**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 5/17/13 through 1/31/14

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

|  |  |  |
| --- | --- | --- |
| **Career Title** | **Date Open** | **Date Filled** |
| Part Time Office Person | 6.10.13 | 7.15.13 |
| Sales Person | 7.3.13 | 8.19.13 |
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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 NY13676 | 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.mcgregor  [jr@laborla.ny.](mailto:jr@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@slnarc.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](mailto:career@potsdam.edu) | 315.267.2344 | N |
| 13. State University of New York at Plattsburgh | 202 Kehoe Admin Bldg  101 Broad Streeet  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](mailto: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@sllboces.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@  sllboces.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 | MJacobsl@srmt-nsn.gov | 518-358-2272 | N |
| 27. Akwasasne Employmt Resourse Center | 611 State Route 37  Rooseveltown NY 13683 | cnolan@aamb.  ca | 518-358-3047 | N |
| 28. Johnson Newspapers | 15 HarrowgateCommons3  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** |
| Part Time Office Person | 2 |
| Sales Person | 1,2,29 |
|  |  |
|  |  |
|  |  |

iv. During the reporting period, there were a total of 8 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** |
| Seaway Help Wanted | 2 |
| North Country This Week | 5 |
| On air | 1 |
|  |  |
|  |  |

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

Outreach Efforts for the period of May 17, 2013 – January 31, 20134

**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 (July 7- August 30). The intern assisted the programming department.

**2. April 9 2013:** Attended a Career Fair sponsored by SUNY Potsdam. Met with various students and discussed various opportunities at the stations.

**3. April 2013**: Met with Clarkson University, and SUNY Potsdam officials and discussed possible opportunities at the stations.

**4. March 27, 2013**: 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