interviewees: 0

Recruitment Source #23:

Penski Inc. Personnel - Malone  
Total Number of Interviewees: 0

Recruitment Source #24:

Penski Inc. Personnel - Potsdam  
Total Number of Interviewees: 0

Recruitment Source #25:

947hits.com  
Total Number of Interviewees: 0

Recruitment Source #26:

Plattsburgh Press-Republican  
Total Number of Interviewees: 0

Recruitment Source #27:

Country965.com  
Total Number of Interviewees: 0

Recruitment Source #28:

Internal Staff Promotion  
Total Number of Interviewees: 0

Recruitment Source #29:

Facebook pages  
Total Number of Interviewees: 0

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES SHEET

1. Year: 2016-2017  
Initiative Title: Internship Program  
Description of Initiative:  
Established programs to offer training for interns in the areas of sales, promotion and/or technical operations, providing an opportunity to develop skills to be used in a future career in radio.
  
2. Year: 2016-2017  
Initiative Title: SeawayHelpWanted.com  
Description of Initiative:  
Co-founding stations for Regional Help Wanted online job site where employers post help wanted ads and candidates can post resumes and apply for jobs. Cluster stations contribute more than \$20,000 annually in time promoting the job service for our listeners.
  
3. Year: 2016-2017  
Initiative Title: Referrals  
Description of Initiative:  
Managers networked with clients or other area employers or business leaders at Chamber of Commerce and Rotary meetings for referrals of qualified potential employees.
  
4. Year: 2016 (November 2015)  
Initiative Title: Interview Workshop – Plattsburgh, NY  
Description of Initiative:  
General Manager participated in the Job Expo Event at New York State University – Potsdam to speak with students about potential careers in broadcasting.
  
5. Year: 2016  
Initiative Title: Promotion from Within - Malone, NY  
Description of Initiative:  
Managers train and actively encourage professional growth in employees. Our afternoon host was promoted to morning drive host.

Form Prepared by: Timothy Martz, President

Name of Person to Contact for more information: Timothy Martz, President

Phone: 949-542-7041

e-mail: [tim@947hits.com](mailto:tim@947hits.com)