

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WEZX(FM), WPZX(FM), WFUZ(AM), WEJL(AM), WOQFM(FM), WOQFN(FM)

B. REPORTING PERIOD

April 1, 2023 to March 31, 2024

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: Account Executive #1	DATE FILLED: 5/13/2023
(2)	JOB TITLE: Account Executive #2	DATE FILLED: 6/13/2023
(3)	JOB TITLE: Account Executive #3	DATE FILLED: 9/30/2023
(4)	JOB TITLE: Account Executive #4	DATE FILLED: 2/26/2024

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

(1)		JOB TITLE: Account Executive #1	DATE FILLED: 5/13/2023	
				REFERRED PERSON HIRED?
SOURCE	CONTACT PERSON	ADDRESS	PHONE	
Facebook	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	yes
Indeed	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
CollegeCentral.com and Emails to College and Universities	Mari Olshefski	See Section H	570-207-8599	
Career and Job Centers	Mari Olshefski	See Section H	570-207-8599	
Radio Station- WEZX/WEJL/WOQFM	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Websites	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
On site presentations	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 7

(2)		JOB TITLE: Account Executive #2	DATE FILLED: 6/13/2023	
				REFERRED PERSON HIRED?
SOURCE	CONTACT PERSON	ADDRESS	PHONE	

Facebook	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Linked-in	Terry Deitz Dave Mehall	149 Penn Ave Scranton, PA 18503	570-207-8561	yes
Indeed	Terry Deitz Dave Mehall	149 Penn Ave Scranton, PA 18503	570-207-8561	
CollegeCentral.com and Emails to College and Universities	Mari Olshefski	See Section H	570-207-8599	
Career and Job Centers	Mari Olshefski	See Section H	570-207-8599	
Radio Station- WEZX/WEJL/WQFM	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Websites	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
On site presentations referrals	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	yes

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5

(3) JOB TITLE: Account Executive #3

DATE FILLED: 9/30/2023

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Facebook	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	yes
Indeed	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
CollegeCentral.com and Emails to College and Universities	Mari Olshefski	See Section H	570-207-8599	
Career and Job Centers	Mari Olshefski	See Section H	570-207-8599	
Radio Station- WEZX/WEJL/WQFM	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Websites	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 11

(4) JOB TITLE: Account Executive #4

DATE FILLED: 2/26/2024

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Facebook	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
Indeed	Terry Deitz	149 Penn Ave	570-207-8561	yes

Scranton, PA 18503				
CollegeCentral.com and Emails to College and Universities	Mari Olshefski	See Section H	570-207-8599	
Career and Job Centers	Mari Olshefski	See Section H	570-207-8599	
Radio Station- WEZX/WEJL/WQFM	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Websites	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
On site presentations Refferals	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	yes

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 6

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 29

F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES

SOURCE	CONTACT PERSON	ADDRESS	PHONE	No. of Interviewees
All Access.com	Mark Hoover	149 Penn Ave Scranton, PA	570) 207-8599	
Referrals	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	1
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	9
Indeed	Rebecca Reynolds David Mehall	149 Penn Ave Scranton, PA	(570) 348-9100	7
Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	3
Facebook	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	
Internship Program	Mark Hoover/Pat White	149 Penn Ave Scranton, PA	(570) 207-8568	1
Employment/Job Fairs	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8571	4
Career and Job Centers	Mari Olshefski	See Section H	(570) 207-8599	1
CollegeCentral.com and Emails to College and Universities	Internet Posting Site E-mail List Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	
Radio Station Websites	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	

Radio Station – WEZX/WEJL/WQFM	Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	0
Speaking events/referrals	Terry Deitz	149 Penn Ave Scranton PA	(570)207-8561	3
TOTAL				29

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2023—MARCH 31, 2024

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
Luzerne Community College Job Fair April 5 th , 2023	PROMOTED, AND ATTENDED JOB FAIR HOSTED LUZERNE COUNTRY COMMUNITY COLLEGE COMMUNICATIONS DEPARTMENT. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	Ron Reno On air talent TERRY DEITZ (General Manager) PAT WHITE PROMOTIONS (MANAGER /INTERN SUPERVISOR)
GREAT NORTHEAST JOB FAIR MOHEGAN SUN POCONO April 10, 2023	CO HOSTED THIS JOB FAIR WITH OUR PARENT COMPANY TIMES SHAMROCK. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)
INTERNSHIP PROGRAM Fall/summer 2023(2 STUDENTS) SPRING 2024 (1 STUDENT)	THE SCRANTON TIMES L.P.S INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO BROADCASTING WITH A CONCENTRATION IN PROMOTIONS, PROGRAMMING, PRODUCTION AND SALES.	PATRICK WHITE (Promotions Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
UNIVERSITY OF SCRANTON CAREER & INTERNSHIP FAIR APRIL 23, 2023	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	PATRICK WHITE (Promotions Manager)
GREAT NORTHEAST JOB FAIR GENNETTI'S HAZLETON May 3, 2023	CO HOSTED AND PRESENTED THIS JOB FAIR WITH OUR PARENT COMPANY TIMES SHAMROCK COMMUNICATIONS. OUR RADIO STATIONS PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)
Times Shamrock Meet and Greet HAPPY HOUR CAREER NIGHT MAY 3, 2023	THE RADIO STAFF HOSTED AN INFORMAL MEET THE STAFF NIGHT FOR THE PURPOSE OF FURTHERING INFORMATION ABOUT CAREERS IN THE BROADCAST INDUSTRY. OPEN TO THE COMMUNITY	TERRY DEITZ (GENERAL MANAGER); ERIC LOGAN (MUSIC DIRECTOR) DAN KOSLOSKI (SENIOR AE)
Core Leadership Program Guest Speaker Graduation Speaker June 8, 2023 Lackawanna College	Terry Deitz, General Manager, spoke to the graduating class of the Leadership Lackawanna Core Class comprised of aspiring leaders new to the business world. Topics covered included informing the class of how broadcasting careers create great leaders	Terry Deitz, (General Manager)
JOB SHADOW KEYSER LEPIER JULY 27, 2023	PARTICIPANT MET WITH CURRENT EMPLOYEES AND TOURED ON-AIR PROGRAMMING, OTHER PRODUCTION ACTIVITIES, PROMOTIONS PLANNING & TRAFFIC LOG PROCESSES.	MARK HOOVER (Program Director) Dan Kosloski (Senior Account Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
<p>CAREER LINK JOB FAIR WILKES BARRE PA SEPTEMBER 12, 2023</p>	<p>CO-PROMOTED THIS COMMUNITY JOB FAIR IN WILKES BARRE PA. OPEN TO THE GENERAL PUBLIC AND CO-HOSTED WITH THE WORK FORCE DEVELOPMENT BOARD. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</p>	<p>Terry Deitz (General Manager); Mark Hoover (Program Director) Pat White (Promotions Director)</p>
<p>Leadership Lackawanna Core Class SPEAKING ENGAGEMENT 40 Participants SEPTEMBER 23, 2023</p>	<p>PRESENTATION ON LEADERSHIP IN THE BROADCASTING INDUSTRY AND HOW OUR MEDIUM AFFECTED AND REACHES PEOPLE. LEADERSHIP IS A GROUP OF YOUNG UPCOMING LEADERS IN TRAINING THAT IS PART OF A 10 MONTH PROGRAM TO ENGAGE IN ACTIVITIES TO IMPROVE THE COMMUNITY.</p>	<p>TERRY DEITZ (General Manager)</p>
<p>JOB SHADOW SCRANTON PREP STUDENTS SEPTEMBER 9, 2023 SEPTEMBER 15, 2023</p>	<p>THREE DIFFERENT STUDENTS JOB SHADOWED FOR LOCAL LIVE BROADCASTS OF HIGH SCHOOL FOOTBALL GAMES. THEY WERE TAUGHT HOW TO SET UP EQUIPMENT AND HOW TO PREPARE FOR A CAREER IN SPORTS BROADCASTING</p>	<p>TERRY DEITZ (General Manager)</p>
<p>Careers in Broadcasting Job Fair WVIA STUDIOS, PITTSTON PA SEPTEMBER 21, 2023</p>	<p>STATION PERSONNEL ATTENDED AND PARTICIPATED IN A MEDIA SPECIFIC JOB FAIR ALONG WITH OTHER MEDIA OUTLETS IN THE AREA AND HOSTED BY WVIA-TV. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</p>	<p>ERIC LOGAN (MUSIC DIRECTOR) PAT WHITE (PROGRAM DIRECTOR)</p>
<p>KEYSTONE COLLEGE 2023 KC CAREER EXPO OCTOBER 5, 2023</p>	<p>PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</p>	<p>PATRICK WHITE (Promotions Manager)</p>

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
Lackawanna Leadership Executive Class Speaker October 4, 2023	GUEST SPEAKER TO A CLASS OF 20 EXECUTIVE LEADERS TO RELATE THE CURRENT STATE OF RADIO IN THE LOCAL COMMUNITY AND THE IMPORTANCE OF THE MEDIUM IN TODAY'S WORLD	TERRY DEITZ (GENERAL MANAGER)
LUZURNE COUNTY COMMUNITY COLLEGE TRADES AND TECHNOLOGY JOB FAIR November 8, 2023	JOB FAIR OPEN TO ALL STUDENTS AND THE COMMUNITY. OUR STAFF ENCOURAGED ATTENDEES TO DISCUSS OPPORTUNITIES IN THE BROADCAST INDUSTRY INCLUDING BROADCAST ENGINEERING	Patrick White (PROMOTIONS DIRECTOR) Eric Logan (Music Director) Dave Mehall (Sales Manager)
HIGH SCHOOL CHRISTMAS CHORAL PROGRAM/ TOURS NOVEMBER 2023	PROVIDED A TOUR OF THE STATION AND DISCUSSED EMPLOYMENT OPPORTUNITIES IN THE MEDIA FIELD TO LOCAL HIGH SCHOOL STUDENTS FROM 4 AREA DISTRICTS WHEN THEY VISITED OUR OFFICES TO RECORD CHORAL SELECTIONS FOR ON AIR USE	TERRY DEITZ (General Manager) Pat White (Promotions Director); Kevin Fitzgerald (Corporate Engineer)
HAND SHAKE INITIATIVE (ONGOING)	PARTICIPATED IN JOB BANK WHERE NEWS AND OPPORTUNITIES ARE POSTED AND AVAILABLE TO COLLEGES INCLUDING: KEYSTONE COLLEGE, KING'S COLLEGE, WILKES UNIVERSITY, UNIVERSITY OF SCRANTON, EAST STROUDSBERG UNIVERSITY OF PA, KUTZTOWN UNIVERSITY OF PA, MARYWOOD, AND MISERICORDIA UNIVERSITY.	MARI OLSHEFSKI (Traffic Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
PENN STATE UNIVERSITY CAREER & INTERNSHIP FAIR FEBRUARY 29, 2024	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	PATRICK WHITE (Promotions Manager)

H. OUTREACH ORGANIZATIONS

#	ORGANIZATION/CONTACT	STATE	E-MAIL ADDRESS	PHONE #	DID SHAMROCK CONTACT ORGANIZATION TO REQUEST TO SEND JOB VACANCY INFORMATION?	DID ORGANIZATION CONTACT SHAMROCK TO REQUEST JOB VACANCY INFORMATION?
1	WILKES-BARRE CHAMBER OF COMMERCE/Lindsay Griffin	PA	Lindsay@wilkes.org	570-823-2101	Yes	No
2	EMPLOYMENT OPPORTUNITY & TRAINING CENTER/Tara Carrol	PA	eotc@aol.com	570-348-6484	Yes	No
3	CAREERLINK-WILKES-BARRE/Marla Doddo	PA	marladoddo@swib.org	570-822-1101	Yes	No
4	CAREERLINK-SCRANTON/Cathy Gerard	PA	c-cgerard@pa.gov	570-963-3110	Yes	No
5	KUTZTOWN UNIVERSITY/Alexis Merton	PA	careers@kutztown.edu	610-683-4077	Yes	No
6	LUZERNE COUNTY COMMUNITY COLLEGE/Jane Kaczmarczyk	PA	Jkaczmarczyk@luzerne.edu	570-740-0450	Yes	No
7	WILKES UNIVERSITY/Camille Kaschak	PA	careers@wilkes.edu	570-408-4060	Yes	No
8	KING'S COLLEGE/Kelly Gibbons	PA	monarchjob@kings.edu	570-208-5874	Yes	No
9	MARYWOOD UNIVERSITY/Allison McHale	PA	careerservices@marywood.edu	570-348-6247	Yes	No

10	UNIVERSITY OF SCRANTON/ Tracy Muth	PA	careers@scranton.edu	570-941-7640	Yes	No
11	EAST STROUDSBURG UNIVERSITY/ Melinda Rosen	PA	careerdevelopment@esu.edu	570-422-3219	Yes	No
12	SCRANTON CHAMBER OF COMMERCE/Kristine Augustine	PA	kaugustine@scrantonchamber.com	570-342-7711	Yes	No
13	MISERICORDIA UNIVERSITY/Bernadette Rushmer	PA	iccareer@miseriordia.edu	570-674-8028	Yes	No

Sent the following colleges employment opportunities to post on joinhandshake.com/

KEYSTONE COLLEGE
KING'S COLLEGE
WILKES UNIVERSITY
UNIVERSITY OF SCRANTON

EAST STROUDSBURG UNIVERSITY OF PA
KUTZTOWN UNIVERSITY OF PA
MARYWOOD
MISERICORDIA UNIVERSITY