

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 2/1/20 through 1/31/21

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

Career Title	Date Open	Date Filled

- 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.mcgregorjr@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@sln arc.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	315.267.2344	N
13. State University of New York at Plattsburgh	202 Kehoe Admin Bldg 101 Broad Street 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	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@sllbooces.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@sllbooces.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	MJacobs@srmt-nsn.gov	518-358-2272	N
27. Akwasasne Employment Resource Center	611 State Route 37 Roosevelt NY 13683	cnolan@aamb.ca	518-358-3047	N
28. Johnson Newspapers	15 Harrowgate Commons 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
30. Indeed	Indeed.com			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

iv. During the reporting period, there were a total of 17 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

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

Outreach Efforts for the period of February 1, 2020– January 31, 2021

1. May 5, 2020: Virtual Career Fair with SUNY Potsdam. General Manager John Winter spoke with college junior and seniors about the opportunities in radio.

3. September 23: Virtual Career Day with SUNY Oswego. General Manager John Winter spoke with students about the opportunities in radio.

NAME OF PERSON TO CONTACT FOR MORE INFORMATION:

John Winter
 General Manager
 315.265. 5510