

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, 2022 to March 31, 2023

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1) **JOB TITLE:** Account Executive #1 **DATE FILLED:** 6/13/2022

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

(1) **JOB TITLE:** Account Executive #1 **DATE FILLED:** 6/13/2022

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- WEZX/WEJL/WQFM	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	Yes
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: 8

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	4
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	
Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	
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	
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	2
TOTAL				8

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD APRIL 1, 2022—MARCH 31, 2023

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
GREAT NORTHEAST JOB FAIR MOHEGAN SUN POCONO JUNE 1, 2022	CO-SPONSORED, PROMOTED, AND ATTENDED 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	REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
GREAT NORTHEAST JOB FAIR MOHEGAN SUN POCONO MARCH 15, 2023	PROMOTED AND ATTENDED JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	REBECCA REYNOLDS (Classified Manager) TERRY DEITZ (General Manager) MICHAEL DESAU (Human Resources Director)
INTERNSHIP PROGRAM SPRING 2022 (4 STUDENTS) SPRING 2023 (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)
KEYSTONE COLLEGE 2022 KC CAREER EXPO OCTOBER 20,2022	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	PATRICK WHITE (Promotions Manager)
PENN STATE UNIVERSITY CAREER & INTERNSHIP FAIR FEBRUARY 9, 2023	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	PATRICK WHITE (Promotions Manager)
HIGH SCHOOL CHRISTMAS CHORAL PROGRAM DECEMBER 2022	PROVIDED A TOUR OF THE STATION AND DISCUSSED EMPLOYMENT OPPORTUNITIES IN THE MEDIA FIELD.	TERRY DEITZ (General Manager)
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 STROUDSBURG UNIVERSITY OF PA, KUTZTOWN UNIVERSITY OF PA, MARYWOOD, AND MISERICORDIA UNIVERSITY.	MARI OLSHEFSKI (Traffic Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
UNIVERSITY OF SCRANTON INTRODUCTION TO MEDIA CLASS NOVEMBER 14, 2022	PRESENTATION ON THE ROLE OF ACCOUNT EXECUTIVES AND INTERACTIONS WITH CLIENTS. ALSO DISCUSSED EMPLOYMENT AND INTERNSHIP OPPORTUNITIES.	DAVE MEHALL (Director of Outdoor Media)
UNIVERSITY OF SCRANTON VIRTUAL CAREER EXPO SEPTEMBER 30, 2022	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	MARK HOOVER (Program Director)
JOB SHADOW MELANIE MCINTYRE MAY 12, 2022	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND PARTICIPANT MET WITH CURRENT EMPLOYEES.	TERRY DEITZ (General Manager)
JOB SHADOW DERRICK HEWITT JULY 27, 2022	PARTICIPANT MET WITH CURRENT EMPLOYEES AND TOURED ON-AIR PROGRAMMING, OTHER PRODUCTION ACTIVITIES, PROMOTIONS PLANNING & TRAFFIC LOG PROCESSES.	MARK HOOVER (Program Director) LEO FLYNN (Production Asst)
JOB SHADOW DANIEL BOHENEK MARCH 9, 2023	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND PARTICIPANT MET WITH CURRENT EMPLOYEES.	TERRY DEITZ (General Manager)
JOB SHADOW DANA SEBASTANELLI MARCH 10, 2023	PARTICIPANT MET WITH CURRENT EMPLOYEES AND OBSERVED TYPICAL SALES DAY, PRODUCTION PROCEDURES, CLIENT SERVICES & SALE PROCESSES.	TERRY DEITZ (General Manager)
JOB SHADOW RYS OTTO MARCH 23, 2023	PARTICIPANT MET WITH CURRENT EMPLOYEES AND OBSERVED THE SETUP, PREPARATION AND LIVE BROADCAST OF A SPORTING EVENT.	TERRY DEITZ (General Manager)
BLUE COLLAR JOB FAIR VIEWMONT MALL APRIL 7, 2022	HOSTED, PROMOTED AND ATTENDED JOB FAIR INCONJUNCTION WITH THE VIEWMONT MALL. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	TERRY DEITZ (General Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
BLUE COLLAR JOB FAIR VIEWMONT MALL SEPTEMBER 8, 2022	HOSTED, PROMOTED AND ATTENDED JOB FAIR INCONJUNCTION WITH THE VIEWMONT MALL. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	TERRY DEITZ (General Manager)
SPRING JOB FAIR VIEWMONT MALL MARCH 23, 2022	HOSTED, PROMOTED AND ATTENDED JOB FAIR INCONJUNCTION WITH THE VIEWMONT MALL. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	TERRY DEITZ (General Manager)
MARYWOOD UNIVERSITY SPEAKING ENGAGEMENT 17 STUDENTS MARCH 1, 2023	PRESENTATION ON MARKETING, ADVERTISING AND HOW A CAREER IN BROADCASTING CAN LEAD TO A THROGH UNDERSTANDING OF MARKETING & ADVERTISING PRACTICES.	TERRY DEITZ (General Manager)
KEYSTONE COLLEGE SPRING JOB FAIR March 28, 2023	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	TERRY DEITZ (General Manager) 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@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