

**Cartier Communications Inc.**

**EEO Public File Report**  
**(For the period 2/1/2008 to 1/31/2009)**

**Malone, NY Employment Unit**  
**WICY-AM Malone, NY (Facility Id. No. 36122)**  
**WVNV(FM) Malone, NY (Facility Id. No. 36121)**  
**WYUL(FM) Chateaugay, NY (Facility Id. No. 69847)**  
**86 Porter Road**  
**Malone, NY 12953**

<b>Full-Time Job Title</b>	<b>Date Position Opened</b>	<b>Date Position Filled</b>	<b>Recruitment Source for each Hiree, indicate if source requested job vacancy notice</b>	<b>Recruitment Source for each Interviewee, indicate if source requested job vacancy notice</b>
Sales Rep	Perpetual	February 2008	8,8,8,8	1,1,1,8,8,8,8
Sales Rep	Perpetual	March 2008	8	8,8,8,8,8
Sales Rep	Perpetual	May 2008	1	1,1,1,1
Sales Rep	Perpetual	August 2008	10	8,8,10
Sales Rep	Perpetual	January 2009	8,8	3,8,8,8,8,8,8

## RECRUITMENT SOURCES

### SOURCE #1

#### **SeawayHelpWanted.com**

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

Contact: Dale Mulder

Phone: 845-471-5200

Fax: 845-485-8398

[dale@regionalhelpwanted.com](mailto:dale@regionalhelpwanted.com)

### SOURCE #2

#### **Malone Telegram**

Address: 387 East Main Street, Malone, NY 12953

Contact: Advertising

Phone: 518-483-4700

Fax: NA

E-Mail: none

### SOURCE #3

#### **Montreal Mirror**

Address: 465 rue McGill, Montreal, Quebec H2Y2H7

Contact: Advertising

Phone: 514-393-1010

Fax: NA

E-Mail: none

### SOURCE #4

#### **Standard-Freeholder**

Address: 44 Pitt Street, Cornwall, Ontario K6J3P3

Contact: Advertising

Phone: 613-933-3160

Fax: 613-933-7809

[ads@standard-freeholder.com](mailto:ads@standard-freeholder.com)

### SOURCE #5

#### **West Island Chronicle**

Address: 3677 Sources Blvd., Dollard-des-Ormeaux, Quebec H9B2T6

Contact: Advertising

Phone: 514-685-4690

Fax: 514-685-3452

[editor@transcontinental.ca](mailto:editor@transcontinental.ca)

**SOURCE #6**

**Montreal Gazette**

P.O. Box 11063, Montreal, Quebec H3C5A1

Contact: Elisa Shepherd

Phone: 514-987-2282 x3011

Fax: 514-987-2339

[eshepherd@thegazette.canwest.com](mailto:eshepherd@thegazette.canwest.com)

**SOURCE #7**

**Journal de Montreal**

4545 Frontenac, Montreal, Quebec H2H2R7

Contact: Petits annonces

Phone: 514-888-8888

Fax: 514-529-3909

[gloyer@journalmtl.com](mailto:gloyer@journalmtl.com)

**SOURCE #8**

**WICY-WVNV-WYUL Radio**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #9**

**Courrier-Laval**

Address: 317 Montmorency, Laval, QC H7N 1X1

Contact: Classified

Phone: 514-321-2000

Fax: 514-990-6489

[editor@transcontinental.ca](mailto:editor@transcontinental.ca)

**SOURCE #10**

**Referral from Client or Other Employer**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #11**

**Individual Contacted Us**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #12**

**AllAccess.com**

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

Contact: Joel Denver

Phone: 310-457-6616

Fax: 310-457-8058

[jdenver@allaccess.com](mailto:jdenver@allaccess.com)

**SOURCE #13**

**Milkmanunlimited.com**

Address: Box 40097, 2515 Bank Street, Ottawa, ON K1V0W8

Contact: Milky

Phone: 613-858-6455

Fax: 613-298-1163

[info@milkmanunlimited.com](mailto:info@milkmanunlimited.com)

**SOURCE #14**

**Akwesasne Mohawk Territory**

P.O. Box 366

Roosevelt, New York, 13683

518-358-3326

[Mohawkna@slic.com](mailto:Mohawkna@slic.com)

**SOURCE #15**

**St. Regis Tribal Council**

Route 37, Box 8A

Hogansburg, NY 13655

518-358-2272

[jtarbell@srmt-nsn.gov](mailto:jtarbell@srmt-nsn.gov)

**SOURCE #16**

**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](mailto:bcasws@labor.state.ny.us)

**SOURCE #17**

**NYS Dept. of Labor Division of Employment Services Offices**

35 Glenn Street

Massena, NY 13662

315-769-3596

[usamlc@labor.state.ny.us](mailto:usamlc@labor.state.ny.us)

**SOURCE #18**

**NYS Dept. of Labor Division of Employment Services Offices**

616 Rensselaer Ave., Room 108

Ogdensburg, NY 13669

315-393-4600

[tonyzappia@labor.state.ny.us](mailto:tonyzappia@labor.state.ny.us)

[josephramsey@labor.state.ny.us](mailto:josephramsey@labor.state.ny.us)

**SOURCE #19**

**NYS Dept. of Labor Division of Employment Services Offices**

194 U.S. Oval

Plattsburgh, NY 12903

518-561-0430

[usasmm@labor.state.ny.us](mailto:usasmm@labor.state.ny.us)

**SOURCE #20**

**SLC One-Stop Career Center**

80 State Highway 310 Suite 8

Canton, NY 13617

(315) 386-3276

[mary.curtis@labor.state.ny.us](mailto:mary.curtis@labor.state.ny.us)

**SOURCE #21**

**Seaway Industries**

Career Opportunities

95 Main St.

Canton, NY 13617

315-379-0441

[fmcdougal@slnyarc.org](mailto:fmcdougal@slnyarc.org)

**SOURCE #22**

**Champlain Valley Industries**

Workforce Network

9 Industrial Blvd.

Plattsburgh, NY 12901

518-561-0930

[msanterre@cviarc.org](mailto:msanterre@cviarc.org)

**SOURCE #23**

**BOCES**

139 State Street

Canton, NY 13617

315-386-4504

[spaul@sllboces.org](mailto:spaul@sllboces.org)

**SOURCE #24**

**The State University of New York at Canton**  
34 Cornell Drive  
Canton, NY 13617  
315-386-7123  
[careers@canton.edu](mailto:careers@canton.edu)

**SOURCE #25**

**The State University of New York at Potsdam**  
106 Sisson Hall  
44 Pierrepont Avenue  
Potsdam, NY 13676  
315-267-2344  
[career@potsdam.edu](mailto:career@potsdam.edu)

**SOURCE #26**

**Plattsburgh State University**  
Career Development Center  
202 Kehoe Administration Building  
101 Broad Street  
Plattsburgh, NY 12901  
518-564-2071  
[career@plattsburgh.edu](mailto:career@plattsburgh.edu)

**SOURCE #27**

**North Country Community College**  
75 William Street  
Malone, NY 12953  
518-483-4554  
[bkelly@nccc.edu](mailto:bkelly@nccc.edu)

**SOURCE #28**

**Paul Smith's College**  
Route 86 & 30  
P.O. Box 265  
Paul Smiths, NY 12970  
518-327-6227  
[elrods@paulsmiths.edu](mailto:elrods@paulsmiths.edu)

**SOURCE #29**

**Clarkson University**  
Career Center  
PO Box 5620  
8 Clarkson Ave.  
Potsdam, NY 13699  
315-268-6477  
[career@clarkson.edu](mailto:career@clarkson.edu)

**SOURCE #30**

**St. Lawrence University**

Career Services & Leadership Education  
Richardson Hall  
Canton, NY 13617  
315-229-5906  
[careers@stlawu.edu](mailto:careers@stlawu.edu)

**SOURCE #31**

**Westaff of the Champlain Valley**

307 West Bay Plaza  
Plattsburgh, NY 12901  
518-566-6061  
[gwagoner@westaff.com](mailto:gwagoner@westaff.com)

**SOURCE #32**

**Penski Inc. Personnel - Massena**

107 Main St.  
Massena, NY 13662  
315-764-5410  
[massena@penski.com](mailto:massena@penski.com)

**SOURCE #33**

**Penski Inc. Personnel - Ogdensburg**

828 Proctor Ave.  
Ogdensburg, NY 13669  
[ogdensburg@penski.com](mailto:ogdensburg@penski.com)

**SOURCE #34**

**Penski Inc. Personnel - Malone**

458 East Main St.  
Malone, NY 12953  
[malone@penski.com](mailto:malone@penski.com)

**SOURCE #35**

**Penski Inc. Personnel - Potsdam**

50 Market St.  
Potsdam, NY 13676  
315-265-8860  
[potsdam@penski.com](mailto:potsdam@penski.com)

**SOURCE #36**

**Cegep St-Laurent**

Département de Cinéma et communication  
625 avenue Ste-Croix  
St-Laurent, Quebec H4L 3X7  
514-747-6521

**SOURCE #37**

**Université du Québec à Montréal**

Département de Communication, École des médias  
405 rue Ste-Catherine est  
Montreal, Quebec H2L2C4  
514-987-3000

**SOURCE #38**

**Université de Montréal**

Département de Communication  
90, avenue Vincent-d'Indy  
Montreal, Quebec H2L2C4  
514-343-6111

**SOURCE #39**

**Concordia University**

CJLO Radio  
7141 Sherbrooke St. West  
Montreal, Quebec H2L2C4  
514-848-8663

**SOURCE #40**

**Trebas Institute**

550 Sherbrooke Street West,  
6th Floor, East Tower  
Montreal, Quebec H3A1B9  
514-845-4141 ext.600

**SOURCE #41**

**Ecole promedia.com**

1118, rue Ste-Catherine ouest  
Montreal, Quebec H2L2C4  
514-861-8951

[info@ecolepromedia.com](mailto:info@ecolepromedia.com)

**SOURCE #42**

**The Montreal Radio and TV School**

1396 Ste Catherine St. West  
Suite # 307  
Montreal, Quebec H3G1P9  
514-875-7234

**SOURCE #43**

**Craigslist.com**

<http://montreal.craigslist.org/>  
<http://montreal.craigslist.org/sls/>

**SOURCE #44**

**947hits.com**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #45**

**Plattsburgh Press-Republican**

Contact: Classified

Address: 170 Margaret Street, Plattsburgh, NY 12901

Phone: 518-561-2300

Fax: 518-561-3362

**SOURCE #46**

**Les Hebdomadaires Montérégien**

Address: 85 Porter Road, Malone, NY 12953

Contact: Ginette, Petits annonces

Phone: 450-373-8555

Fax: 450-373-8666

**SOURCE #47**

**Cornwall Career College**

Address: 225 Pitt Street, Cornwall, Ontario K6J3P8

Contact: Dave Coulas

Phone: 613-936-8973

[clientservices@solutions.on.ca](mailto:clientservices@solutions.on.ca)

**SOURCE #48**

**Country965.com**

Address: 86 Porter Road, Malone, NY 12953

Contact: Mike Boldt

Phone: 518-483-1100

Fax: 518-483-1382

[mikeb@947hits.com](mailto:mikeb@947hits.com)

**SOURCE #49**

**The Gleaner**

66 Chateauguay Street. Huntingdon, Quebec. J0S1H0

Contact: Advertising

Phone: 450-264-5364.

Fax: 450-264-9521.

**TOTAL NUMBER OF INTERVIEWEES AND  
TOTAL NUMBER OF INTERVIEWEES BY EACH  
RECRUITMENT SOURCE**

Yearly Period Beginning: 2/1/2008

Yearly Period Ending: 1/31/2009

Total Number of Persons Interviewed for Full-time Vacancies: 35

Total Number of Interviews by Each Recruitment Source:

Recruitment Source #1:

SeawayHelpWanted.com

Total Number of Interviewees: 8

Recruitment Source #2:

Newspaper Advertising - Malone Telegram

Total Number of Interviewees: 0

Recruitment Source #3:

Newspaper Advertising – Montreal Mirror

Total Number of Interviewees: 1

Recruitment Source #4:

Newspaper Advertising - Standard-Freeholder

Total Number of Interviewees: 0

Recruitment Source #5:

Newspaper Advertising - West Island Chronicle

Total Number of Interviewees: 0

Recruitment Source #6:

Montreal Gazette

Total Number of Interviewees: 0

Recruitment Source #7:

Journal de Montreal

Total Number of Interviewees: 0

Recruitment Source #8:

WICY-WVNV-WYUL Radio

Total Number of Interviewees: 24

Recruitment Source #9:

Courier-Laval

Total Number of Interviewees: 0

Recruitment Source #10:

Referral from Client or Other Employer

Total Number of Interviewees: 2

Recruitment Source #11:

Company Name: Individual Contacted Us

Total Number of Interviewees: 0

Recruitment Source #12:

AllAccess.com

Total Number of Interviewees: 0

Recruitment Source #13:

Milkmanunlimited.com

Total Number of Interviewees: 0

Recruitment Source #14:

Akwesasne Mohawk Territory

Total Number of Interviewees: 0

Recruitment Source #15:

St. Regis Tribal Council

Total Number of Interviewees: 0

Recruitment Source #16:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #17:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #18:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #19:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #20:

SLC One-Stop Career Center

Total Number of Interviewees: 0

Recruitment Source #21:

Seaway Industries

Total Number of Interviewees: 0

Recruitment Source #22:  
Champlain Valley Industries  
Total Number of Interviewees: 0

Recruitment Source #23:  
BOCES  
Total Number of Interviewees: 0

Recruitment Source #24:  
The State University of New York at Canton  
Total Number of Interviewees: 0

Recruitment Source #25:  
The State University of New York at Potsdam  
Total Number of Interviewees: 0

Recruitment Source #26:  
Plattsburgh State University  
Total Number of Interviewees: 0

Recruitment Source #27:  
North Country Community College  
Total Number of Interviewees: 0

Recruitment Source #28:  
Paul Smith's College  
Total Number of Interviewees: 0

Recruitment Source #29:  
Clarkson University  
Total Number of Interviewees: 0

Recruitment Source #30:  
St. Lawrence University  
Total Number of Interviewees: 0

Recruitment Source #31:  
Westaff of the Champlain Valley  
Total Number of Interviewees: 0

Recruitment Source #32:  
Penski Inc. Personnel - Massena  
Total Number of Interviewees: 0

Recruitment Source #33:  
Penski Inc. Personnel - Ogdensburg  
Total Number of Interviewees: 0

Recruitment Source #34:

Penski Inc. Personnel - Malone  
Total Number of Interviewees: 0

Recruitment Source #35:

Penski Inc. Personnel - Potsdam  
Total Number of Interviewees: 0

Recruitment Source #36:

Cegep St-Laurent  
Total Number of Interviewees: 0

Recruitment Source #37:

Université du Québec à Montréal  
Total Number of Interviewees: 0

Recruitment Source #38:

Université de Montréal  
Total Number of Interviewees: 0

Recruitment Source #39:

Concordia University  
Total Number of Interviewees: 0

Recruitment Source #40:

Trebas Institute  
Total Number of Interviewees: 0

Recruitment Source #41:

Ecole promedia.com  
Total Number of Interviewees: 0

Recruitment Source #42:

The Montreal Radio and TV School  
Total Number of Interviewees: 0

Recruitment Source #43:

craigslist.org  
Total Number of Interviewees: 0

Recruitment Source #44

947hits.com  
Total Number of Interviewees: 0

Recruitment Source #45

Plattsburgh Press-Republican  
Total Number of Interviewees: 0

Recruitment Source #46

Les Hebdos Montérégiens

Total Number of Interviewees: 0

Recruitment Source #47

Cornwall Career College

Total Number of Interviewees: 0

Recruitment Source #48

Country965.com

Total Number of Interviewees: 0

Recruitment Source #49

The Gleaner

Total Number of Interviewees: 0

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES SHEET

1. Year: 2008-2009  
Initiative Title: Internship Program  
Description of Initiative:  
Established programs to offer training for interns in the areas of sales, promotion and/or technical operations, providing an opportunity to develop skills to be used in a future career in radio. Contacted area schools and ran recruitment ads on the internet and on the radio. Currently have more than twenty-five active interns.
2. Year: 2008-2009  
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. Cluster stations contribute more than \$20,000 annually in time promoting the job service for our listeners.
3. Year: 2008-2009  
Initiative Title: Newspaper Ads  
Description of Initiative:  
Newspaper ads seeking candidates for sales positions.
4. Year: 2008-2009  
Initiative Title: Radio Advertising  
Description of Initiative:  
Stations ran ads on seeking candidates for sales positions.
5. Year: 2008-2009  
Initiative Title: Internet Advertising  
Description of Initiative:  
Stations ran ads on [www.seawayhelpwanted.com](http://www.seawayhelpwanted.com), [www.allaccess.com](http://www.allaccess.com), [www.milkmanunlimited.com](http://www.milkmanunlimited.com) and stations' websites, seeking candidates for sales, programming and/or promotions positions.
6. Year: 2008-2009  
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.
7. Year: 2008 (November)  
Initiative Title: Lester B. Pearson Career Fair at Pierrefonds Comprehensive High School  
Description of Initiative:  
Staff member participated in career fair sponsored by the L.B. Pearson School Board and Pierrefonds Comprehensive High School and spoke to students regarding opportunities in radio sales and programming.

9. Year: 2008 (October)

Initiative Title: Career Day at John Abbott College

Description of Initiative:

Staff member participated in career fair sponsored by John Abbott College and spoke to students regarding opportunities in radio sales and programming.

10 Year: 2008

Initiative Title: Job Shadowing Program – Salmon River Central Schools

Description of Initiative:

Staff member participated in offer training for students in the areas of sales administration providing students exposure to radio and business.

Form Prepared by: Timothy Martz, President

Name of Person to Contact for more information: Timothy Martz, President

Phone: 775-324-2660

e-mail: [tim@947hits.com](mailto:tim@947hits.com)