

Martz Communications Group Inc.

EEO Public File Report
(For the period 2/1/2023 to 1/31/2024)

WICY (AM) Malone, NY (Facility Id. No. 36122)
WPDM (AM) Potsdam, NY (Facility Id. No. 62134)
WSNN (FM) Potsdam, NY (Facility Id. No. 62135)

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
None				

RECRUITMENT SOURCES

SOURCE #1

SeawayHelpWanted.com

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

Contact: Dale Mulder Phone:

845-471-5200

dal@regionalphelpwanted.com

SOURCE #2

Malone Telegram

Address: 387 East Main Street, Malone, NY 12953

Contact: Advertising

Phone: 518-483-4700

SOURCE #3

WICY-WPDM-WSNN Radio

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

kim@wildcountry.fm

SOURCE #4

Referral from Employee, Client or Other Employer

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

kim@wildcountry.fm

SOURCE #5

Individual Contacted Us

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

kim@wildcountry.fm

SOURCE #6

AllAccess.com

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

Contact: Joel Denver Phone:

310-457-6616

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

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

SOURCE #26

Internal Staff Promotion WICY-WPDM-WSNN
Address: 86 Porter Road, Malone, NY 12953
Contact: Kim Kiser Phone:
518-483-1100
kim@wildcountry.fm

SOURCE #27

Facebook.com pages

Address: 86 Porter Road, Malone, NY 12953
Contact: Kim Kiser Phone:
518-483-1100
kim@wildcountry.fm

SOURCE #28

Connecticut School of Broadcasting

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

SOURCE #29

ZipRecruiter.com internet site

Address: 86 Porter Road, Malone, NY 12953
Contact: Kim Kiser Phone:
518-483-1100
kim@wildcountry.fm

SOURCE #32

Indeed.com internet site

Address: 86 Porter Road, Malone, NY 12953
Contact: Kim Kiser Phone:
518-483-1100
kim@wildcountry.fm

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: 2/1/2023

Yearly Period Ending: 1/31/2024

Total Number of Persons Interviewed for Full-time Vacancies: 0

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-WPDM-WSNN 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: 0

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:

Plattsburgh Press-Republican
Total Number of Interviewees: 0

Recruitment Source #26: Internal
Staff Promotion

Total Number of Interviewees: 0

Recruitment Source #27:

Facebook pages
Total Number of Interviewees: 0

Recruitment Source #28:

Connecticut School of Broadcasting
Total Number of Interviewees: 0

Recruitment Source #29:

ZipRecruiter.com
Total Number of Interviewees: 0

Recruitment Source #30:

Indeed.com
Total Number of Interviewees: 0

Recruitment Source #33:

ETS Recruiting Services
Total Number of Interviewees: 0

DESCRIPTION OF SUPPLEMENTAL OUTREACH

INITIATIVES SHEET

1. Year: 2023-2024
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.
2. Year: 2023-2024
Initiative Title: Promotion from Within - Malone, NY Description of Initiative:
Managers train and actively encourage professional growth in employees.
3. Year: 2023-2024
Initiative Title: Internship Program Description of Initiative:
Established programs to offer training for interns in the areas of operations, sales and administration, providing an opportunity to develop skills to be used in a future career in radio. Interns were involved in administrative and promotions activities. The General Manager oversees the internship program. One of our 2023 interns was promoted to part-time board operator and subsequently promoted to full time, assisting the Operations Manager
4. Year: 2023-2024
Initiative Title: Job Fair, Malone Chamber of Commerce, May 3, 2023 Description of Initiative:
General Manager met with job seekers to discuss careers in radio and at our stations.
5. Year: 2023-2024
Initiative Title: Career Day – SUNY Potsdam, NY – March 15, 2023 Description of Initiative:
General Manager and Sports Director met with students to discuss internships with our stations. Three interns worked for us and one is now a part-time employee
6. Year: 2023-2024
Initiative Title: High School Job Fair – Massena Central High School - Massena, NY – March 29, 2023 Description of Initiative:
Sr. Sales Executive and Sports Director met with students 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: 775-742-1312 e-mail:

tim@wamo100.com