

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

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

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

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

SOURCE #7

Journal de Montreal

4545 Frontenac, Montreal, Quebec H2H2R7

Contact: Petits annonces

Phone: 514-888-8888

Fax: 514-529-3909

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

SOURCE #9

Courrier-Laval

Address: 317 Montmorency, Laval, QC H7N 1X1

Contact: Classified

Phone: 514-321-2000

Fax: 514-990-6489

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

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

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

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

SOURCE #14

Akwesasne Mohawk Territory

P.O. Box 366

Roosevelt town, New York, 13683

518-358-3326

Mohawkna@slic.com

SOURCE #15

St. Regis Tribal Council

Route 37, Box 8A

Hogansburg, NY 13655

518-358-2272

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

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

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

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

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

SOURCE #21

Seaway Industries

Career Opportunities

95 Main St.

Canton, NY 13617

315-379-0441

fmcdougal@slnyarc.org

SOURCE #22

Champlain Valley Industries

Workforce Network

9 Industrial Blvd.

Plattsburgh, NY 12901

518-561-0930

msanterre@cviarc.org

SOURCE #23

BOCES

139 State Street

Canton, NY 13617

315-386-4504

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

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

SOURCE #26

Plattsburgh State University
Career Development Center
202 Kehoe Administration Building
101 Broad Street
Plattsburgh, NY 12901
518-564-2071
career@plattsburgh.edu

SOURCE #27

North Country Community College
75 William Street
Malone, NY 12953
518-483-4554
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

SOURCE #29

Clarkson University
Career Center
PO Box 5620
8 Clarkson Ave.
Potsdam, NY 13699
315-268-6477
career@clarkson.edu

SOURCE #30

St. Lawrence University

Career Services & Leadership Education
Richardson Hall
Canton, NY 13617
315-229-5906
careers@stlawu.edu

SOURCE #31

Westaff of the Champlain Valley

307 West Bay Plaza
Plattsburgh, NY 12901
518-566-6061
gwagoner@westaff.com

SOURCE #32

Penski Inc. Personnel - Massena

107 Main St.
Massena, NY 13662
315-764-5410
massena@penski.com

SOURCE #33

Penski Inc. Personnel - Ogdensburg

828 Proctor Ave.
Ogdensburg, NY 13669
ogdensburg@penski.com

SOURCE #34

Penski Inc. Personnel - Malone

458 East Main St.
Malone, NY 12953
malone@penski.com

SOURCE #35

Penski Inc. Personnel - Potsdam

50 Market St.
Potsdam, NY 13676
315-265-8860
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

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

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

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

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: 2/1/2009

Yearly Period Ending: 1/31/2010

Total Number of Persons Interviewed for Full-time Vacancies:

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:

Newspaper Advertising – Montreal Mirror

Total Number of Interviewees:

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: 3

Recruitment Source #11:

Company Name: Individual Contacted Us

Total Number of Interviewees: 0

Recruitment Source #12:

AllAccess.com

Total Number of Interviewees: 7

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: 1

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: 2009-2010
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 at least thirty (30) active interns.
2. Year: 2009-2010
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: 2009-2010
Initiative Title: Newspaper Ads
Description of Initiative:
Newspaper ads seeking candidates for sales positions.
4. Year: 2009-2010
Initiative Title: Radio Advertising
Description of Initiative:
Stations ran ads seeking candidates for sales positions.
5. Year: 2009-2010
Initiative Title: Internet Advertising
Description of Initiative:
Stations ran ads on www.seawayhelpwanted.com, www.allaccess.com, www.milkmanunlimited.com and stations' websites, seeking candidates for sales, programming and/or promotions positions.
6. Year: 2009-2010
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: 2009 (March 27th)
Initiative Title: Career Day at Riverdale High School
Description of Initiative:
Staff member participated in career fair sponsored by Riverdale High School and spoke to students regarding opportunities in radio sales and programming.

8. Year: 2009 (November 17th)
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: 2009 (November 4th)
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: 2009 (November 4th)
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