

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

Daily Courier-Observer

Address: 56 Main Street, Massena, NY 13662

Contact: Advertising

Phone: 315-769-2541

Fax: 315-764-0180

SOURCE #3

WMSA-WRCD-WVLF Radio

Address: 2155 State Route 420, Massena, NY 13662

Contact: Michael R. Guimond

Phone: 315-769-3333

Fax: 315-769-3299

mikeg@1340wmsa.com

SOURCE #4

WNCQ, WYSX, WPAC Radio

Address: 1 Bridge Plaza, Suite 204

Contact: John Winter

Phone: 315-393-1220

Fax: 315-393-3974

john@q1029.com

SOURCE #5

Referral from Client, Employee or Other Employer

Address: 2155 State Route 420, Massena, NY 13662

Contact: Michael R. Guimond

Phone: 315-769-3333

Fax: 315-769-3299

mikeg@1340wmsa.com

SOURCE #6

Individual Contacted Us

Address: 2155 State Route 420, Massena, NY 13662

Contact: Michael R. Guimond

Phone: 315-769-3333

Fax: 315-769-3299

mikeg@1340wmsa.com

SOURCE #7

AllAccess.com

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

Contact: Joel Denver

Phone: 310-457-6616

jdener@allaccess.com

SOURCE #8

Akwesasne Mohawk Territory

P.O. Box 366

Roosevelt, New York, 13683

518-358-3326

Mohawkna@slic.com

SOURCE #9

St. Regis Tribal Council

Route 37, Box 8A

Hogansburg, NY 13655

518-358-2272

jtarbell@srmt-nsn.gov

SOURCE #10

NYS Dept. of Labor Division of Employment Services Offices

One Work Source

Malone One-Stop

158 Finney Boulevard

Malone, NY 12953

518-481-5755

bcasws@labor.state.ny.us

SOURCE #11

NYS Dept. of Labor Division of Employment Services Offices

35 Glenn Street

Massena, NY 13662

315-769-3596

usamlc@labor.state.ny.us

SOURCE #12

NYS Dept. of Labor Division of Employment Services Offices

616 Rennselaer Ave., Room 108

Ogdensburg, NY 13669

315-393-4600

tonyzappia@labor.state.ny.us

josephramsey@labor.state.ny.us

SOURCE #13

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 #14

SLC One-Stop Career Center

80 State Highway 310 Suite 8
Canton, NY 13617
(315) 386-3276

mary.curtis@labor.state.ny.us

SOURCE #15

Seaway Industries

Career Opportunities
95 Main St.
Canton, NY 13617
315-379-0441

fmcdougal@slnyarc.org

SOURCE #16

Champlain Valley Industries

Workforce Network
9 Industrial Blvd.
Plattsburgh, NY 12901
518-561-0930

msanterre@cviarc.org

SOURCE #17

BOCES

139 State Street
Canton, NY 13617
315-386-4504

spaul@slloboces.org

SOURCE #18

The State University of New York at Canton

34 Cornell Drive
Canton, NY 13617
315-386-7123

careers@canton.edu

SOURCE #19

The State University of New York at Potsdam

106 Sisson Hall
44 Pierrepont Avenue
Potsdam, NY 13676
315-267-2344

career@potsdam.edu

SOURCE #20

Plattsburgh State University

Career Development Center
202 Kehoe Administration Building
101 Broad Street
Plattsburgh, NY 12901
518-564-2071

career@plattsburgh.edu

SOURCE #21

North Country Community College

75 William Street
Malone, NY 12953
518-483-4554

bkelly@nccc.edu

SOURCE #22

Paul Smith's College

Route 86 & 30
P.O. Box 265
Paul Smiths, NY 12970
518-327-6227

elrods@paulsmiths.edu

SOURCE #23

Clarkson University

Career Center
PO Box 5620
8 Clarkson Ave.
Potsdam, NY 13699
315-268-6477

career@clarkson.edu

SOURCE #24

St. Lawrence University

Career Services & Leadership Education
Richardson Hall
Canton, NY 13617
315-229-5906

careers@stlawu.edu

SOURCE #25

Westaff of the Champlain Valley

307 West Bay Plaza
Plattsburgh, NY 12901
518-566-6061

gwagoner@westaff.com

SOURCE #26

Penski Inc. Personnel - Massena

107 Main St.
Massena, NY 13662
315-764-5410

massena@penski.com

SOURCE #27

Penski Inc. Personnel - Ogdensburg

828 Proctor Ave.
Ogdensburg, NY 13669

ogdensburg@penski.com

SOURCE #28

Penski Inc. Personnel - Malone

458 East Main St.
Malone, NY 12953

malone@penski.com

SOURCE #29

Penski Inc. Personnel - Potsdam

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

potsdam@penski.com

SOURCE #30

Milkmanunlimited.com

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

Contact: Milky

Phone: 613-858-6455

Fax: 613-298-1163

info@milkmanunlimited.com

**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: 3

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Total Number of Interviews by Each Recruitment Source:

Recruitment Source #1:

SeawayHelpWanted.com

Total Number of Interviewees: 3

Recruitment Source #2:

Daily Courier-Observer

Total Number of Interviewees: 0

Recruitment Source #3:

WMSA-WRCD-WVLF Radio

Total Number of Interviewees: 0

Recruitment Source #4:

WNCQ, WYSX, WPAC Radio

Total Number of Interviewees: 0

Recruitment Source #5:

Referral from Client or Other Employer

Total Number of Interviewees: 2

Recruitment Source #6:

Individual Contacted Us

Total Number of Interviewees: 1

Recruitment Source #7:

AllAccess.com Radio Job Site

Total Number of Interviewees: 0

Recruitment Source #8:

Akwesasne Mohawk Territory

Total Number of Interviewees: 0

Recruitment Source #9:

St. Regis Tribal Council

Total Number of Interviewees: 0

Recruitment Source #10:

NYS Dept. of Labor Division of Employment Services Offices
Total Number of Interviewees: 0

Recruitment Source #11:

NYS Dept. of Labor Division of Employment Services Offices
Total Number of Interviewees: 0

Recruitment Source #12

NYS Dept. of Labor Division of Employment Services Offices
Total Number of Interviewees: 0

Recruitment Source #13

NYS Dept. of Labor Division of Employment Services Offices
Total Number of Interviewees: 0

Recruitment Source #14

SLC One-Stop Career Center
Total Number of Interviewees: 0

Recruitment Source #15

Seaway Industries
Total Number of Interviewees: 0

Recruitment Source #16

Champlain Valley Industries
Total Number of Interviewees: 0

Recruitment Source #17

BOCES
Total Number of Interviewees: 0

Recruitment Source #18

The State University of New York at Canton
Total Number of Interviewees: 0

Recruitment Source #19

The State University of New York at Potsdam
Total Number of Interviewees: 0

Recruitment Source #20

Plattsburgh State University
Total Number of Interviewees: 0

Recruitment Source #21

North Country Community College
Total Number of Interviewees: 0

Recruitment Source #22

Paul Smith's College
Total Number of Interviewees: 0

Recruitment Source #23

Clarkson University

Total Number of Interviewees: 0

Recruitment Source #24

St. Lawrence University

Total Number of Interviewees: 0

Recruitment Source #25

Westaff of the Champlain Valley

Total Number of Interviewees: 0

Recruitment Source #26

Penski Inc. Personnel - Massena

Total Number of Interviewees: 0

Recruitment Source #27

Penski Inc. Personnel - Ogdensburg

Total Number of Interviewees: 0

Recruitment Source #28

Penski Inc. Personnel - Malone

Total Number of Interviewees: 0

Recruitment Source #29

Penski Inc. Personnel - Potsdam

Total Number of Interviewees: 0

Recruitment Source #30

Milkmanunlimited.com

Total Number of Interviewees: 0

**DESCRIPTION OF SUPPLEMENTAL OUTREACH
INITIATIVES SHEET**

1. Year: 2008

Initiative Title: Internship Program

Description of Initiative:

Continued program with the Technical Prep department at Massena High School to offer training for interns with the goal of working in radio. One student interned with us in 2008. The student who interned with us in 2007 was hired as a part time board operator upon completion of his internship, and gained significant skills in the radio broadcasting. He is now in his first year in an accredited college majoring in broadcasting.

2. Year: 2007-2009

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

Initiative Title: Job & Career Fair

Description of Initiative:

Participated in Gateways to Careers at Clarkson University. Met with various prospects and discussed opportunities in April 2008. Attended Canton NY's Fall Career Fair at SUNY Canton in October 2008.

4. Year: 2007-2008

Initiative Title: Internet Advertising

Description of Initiative:

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

5. Year: 2007-2008

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.

Form Prepared by: Michael R. Guimond, General Manager

Name of Person to Contact for more information: Michael R. Guimond, General Manager

Phone: 315-769-3333

e-mail: mikeg@1340wmsa.com