

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

**EEO Public File Report
(For the period 2/1/2019 to 1/31/2020)**

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

Full-Time Job Title	Date Position Opened	Date Position Filled	Recruitment Source for each Hiree, indicate if source requested job vacancy notice	Recruitment Source for each Interviewee, indicate if source requested job vacancy notice
Account Manager	January 2019	March 2019	32	32,32,32
Account Manager	August 2019	August 2019	5	5
Receptionist	January 2019	February 2019	32	32,32,32,32,32,32

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

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

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

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

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

SOURCE #7

Akwesasne Mohawk Territory

P.O. Box 366

Rooseveltown, New York, 13683

518-358-3326

Mohawkna@westelcom.com

SOURCE #8

St. Regis Tribal Council

Route 37, Box 8A

Hogansburg, NY 13655

518-358-2272

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

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

SOURCE #11

Seaway Industries

Career Opportunities

95 Main St.

Canton, NY 13617

315-379-0441

fmcdougal@slnyarc.org

SOURCE #12

Champlain Valley Industries

Workforce Network
9 Industrial Blvd.
Plattsburgh, NY 12901
518-561-0930
mmcgrath@cviarc.org

SOURCE #13

St. Lawrence/Lewis County BOCES

139 State Street
Canton, NY 13617
315-386-4504
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

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

SOURCE #16

Plattsburgh State University

Career Development Center
202 Kehoe Administration Building
101 Broad Street
Plattsburgh, NY 12901
518-564-2071
career@plattsburgh.edu

SOURCE #17

North Country Community College

75 William Street
Malone, NY 12953
518-483-4554
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

SOURCE #19

Clarkson University

Career Center

PO Box 5620

8 Clarkson Ave.

Potsdam, NY 13699

315-268-6477

career@clarkson.edu

SOURCE #20

St. Lawrence University

Career Services & Leadership Education

Richardson Hall

Canton, NY 13617

315-229-5906

careers@stlawu.edu

SOURCE #21

Westaff of the Champlain Valley

307 West Bay Plaza

Plattsburgh, NY 12901

518-566-6061

gwagoner@westaff.com

SOURCE #22

Penski Inc. Personnel - Massena

107 Main St.

Massena, NY 13662

315-764-5410

massena@penski.com

SOURCE #23

Penski Inc. Personnel - Malone

479 East Main St.

Malone, NY 12953

518-481-5962

malone@penski.com

SOURCE #24

Penski Inc. Personnel - Potsdam

50 Market St.
Potsdam, NY 13676
315-265-8860
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

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

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

SOURCE #29

Facebook.com pages

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

SOURCE #30

Connecticut School of Broadcasting

Address: 130 Birdseye Road, Farmington, CT 06032
Phone: 800-887-2346

SOURCE #31

ZipRecruiter.com internet site

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

mikeb@947hits.com

SOURCE #32

Indeed.com internet site

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

mikeb@947hits.com

SOURCE #33

ETS Recruiting Services

Address: 186 Oval Street, Plattsburgh, NY 12903

Contact: Chloe Ballestas

Phone: 518-562-4673

cballestas@etsjobs.com

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

Yearly Period Beginning: 2/1/2019

Yearly Period Ending: 1/31/2020

Total Number of Persons Interviewed for Full-time Vacancies: 10

Total Number of Interviews by Each Recruitment Source:

Recruitment Source #1:

SeawayHelpWanted.com

Total Number of Interviewees: 0

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: 0

Recruitment Source #5:

Company Name: Individual Contacted Us

Total Number of Interviewees: 1

Recruitment Source #6:

AllAccess.com

Total Number of Interviewees: 0

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

Recruitment Source #30:
Connecticut School of Broadcasting
Total Number of Interviewees: 0

Recruitment Source #31:
ZipRecruiter.com
Total Number of Interviewees: 0

Recruitment Source #32:
Indeed.com
Total Number of Interviewees: 9

Recruitment Source #33:
ETS Recruiting Services
Total Number of Interviewees: 0

**DESCRIPTION OF SUPPLEMENTAL OUTREACH
INITIATIVES SHEET**

1. Year: 2019-2020
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.
2. Year: 2019-2020
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.
3. Year: 2019-2020
Initiative Title: Promotion from Within - Malone, NY
Description of Initiative:
Managers train and actively encourage professional growth in employees. Operations person was promoted to on air personality on WICY.
4. Year: 2019-2020
Initiative Title: Career Day at SUNY Potsdam - Potsdam, NY - April 8, 2019
Description of Initiative:
Senior Account Manager met with college students to discuss careers in radio and at our stations.
5. Year: 2019-2020
Initiative Title: St. Lawrence County Business Expo - Canton, NY - June 27, 2019
Description of Initiative:
Senior Account Manager met with area residents to discuss careers in radio and at our stations.

Form Prepared by: Timothy Martz, President
Name of Person to Contact for more information: Timothy Martz, President
Phone: 949-312-2230
e-mail: tim@947hits.com