

EEO PUBLIC FILE REPORT
 FOR THE PERIOD 2/1/09-1/31/10
 WNCQ/WYSX/WPAC

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

Title	Date Open	Date Filled
Sales Rep	March 09	May 09
On-air personality	July 09	August 09
Sales Rep	July 09	August 09
Program Director	Sept 09	Sept 09

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

Source	Address	Contact Person	Telephone #
1.SeawayHelp Wanted.com	1 Civic Center Plaza, Suite 506 Poughkeepsie NY 12601	Dale Mulder	847.485.8398
2.WNCQ/WYSX/WPAC	1 Bridge Plaza Suite 204, Ogdensburg NY 13669	John Winter	315.393.1220
3.Individual Contacted Us	1 Bridge Plaza Suite 204, Ogdensburg NY 13669	John Winter	315.393.1220
4.Akwasasne Mohawk Territory	PO Box 366 Roosevelt NY 13683	itarbell@srmt-nsn.gov	518.358.2272
5. NYS Department of Labor Division of Employment Services	158 Finney Boulevard. Malone NY 12953	bcasw@labor.state.ny.us	518.481.5755

6. NYS Department of Labor Division of Employment Services	35 Glen St Massena NY 13662	usamlc@labor. state.ny.us	315.76 9.3596
7. NYS Department of Labor Division of Employment Services	616 Rensselaer Ave Room 108 Ogdensburg NY 13669	tonyzappia@la bor.state.ny.us	315.39 3.4600
8. NYS Department of Labor Division of Employment Services	194 U.S. Oval Plattsburgh NY 12903	usasmm@labo r.state.ny.us	518.56 1.0430
9. SLC One Stop Career Center	80 Highway 310 Suite 8 Canton NY 13617	Mary.curtis@la bor.state.ny.us	315.38 6.3276
10. Seaway Industries	95 Main Street Canton NY 13617	fmcdougal@sln arc.org	315.37 9.0441
11. State University of New York at Canton	34 Cornell Drive Canton NY 13617	careers@canto n.edu	315.38 6.7123
12. State University of New York at Potsdam	106 Sisson Hall 44 Pierepont Avenue Potsdam NY 13676	careers@potstd am.edu	315.26 7.2344
13. State University of New York at Plattsburgh	202 Kehoe Admin Bldg 101 Broad Street Plattsburgh NY 12901	careers@platts burgh.edu	518.56 4.2071
14. Clarkson University	PO Box 5620 8 Clarkson Ave. Potsdam NY 13676	careers@clark son.edu	315.26 8.6477
15. Penski Inc Personnel	107 Main Street Massena NY 13662	Massena@pen ski.com	315.76 4.5410
16. Allaccess.com	28955 Pacific Coast Highway, Suite 210-5 Malibu CA 90265	Joel Denver joedenver@all access.com	310.45 7.6616

The following is a list of recruitment sources which referred the person hired for each position during the reporting period.

Title	Recruitment Source
Sales Rep	#1 From Section ii, above
On Air Personality	#1 From Section ii above
Sales Rep	#3 From Section ii above
Program Director	none

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

Recruitment Source	Total No. of Interviewees
SeawayHelpWanted.com	3
Allaccess	4
Individual Contacted us	1

The following is a list and brief description of the recruitment initiatives undertaken the preceding year.

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. 2009 Intern Program

Description of Initiative:

Hosted two interns in 2009, training each in radio programming functions..

3. Gateway to Careers Day at Clarkson University, Potsdam, NY

Description of Initiative:

Staff member participated in local college event presenting opportunities for careers in radio.

4. : SUNY Canton 2009

Description of Initiative:

Staff member participated in job fair sponsored by the State University of NY at Canton and spoke to college students regarding opportunities in radio sales and programming.

5. Referrals

Description of Initiative:

Managers networked with clients or other area employers or business leaders at Chamber of Commerce for referrals of qualified potential employees.

6. NYSBA Online Job Fair 2009

Description of Initiative:

Participate in on job fair sponsored by the New York State Broadcasters Association. Stations ran promos directed potential candidates to NYSBA website.

7. Internet Advertising

Description of Initiative:

Stations ran ads on www.Seawayhelpwanted.com and www.allaccess.com seeking candidates for sales and programming positions

8. Open House/Tours: Employment unit offers the opportunity for educational

institutions, special interest groups and anyone with an interest in broadcasting.