

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WEZX(FM), WPZX(FM), WFUZ(AM), WEJL(AM), WQFM(FM), WQFN(FM)

B. REPORTING PERIOD

April 1, 2021 to March 31, 2022

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: Promotions Director	DATE FILLED: 6/7/21
(2)	JOB TITLE: Account Executive #1	DATE FILLED: 8/23/21

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

(1) JOB TITLE: Promotions Director **DATE FILLED:** 6/7/21

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 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 Websites	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	Yes
All Access.com	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	

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

(2) JOB TITLE: Account Executive #1 **DATE FILLED:** 8/23/21

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Referrals	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Employment/Job Fair	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: 8

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 15

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	3
Referrals	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	3
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	5
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	
Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	1
Facebook	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	
Internship Program	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8568	
Employment/Job Fairs	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8571	
AllAccess website Career and Job Centers	Mark Hoover Mari Olshefski	149 Penn Ave Scranton, PA See Section H	(570) 207-8568 (570) 207-8599	
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	2
Radio Station – WEZX/WEJL/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	1
TOTAL				15

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD APRIL 1, 2021—MARCH 31, 2022

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
<p>GREAT NORTHEAST VIRTUAL JOB FAIR MOHEGAN SUN POCONO MARCH 16, 2022</p>	<p>CO-SPONSORED, PROMOTED, AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, TIMES SHAMROCK COMMUNICATION. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</p>	<p>REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)</p>
<p>GREAT NORTHEAST VIRTUAL JOB FAIR MOHEGAN SUN POCONO AUGUST 25, 2021</p>	<p>PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.</p>	<p>REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)</p>
<p>INTERNSHIP PROGRAM PENN STATE SCRANTON JANUARY – APRIL 2022</p>	<p>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.</p>	<p>HEATHER BURLEIGH (Asst. Program Director)</p>
<p>KEYSTONE COLLEGE FALL CAREER FAIR NOVEMBER 30, 2021</p>	<p>PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.</p>	<p>HEATHER BURLEIGH (Asst. Program Director)</p>
<p>CAREER TECHNOLOGY CENTER OF LACKAWANNA COUNTY SENIOR AWARDS NIGHT MAY 27, 2021</p>	<p>SPOKE TO GROUP OF STUDENTS ABOUT RADIO INDUSTRY AND CAREER OPPORTUNITIES.</p>	<p>ERIC LOGAN (On-air Personality)</p>

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
JOINHANDSHAKE.COM QUARTERLY	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)
TOUR & JOB SHADOW KEYSTONE COMMUNITY RESOURCES FEBRUARY 21, 2022	PROVIDED A TOUR OF THE RADIO STATIONS. MET WITH DEPARTMENTS AND PROVIDED INFORMATION ON CAREERS IN THE BROADCASTING INDUSTRY.	TERRY DEITZ (General Manager)
KEYSTONE COLLEGE SPRING GRAD, INTERN & CAREER FAIR APRIL 15, 2021	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	MARK HOOVER (Program Director)
UNIVERSITY OF SCRANTON VIRTUAL CAREER EXPO OCTOBER 21, 2021	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	MARK HOOVER (Program Director)
JOB SHADOW FOUR INDIVIDUALS	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND PARTICIPANTS MET WITH CURRENT EMPLOYEES.	TERRY DEITZ (General Manager)
LEADERSHIP LACKAWANNA EXECUTIVE PROGRAM SCRANTON CHAMBER OF COMMERCE JULY-AUG 2021	PROGRAM ADDRESSED LOCAL IMPORTANT ISSUES IN HE BUSINESS COMMUNITY INCLUDING DIVERSITY CIRCLES, EMPLOYMENT SHORTAGE ISSUES, BUSINESS LEADERSHIP SEMINARS, AND HIRING ISSUES.	TERRY DEITZ (General Manager)
LEADERSHIP LACKAWANNA CORE FEBRUARY 10, 2022	PRESENTATION WAS ON EMBRACING DIVERSITY IN OUR WORLD TODAY. 38 INDIVIDUALS FROM LOCAL BUSINESSES AND ORGANIZATIONS ATTENDED.	TERRY DEITZ (General 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@lswib.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@misericordia.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