

WATERS COMMUNICATIONS INC.
EEO PUBLIC FILE REPORT

WPDM(AM), Potsdam, NY, Fac. Id. No. 62134
WSNN(FM), Potsdam, NY, Fac. Id. No. 62135

For the reporting period of 2/1/14 through 1/31/15

- i. The following is a list of all vacancies for full-time careers filled during the reporting period:

Career Title	Date Open	Date Filled
News Person	1.12.15	3.24.15
Morning On Air Person	2.19.15	3.2.15
Sales Person	6.1.15	6.8.15
Sales Person	7.12.15	8.3.15
Sales Person	7.20.15	8.24.15

- ii. During the reporting period, the following recruitment sources were contacted as vacancies for full-time careers opened.

Recruitment Source	Address	Contact Person	Telephone Number	Source Entitled to Vacancy Notification?
1. SeawayHelp Wanted.com	1 Civic Center Plaza, Suite 506 Poughkeepsie NY 12601	Dale Mulder	847.485.8398	N
2. WSNN/WPDM	5 Beal Street Potsdam NY 13676	John Winter	315.265.5510	N
3. Individual Contacted Us	5 Beal Street Potsdam NY 13676	John Winter	315.265.5510	N
4. Akwasasne Mohawk Territory	PO Box 366 Roosevelton NY 13683	human.resources@srmt-nsn.gov	518.358.2272	N
5. NYS Department of Labor Division of Employment Services	158 Finney Boulevard. Malone NY 12953	Glen.mcgregorjr@laborla.ny.us	518.481.5755	N
6. NYS Department of Labor Division of Employment Services	35 Glen St Massena NY 13662	tony.zappia@labor.ny.gov	315.769.3596	N
7. NYS Department of Labor Division of Employment Services	616 Rensselaer Ave Room 108 Ogdensburg NY 13669	tonyzappia@labor.ny.gov	315.393.4600	N
8. NYS Department of Labor Division of Employment Services	194 U.S. Oval Plattsburgh NY 12903	Stacy.soucy@labor.ny.gov	518.561.0430	N
9. SLC One Stop Career Center	80 Highway 310 Suite 8 Canton NY 13617	Mary.curtis@labor.state.ny.us	315.386.3276	N

Recruitment Source	Address	Contact Person	Telephone Number	Source Entitled to Vacancy Notification?
10. Seaway Industries	95 Main Street Canton NY 13617	fmcdougal@sln arc.org	315.379.0441	N
11. State University of New York at Canton	34 Cornell Drive Canton NY 13617	career@canton. edu	315.386.7123	N
12. State University of New York at Potsdam	106 Sisson Hall 44 Pierrepont Avenue Potsdam NY 13676	career@potsdam.edu	315.267.2344	N
13. State University of New York at Plattsburgh	202 Kehoe Admin Bldg 101 Broad Street Plattsburgh NY 12901	career@plattsburgh.edu	518.564.2071	N
14. Clarkson University	PO Box 5620 8 Clarkson Ave. Potsdam NY 13676	career@clarkson.edu	315.268.6497	N
15. Penski Inc Personnel	107 Main Street Massena NY 13662	Massena@penski.com	315.764.5410	N
16. St Law/Lewis BOCES	139 State Street Canton NY 13617	gmintz@sllbooces.org	315.386.1810	N
17. Champlain Valley Industries	9 Industrial Blvd. Plattsburgh NY 12901	mmcgrath@cviarc.org	518.563.0037	N
18. Penski Personnel, Potsdam	50 Market Street Potsdam NY 13676	jane@penski.com	315.265.8860	N
19. North Country Community College	75 William Street Malone NY 12953	bkelly@nccc.edu	518.891.2915	N
20. Paul Smiths College	P.O. Box 265 Paul Smiths NY 12970	ddutcher@paulsmiths.edu	518.327.6227	N
21. Penski Personnel, Malone	479 East Main St. Malone NY 12953	Malone@penski.com		N
22. Penski Personnel, Ogdensburg	828 Proctor Avenue Ogdensburg NY 13669	kim@penski.com	315.393.0395	N
23. Seaway Industries	95 Main Street Canton NY 13617	fmcdougal@slnysarc	315-379-0441	N
24. Seaway Tech	139 State Street Canton NY 13617	mashley@sllboeces.org	315.386.4504	N
25. St Lawrence University	Career Services Richardson Hall Canton NY 13617	humanresources@stlawu.edu	315-229-5906	N
26. St Regis Tribal Council	Route 37 Box 8A Hogansburg NY 13655	MJacobs@srmt-nsn.gov	518-358-2272	N
27. Akwasasne Employmt Resourse Center	611 State Route 37 Roosevelt town NY 13683	cnolan@aamb.ca	518-358-3047	N
28. Johnson Newspapers	15 Harrowgate Commons 3 Massena NY 13662	class@ogd.com	315-769-4251	N
29. North Country This Week	P.O. Box 975 Potsdam NY 13676	thisweek@northcountrynow.com	315-265-1000	N

iii. The following is a list of recruitment sources which provided the person hired for each position filled during the reporting period:

Career Title	Recruitment Source
News Person	3. Person contacted us
Morning On Air Person	3. Person Contacted Us
Sales Person	29. North Country This Week
Sales Person	18. Pensi Potsdam
Sales Person	3. Person contacted us

iv. During the reporting period, there were a total of 16 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

Recruitment Source	Total No. of Interviewees
All Access	2
North Country Now.Com	1
North Country This Week	5
North Country This Week	7
Pensi	1

v. During the reporting period, the station employment unit engaged in the following:

Outreach Efforts for the period of February 1, 2015– January 31, 2016

1. Intern Program: WSNN/WPDM initiated and maintained an intern program that enables interested college and high school students the opportunity to learn about various aspects of radio operations. The intern assisted the programming department.

2. March 15, 2015: Attended a Career Fair sponsored by SUNY Potsdam. Met with various students and discussed various opportunities at the stations.

4. March 25, 2015: Attended Gateway to Careers sponsored by the State Of New York. Met with area high school students and discussed various opportunities in the radio industry

NAME OF PERSON TO CONTACT FOR MORE INFORMATION:

John Winter
 General Manager
 315.265. 5510