

# EEO PUBLIC FILE REPORT

**A. EMPLOYMENT UNIT COVERED**

WEZX-FM, WPZX-FM, WEJL-FM, WFUZ-FM, WEJL-AM, WBAX-AM

**B. REPORTING PERIOD**

*April 1, 2015 to March 31, 2016*

**C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD**

(1)	<b>JOB TITLE:</b> <i>Sales Position #1</i>	<b>DATE FILLED:</b> <i>6/1/15</i>
(2)	<b>JOB TITLE:</b> <i>Sales Position #2</i>	<b>DATE FILLED:</b> <i>1/4/16</i>

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

**1) JOB TITLE:** *Sales Position #1* **DATE FILLED:** *6/1/15*

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker</i>	<i>John Waschek</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 348-9100</i>	<i>N</i>
<i>Career and Job Centers Scranton, Wilkes-Barre</i>	<i>Email – Various Mari Olshefski</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>College Central.com Posting Colleges/Universities</i>	<i>Mari Olshefski</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>On-Air Recruitment Commercial (2 stations WFUZ/WEJL)</i>	<i>Dave Mehall</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8579</i>	<i>N</i>
<i>Referral</i>	<i>Dave Mehall</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8579</i>	<i>Y</i>

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1**

**4) JOB TITLE:** *Sales Position #2* **DATE FILLED:** *1/4/16*

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker</i>	<i>John Waschek</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 348-9100</i>	<i>N</i>
<i>Career and Job Centers Scranton, Wilkes-Barre</i>	<i>Email – Various Mari Olshefski</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>College Central.com Posting Colleges/Universities</i>	<i>Mari Olshefski</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>On-Air Recruitment Commercial (2 stations WFUZ/WEJL)</i>	<i>Dave Mehall</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8579</i>	<i>N</i>
<i>Referral</i>	<i>Dave Mehall</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8579</i>	<i>Y</i>

**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: 9**

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

<i>Newspaper Ads</i>	<i>John Waschek</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 348-9100</i>	<i>3</i>
<i>Radio Station Recruitment Ads</i>	<i>Dave Mehall</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 207-8579</i>	<i>2</i>
<i>Referral</i>	<i>Dave Mehall</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 207-8599</i>	<i>4</i>
<i>Internship Program</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 207-8568</i>	<i>0</i>
<i>Employment/Job Fairs</i>	<i>Janice Dowdell/Mark Hoover/Tom Ferguson/Megan Mushno</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 207-8571</i>	<i>0</i>
<i>Career and Job Centers</i>	<i>Various— Mari Olshefski</i>	<i>See Attached List</i>	<i>(570) 207-8599</i>	<i>0</i>
<i>CollegeCentral.com and Emails to College and Universities</i>	<i>Internet Posting Site E-mail List Mari Olshefski</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>(570) 207-8599</i>	<i>0</i>
				<b>TOTAL 9</b>

**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD**  
**APRIL 1, 2015—MARCH 31, 2016**

<b>INITIATIVE</b>	<b>SCOPE OF PARTICIPATION AND LOCATION</b>	<b>STATION STAFF INVOLVED</b>
<b>INTERNSHIP PROGRAM</b> (On-Going) (11 students participated during this reporting period from area Colleges and Universities)	<b>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.</b>	<b>MARK HOOVER</b> <i>(Promotions Director)</i>
<b>GREAT NORTHEAST JOB FAIR</b> <b>GENETTI MANOR</b> <b>DICKSON CITY, PA</b> <b>OCTOBER 21, 2015</b>	<b>PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</b>	<b>JANICE DOWDELL</b> <i>(Business Manager)</i> <b>JENNIFER CASEY</b> <i>(Human Resources)</i>
<b>ADJUNCT FACULTY MEMBER</b> <b>KEYSTONE COLLEGE</b> <b>LaPLUME, PA</b> <b>JANUARY 19, 2016</b>	<b>STAFF MEMBER TEACHES INTRO TO RADIO PRODUCTION CLASS. BASICS OF RADIO, EDITING, IMAGING AND RADIO PRODUCTIONS. INFORMS STUDENTS ABOUT CAREERS IN RADIO BROADCASTING.</b>	<b>MIKE VARZALY</b> <i>(Morning Show Host/Production)</i>
<b>GREAT NORTHEAST JOB FAIR</b> <b>MOHEGAN SUN,</b> <b>WILKES-BARRE, PA</b> <b>MARCH 2, 2016</b>	<b>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.</b>	<b>MEGAN MUSHNO</b> <i>(Human Resources)</i>
<b>UNIVERSITY OF SCRANTON JOB AND INTERNSHIP FAIR</b> <b>SCRANTON, PA</b> <b>March 9, 2016</b>	<b>PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</b>	<b>MARI OLSHEFSKI</b> <i>(Traffic Manager)</i>
<b>MISERICORDIA UNIVERSITY JOB AND INTERNSHIP FAIR</b> <b>DALLAS, PA</b> <b>MARCH 16, 2016</b>	<b>PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</b>	<b>MARK HOOVER</b> <i>(Promotions Director)</i> <b>TOM FERGUSON</b> <i>(Brand Manager –ESPN and WFUZ)</i>
<b>PENN STATE COLLEGE OF COMMUNICATIONS</b> <b>JOBEXPO.COM</b> <b>UNIVERSITY PARK, PA</b> <b>MARCH 18, 2016</b>	<b>PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING</b>	<b>TOM FERGUSON</b> <i>(Brand Manager –ESPN and WFUZ)</i>

<b>BROADCAST JOB FAIR WVIA TV STUDIOS PITTSBURGH, PA MARCH 21, 2016</b>	<b>PARTICIPATION IN THE WVIA BROADCAST EMPLOYMENT FAIR HELD SPECIFICALLY FOR INDIVIDUALS INTERESTED IN EMPLOYMENT IN THE BROADCAST INDUSTRY. PROVIDED INFORMATION ON CURRENT JOB OPENINGS AND INTERNSHIP POSSIBILITIES.</b>	<b>JANICE DOWDELL (Business Manager, Radio) RICK EVERETT (Program Director- WEZX)</b>
<b>ADVISORY BOARD MEMBER LUZERNE CO. COMMUNITY COLLEGE NANTICOKE, PA</b>	<b>EMPLOYEE MAINTAINS ADVISORY BOARD POSITION FOR THE SCHOOL OF COMMUNICATIONS AT LUZERNE CO. COMMUNITY COLLEGE. INVOLVED IN DISCUSSIONS CONCERNING BROADCAST INDUSTRY TRENDS AND OPPORTUNITIES FOR STUDENTS IN RADIO BROADCASTING AT TIMES SHAMROCK COMMUNICATIONS.</b>	<b>MARK HOOVER (Promotions Director)</b>

### 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/Joe Boylan	PA	joseph.boylan@wilkes-barre.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	<a href="mailto:careerservices@marywood.edu">careerservices@marywood.edu</a>	570-348-6247	Yes	No
10	UNIVERSITY OF SCRANTON/Tracy Muth	PA	Mutht2@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

COLLEGECENTRAL.COM

The following colleges post jobs on [www.collegecentral.com](http://www.collegecentral.com)

UNIVERSITY OF SCRANTON

KEYSTONE COLLEGE

KING'S COLLEGE

MISERICORDIA UNIVERSITY

WILKES UNIVERSITY

PENN STATE UNIVERSITY MULTIPLE CAMPUSES – Nittany Lion Recruiting

On-line Recruiting reaching Penn State campuses in:

Altoona, Beaver, Behrend-Erie, Berks, Delaware County, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, McKeesport, Schuylkill, University Park, Wilkes-Barre, Worthington Scranton, York

