

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

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

B. REPORTING PERIOD

April 1, 2018 to March 31, 2019

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE:	General Manager	DATE FILLED:	6/1/2018
(2)	JOB TITLE:	Account Executive #1	DATE FILLED:	12/10/2018

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

(1)	JOB TITLE:	General Manager	DATE FILLED:	6/1/2018
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Referral	Robert Lynett	149 Penn Ave Scranton, PA 18503	570-207-9106	Y

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

(2)	JOB TITLE:	Account Executive # 1	DATE FILLED:	12/10/2018
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers:				
Scranton Times-Tribune	Rebecca	149 Penn Ave		
Citizen's Voice	Reynolds	Scranton, PA 18503	570-348-9100	
Radio Station Website –		149 Penn Ave		
Rock 107	Dave Mehall	Scranton, PA 18503	570-348-9100	
Radio Station –		149 Penn Ave		
WEJL/WEZX/WFUZ	Mari Olshefski	Scranton, PA 18503	570-207-8599	
Great Northeast Job		149 Penn Ave		
Fair	Terry Deitz	Scranton, PA 18503	570-207-8561	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 9

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 10

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
Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	
Radio Station Recruitment Ads	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207-8579	
Referral	Robert Lynett	149 Penn Ave Scranton, PA	(570) 207-9106	2
Internship Program	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8568	
Employment/Job Fairs	Mari Olshefski/Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8571	6
Career and Job Centers	Mari Olshefski	See Section H	(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 Website	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	
Radio Station – WEZX/WEJL/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	2
TOTAL				10

**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2018—MARCH 31, 2019**

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM (On-Going) (8 students participated during this reporting period from area Colleges and Universities)	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.	MARK HOOVER (Promotions Director)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
GREAT NORTHEAST JOB FAIR GENETTI MANOR DICKSON CITY, PA OCTOBER 10, 2018	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	NAOMI FRANCESCHINI (Human Resources) TERRY DEITZ (General Manager)
GREAT NORTHEAST JOB FAIR MOHEGAN SUN POCONO, WILKES-BARRE, PA MARCH 6, 2019	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.	REBECCA REYNOLDS (Classified Manager) NAOMI FRANCESCHINI (HR Generalist) TERRY DEITZ (General Manager)
UNIVERSITY OF SCRANTON SPRING CAREER EXPO COLLEGE JOB FAIR APRIL 6, 2018	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARI OLSHEFSKI (Traffic Manager)
JOB SHADOWING SCRANTON PREP STUDENT JANUARY 10, 2019	T. DEITZ, GM, HOSTED A JOB SHADOWING OPPORTUNITY FOR A SCRANTON PREP BASKETBALL BROADCAST EVENT WITH A HIGH SCHOOL SOPHMORE THAT IS CONSIDERING A CAREER IN BROADCASTING.	TERRY DEITZ (General Manager)
CLARK SUMMIT UNIVERSITY 538 VERNARD RD CLARK SUMMIT, PA SEPTEMBER 20, 2018	PROVIDED TOUR OF STATION AND SPOKE WITH THE STUDENTS ABOUT RADIO BROADCASTING CAREERS	ERIC HETSKO (PROSPECTOR) (On-Air Personality)
GREAT NORTHEAST JOB FAIR PENN STATE HAZELTON MCADOO, PA MAY 15, 2018	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	REBECCA REYNOLDS (Classified Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
KINGS COLLEGE JOB FAIR MARCH 20, 2019	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director)
ADVISORY BOARD MEMBER LUZERNE CO. COMMUNITY COLLEGE NANTICOKE, PA	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.	MARK HOOVER (Promotions Director)
BOY SCOUT TROOP MARCH 21, 2019	PROVIDED TOUR OF STATION AND SPOKE WITH THEM ABOUT RADIO BROADCASTING CAREERS	MARK HOOVER (Promotions Director)
NORTHEAST BROADCAST EMPLOYMENT FAIR WVIA PUBLIC MEDIA STUDIO MARCH 25, 2019	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	RICK EVERETT (Programming Director)
LACKAWANNA COLLEGE JOB FAIR OCTOBER 17, 2018	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	NAOMI FRANCESCHINI (HR Generalist)
ATHLETES OF THE WEEK JUNE 28, 2018	ALONG WITH THE SCRANTON TIMES TRIBUNE NEWS GROUP, THE SCRANTON RADIO STATIONS PROMOTED LOCAL STUDENT ATHLETES. SPOKE WITH STUDENTS ABOUT THE PRODUCTS WE OFFER AND OPPORTUNITIES IN THE RADIO BROADCASTING FIELD.	TERRY DEITZ (General Manager)
LUZERNE COUNTY COMMUNITY COLLEGE NOVEMBER 27, 2018	SPOKE TO THE BROADCASTING MGMT. CLASS ABOUT RADIO RATINGS, DEMOGRAPHICS, SALES AND RADIO PROGRAMMING.	RICK EVERETT (Programming Director)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
SALES TRAINING MEETING JANUARY 15, 2019	EXPLAINED HOW RADIO SERVES THE COMMUNITY AND HOW TO SET GOALS AND USE THE PRODUCT EFFECTIVELY.	TERRY DEITZ (General Manager)
NATIONALIZED HOSPITALIZED VETERANS EVENT WILKES-BARRE VA HOSPITAL FEBRUARY 10, 2019	PROVIDED INFORMATION TO ATTENDEES THAT DEMONSTRATED HOW WE HONOR THOSE THAT SERVED THROUGH SPECIAL PROGRAMMING.	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/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	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

The following colleges post jobs on www.collegecentral.com

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