

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

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

B. REPORTING PERIOD

April 1, 2016 to March 31, 2017 (Updated March 27, 2018)

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: Sales Position #1	DATE FILLED: 4/29/16
(2)	JOB TITLE: Finance Business Manager	DATE FILLED: 7/11/16
(3)	JOB TITLE: Sales Position #2	DATE FILLED: 10/24/16
(4)	JOB TITLE: Sales Position #3	DATE FILLED: 11/6/17

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

1) **JOB TITLE:** *Sales Position #1* **DATE FILLED:** 4/29/16

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Station Website	Dave Mehall	149 Penn Ave, Scranton PA 18503	570-348-9100	Y
3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker	Brittany Garrett	149 Penn Ave, Scranton PA 18503	570-348-9100	N
Outreach Organizations 1-12	Mari Olshefski	See section G for detail		N

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

2) **JOB TITLE:** *Finance Business Manager* **DATE FILLED:** 7/11/16

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Career and Job Centers	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	N
College Central.Com	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	N
AllAccess.Com	Jennifer Casey	149 Penn Ave Scranton, PA 18503	570-207-9306	N
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Brittany Garrett	149 Penn Ave Scranton, PA 18503	570-348-9100	Y

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

3) **JOB TITLE:** Sales Position #2

DATE FILLED: 10/24/16

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Indeed.Com	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	N
Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	N
Referral	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	Y
Outreach Organizations	Mari Olshefski	See section G for detail		N

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

4) **JOB TITLE:** Sales Position #3

DATE FILLED: 1/16/17

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker	Brittany Garrett	149 Penn Ave Scranton, PA 18503	570-348-9100	Y
Station Website – Rock 107	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-207-8599	N
Outreach Organizations	Mari Olshefski	See section G for detail		N

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: 23

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

Newspaper Ads	Brittany Garrett	149 Penn Ave Scranton, PA	(570) 348- 9100	6
Radio Station Recruitment Ads	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207- 8579	0
Referral	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207- 8599	6
Internship Program	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207- 8568	0
Employment/Job Fairs	Mari Olshefski/Mark Hoover/Tom Ferguson	149 Penn Ave Scranton, PA	(570) 207- 8571	0
Career and Job Centers	Various— Mari Olshefski	See Attached List	(570) 207- 8599	0
CollegeCentral.com and Emails to College and Universities	Internet Posting Site E-mail List Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207- 8599	0
Radio Station Website	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207- 8599	3
AllAccess.Com	Jennifer Casey	149 Penn Ave Scranton, PA	(570) 207- 8599	4
Indeed.Com	Dave Mehall	149 Penn Ave Scranton, PA	(570) 207- 8579	4
TOTAL				23

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2016—MARCH 31, 2017

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 <i>(Promotions Director)</i>
GREAT NORTHEAST JOB FAIR GENETTI MANOR DICKSON CITY, PA OCTOBER 26, 2016	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 <i>(Human Resources)</i>
ADJUNCT FACULTY MEMBER KEYSTONE COLLEGE LAPLUME, PA AUGUST 29, 2016	STAFF MEMBER TEACHES INTRO TO RADIO PRODUCTION CLASS. BASICS OF RADIO, EDITING, IMAGING AND RADIO PRODUCTIONS. INFORMS STUDENTS ABOUT CAREERS IN RADIO BROADCASTING.	MIKE VARZALY <i>(Morning Show Host/Production)</i>
GREAT NORTHEAST JOB FAIR MOHEGAN SUN, WILKES-BARRE, PA MARCH 8, 2017	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 <i>(Classified Manager)</i>
LUZERNE COUNTY COMMUNITY COLLEGE NANTICOKE, PA NOVEMBER 10, 2016	COMPLETED PRESENTATION ON LIFE AS A SALES EXECUTIVE AND OPERATIONS AT A RADIO STATION. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING & SALES.	CHUCK TERMINI <i>(Senior Account Manager)</i>
MISERICORDIA UNIVERSITY JOB AND INTERNSHIP FAIR DALLAS, PA MARCH 22, 2017	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER <i>(Promotions Director)</i>
PENN STATE COLLEGE OF COMMUNICATIONS JOBEXPO.COMM UNIVERSITY PARK, PA MARCH 24, 2017	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	TOM FERGUSON <i>(Brand Manager –ESPN and WFUZ)</i>
INTERN & CAREER FAIR AT WILKES WILKES UNIVERSITY WILKES-BARRE, PA OCTOBER 20, 2016	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	MARI OLSHEFSKI <i>(Traffic Manager)</i> MARK HOOVER <i>(Promotions Director)</i>

	POSSIBILITIES.	
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 <i>(Promotions Director)</i>

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	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

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