

**Martz Communications Group Inc.**

**EEO Public File Report**  
**(For the period 2/1/2024 to 1/31/2025)**

WICY (AM) Malone, NY (Facility Id. No. 36122)  
 WPDM (AM) Potsdam, NY (Facility Id. No. 62134)  
 WSNN (FM) Potsdam, NY (Facility Id. No. 62135)

<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>
Office Manager	January 2024	3/1/24	16	1,1,16,16,16,16
Sales Executive	Perpetual	4/15/24	1	1,1,16,16,16,16
Sales Executive	Perpetual	11/4/24	1	1

## RECRUITMENT SOURCES

### SOURCE #1

#### **WICY-WPDM-WSNN Radio and Social Media**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

### SOURCE #2

#### **Referral from Employee, Client or Other Employer**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

### SOURCE #3

#### **Individual Contacted Us**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

### SOURCE #4

#### **Akwesasne Mohawk Territory P.O.**

Box 366

Rooseveltown, New York 13683

518-358-3326

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

### SOURCE #5

#### **St. Regis Tribal Council**

Route 37, Box 8A

Hogansburg, NY 13655 518-358-

2272 [jtarbell@smt-nsn.gov](mailto:jtarbell@smt-nsn.gov)

### SOURCE #6

#### **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 #7**

**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 #8**

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

**SOURCE #9**

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

**SOURCE #10**

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

**SOURCE #11**

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

**SOURCE #12**

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

**SOURCE #13**

**Internal Staff Promotion WICY-WPDM-WSNN**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

**SOURCE #14**

**Facebook.com pages**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

**SOURCE #15**

**ZipRecruiter.com internet site**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

**SOURCE #16**

**Indeed.com internet site**

Address: 86 Porter Road, Malone, NY 12953

Contact: Kim Kiser Phone:

518-483-1100

[kim@wildcountry.fm](mailto:kim@wildcountry.fm)

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

Yearly Period Beginning: 2/1/2024

Yearly Period Ending: 1/31/2025

Total Number of Persons Interviewed for Full-time Vacancies: 13

Total Number of Interviews by Each Recruitment Source:

Recruitment Source #1:

WICY-WPDM-WSNN Radio and Social Media

Total Number of Interviewees: 5

Recruitment Source #2:

Referral from Client or Other Employer

Total Number of Interviewees: 0

Recruitment Source #3:

Company Name: Individual Contacted Us

Total Number of Interviewees: 0

Recruitment Source #4:

Akwesasne Mohawk Territory

Total Number of Interviewees: 0

Recruitment Source #5:

St. Regis Tribal Council

Total Number of Interviewees: 0

Recruitment Source #6:

NYS Dept. of Labor Division of Employment Services Offices

Total Number of Interviewees: 0

Recruitment Source #7:

The State University of New York at Canton

Total Number of Interviewees: 0

Recruitment Source #8:

The State University of New York at Potsdam

Total Number of Interviewees: 0

Recruitment Source #9:  
North Country Community College  
Total Number of Interviewees: 0

Recruitment Source #10:  
Paul Smith's College  
Total Number of Interviewees: 0

Recruitment Source #11:  
Clarkson University  
Total Number of Interviewees: 0

Recruitment Source #12:  
St. Lawrence University  
Total Number of Interviewees: 0

Recruitment Source #13: Internal  
Staff Promotion  
Total Number of Interviewees: 0

Recruitment Source #14:  
Facebook pages  
Total Number of Interviewees: 0

Recruitment Source #15:  
ZipRecruiter.com  
Total Number of Interviewees: 0

Recruitment Source #16:  
Indeed.com  
Total Number of Interviewees: 8

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES SHEET

1. Year: 2024-2025  
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.
  
2. Year: 2024-2025  
Initiative Title: Promotion from Within - Malone, NY Description  
of Initiative:  
Managers train and actively encourage professional growth in employees.
  
3. Year: 2024-2025  
Initiative Title: Internship Program Description  
of Initiative:  
Established programs to offer training for interns in the areas of operations, sales and administration, providing an opportunity to develop skills to be used in a future career in radio. Interns were involved in administrative, technical and promotions activities. We hired and used 6 interns in the past year. The General Manager oversees the internship program.
  
4. Year: 2024-2025  
Initiative Title: Career Day – SUNY Potsdam, NY – March 15, 2023  
Description of Initiative:  
General Manager and Sports Director met with students to discuss internships with our stations.
  
5. Year: 2024-2025  
Initiative Title: High School Job Fair – Massena Central High School - Massena, NY – March 29, 2024  
Description of Initiative:  
Sr. Sales Executive and Sports Director met with students to discuss careers in radio and at our stations.

Form Prepared by: Timothy Martz, President  
Name of Person to Contact for more information: Timothy Martz, President  
Phone: 775-742-1312  
email: [tim@wamo100.com](mailto:tim@wamo100.com)