

Martz Communications Group Inc.

EEO Public File Report
(For the period 2/1/2022 to 1/31/2023)

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

dale@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 Pierrepoint 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: 2/1/2022

Yearly Period Ending: 1/31/2023

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: 2022-2023
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.

2. Year: 2022-2023
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: 2022-2023
Initiative Title: Promotion from Within - Malone, NY
Description of Initiative:
Managers train and actively encourage professional growth in employees.

4. Year: 2022-2023
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 assisting the office manager,.

5. Year: 2022-2023
Initiative Title: Gateway to Careers – SUNY Canton, NY – March 16, 2022
Description of Initiative:
General Manager and Senior Sales Executive met with students to discuss careers in radio and at our stations.

6. Year: 2022-2023
Initiative Title: Career Day – SUNY Potsdam, NY – April 6, 2022
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

7. Year: 2022-2023
Initiative Title: High School Job Fair – Massena Central High School - Massena, NY – May 3, 2022
Description of Initiative:
General Manager 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