

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WEZX-FM, WEJL-AM, WQFM-FM, WQFN-FM, WPZX-FM and WBAX-AM

B. REPORTING PERIOD

April 1, 2007 to March 31, 2008

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE:	<i>Production Director</i>	DATE FILLED:	<i>5/12/07</i>
(2)	JOB TITLE:	<i>Sales Position #1</i>	DATE FILLED:	<i>7/2/07</i>
(3)	JOB TITLE:	<i>Sales Position #2</i>	DATE FILLED:	<i>8/20/07</i>
(4)	JOB TITLE:	<i>On-Air Talent</i>	DATE FILLED:	<i>8/29/07</i>
(5)	JOB TITLE:	<i>Sales Position #3</i>	DATE FILLED:	<i>9/10/07</i>
(6)	JOB TITLE:	<i>Sales Position #4</i>	DATE FILLED:	<i>11/5/07</i>
(7)	JOB TITLE:	<i>Sales Position #5</i>	DATE FILLED:	<i>11/5/07</i>
(8)	JOB TITLE:	<i>Sales Position #6</i>	DATE FILLED:	<i>12/12/07</i>
(9)	JOB TITLE:	<i>Sales Position #7</i>	DATE FILLED:	<i>1/3/08</i>
(10)	JOB TITLE:	<i>Sales Position #8</i>	DATE FILLED:	<i>1/28/08</i>
(11)	JOB TITLE:	<i>Sales Position #9</i>	DATE FILLED:	<i>2/4/08</i>
(12)	JOB TITLE:	<i>Sales Position #10</i>	DATE FILLED:	<i>3/24/08</i>

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY (Organizations entitled to notification identified by *).

1. JOB TITLE: *Production Director* **DATE FILLED:** *5/12/07*

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Mark Hoover Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
All Access On-line posting		149 Penn Avenue Scranton, Pa		N
Referral	Varied	149 Penn Avenue Scranton, Pa		N
Current Employees Interviewed	Varied	149 Penn Avenue Scranton, Pa		Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 16

2. JOB TITLE: <i>Sales Position #1</i>				DATE FILLED: 7/2/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Current Employee Interviewed		149 Penn Avenue Scranton, Pa		Y
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1				

3. JOB TITLE: <i>Sales Position #2</i>				DATE FILLED: 8/20/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
Newspaper Website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
College Central Online postings	Online Post Donna Ryan	149 Penn Avenue Scranton, Pa	207-8599	N
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Mark Hoover Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5				

4. JOB TITLE: <i>On-Air Talent</i>				DATE FILLED: 8/29/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
Referral	Ed Histed	149 Penn Avenue Scranton, Pa	207-8561	Y
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1				

5. JOB TITLE: Sales Position #3				DATE FILLED: 9/10/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
College Central Online posting	Online Post			N
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4				

6. JOB TITLE: Sales Positions #4 and #5				DATE FILLED: 11/5/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
Job Fair	Janice Dowdell	149 Penn Avenue Scranton, Pa	207-8571	Y
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5				

7. JOB TITLE: Sales Position #6				DATE FILLED: 12/12/07
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	Y
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5				

8. JOB TITLE: Sales Position #7				DATE FILLED: 1/3/08
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	Y
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 3				

9. JOB TITLE: Sales Position #8				DATE FILLED: 1/28/08
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Radio Station Websites	Tom Bass Ed Histed Eric Logan	149 Penn Avenue Scranton, Pa	961-1842	N
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
Referral	Judy Haudenschild	149 Penn Avenue	207-8563	Y

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

10. JOB TITLE: <i>Sales Position #9</i>			DATE FILLED: <i>2/4/08</i>	
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
Newspaper website (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
Radio Station Websites	Tom Bass	149 Penn Avenue Scranton, Pa	207-8574	N
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5				

11. JOB TITLE: <i>Sales Position #10</i>			DATE FILLED: <i>3/24/08</i>	
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Newspaper Ads (Scranton Times-Tribune)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	Y
Newspaper Ads (Citizens' Voice)	Susan Shotwell	149 Penn Avenue Scranton, Pa	348-9100	N
worknepa.com website	Online posting			N
College Central.com	Online posting			N
Radio Station Websites	Tom Bass	149 Penn Avenue Scranton, Pa	207-8574	N
BigfootNEPAjobs.com	Bob Kakareka	149 Penn Avenue Scranton, Pa	348-9100	N
TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4				

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E. <u>TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD:</u>	50

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

Newspapers	Susan Shotwell	149 Penn Ave., Scranton	348-9100	18
Newspaper Website	Susan Shotwell	149 Penn Ave., Scranton	348-9100	8
Radio Station Websites	Tom Bass	149 Penn Ave., Scranton	207-8574	5
All Access.com online posting	Tom Bass	149 Penn Ave., Scranton	207-8574	7
Referrals	Various	149 Penn Ave., Scranton	207-8542	6
Job Fairs	Janice Dowdell	149 Penn Ave., Scranton	207-8571	2
Current Employees Interviewed	Bobby Lynett	149 Penn Ave., Scranton	207-8542	4
College Central Online postings	Mari Olshefski	149 Penn Ave., Scranton	207-8599	0
TOTAL				50

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2007- MARCH 31, 2008

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM	THE SCRANTON TIMES L.P.'S INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO PROMOTIONS/PROGRAMMING OR SALES.	MARK HOOVER (PROMOTIONS DIRECTOR AND INTERNSHIP CO-ORDINATOR) MITCH CARROLL (DIRECTOR OF SALES) KEVIN FITZGERALD (ENGINEER)
JOB FAIR 4/12/07 LUZERNE CO. COMM. COLLEGE NANTICOKE, PA	STUDENTS FROM LUZERNE COUNTY COMMUNITY COLLEGE WERE INFORMED ABOUT OUR INTERNSHIP PROGRAM AND AND CURRENT EMPLOYMENT OPPORTUNITIES.	JANICE DOWDELL (BUSINESS MANAGER, RADIO) MARK HOOVER (PROMOTIONS DIRECTOR AND INTERNSHIP CO-ORDINATOR, JESSICA GANGEMI (H.R.)
JOB FAIR 4/16/07 CHAMBERS OF COMMERCE WACHOVIA ARENA AT CASEY PLAZA, WILKES-BARRE, PA	ATTENDED JOB FAIR FOR INDIVIDUALS INTERESTED IN EMPLOYMENT OPPORTUNITIES AT TIMES-SHAMROCK COMMUNICATIONS, SCRANTON.	JANICE DOWDELL (BUSINESS MANAGER, RADIO) JESSICA GANGEMI (HR)
TOUR OF BROADCAST FACILITY 10/10/07 149 PENN AVENUE, 5 TH FLOOR SCRANTON, PA	THE BROADCASTING IN AMERICA CLASS AT LACKAWANNA COLLEGE TOURED OUR FACILITY AND LEARNED ABOUT OUR INTERNSHIP PROGRAM AND CAREERS IN RADIO BROADCASTING.	MARK HOOVER (PROMOTIONS DIRECTOR AND INTERNSHIP CO-ORDINATOR) AND DAVE THACKARA (ON-AIR PERSONALITY AND MORNING SHOW PRODUCER)
GREAT NORTHEAST JOB FAIR 10/17/07 CONVENTION HALL, PITSTON, PA	CO-PROMOTED JOB FAIR WITH OUR PARENT COMPANY, THE SCRANTON TIMES AT REGENCY CONVENTION HALL IN PITSTON, PENNSYLVANIA.	JANICE DOWDELL (BUSINESS MANAGER, RADIO) NANCY TIGUE (SCRANTON TIMES/TRIBUNE) LINDA ROERIG (ADVERTISING)
CAREER SERVICES DINNER 11/28/07 UNIVERSITY OF SCRANTON, SCRANTON, PA	SPOKE TO COLLEGE STUDENTS ABOUT CAREERS IN RADIO BROADCASTING, AND OUR INTERNSHIP PROGRAM.	DAVE MEHALL (ACCOUNT EXECUTIVE)
GUEST SPEAKER 2/18/08 MISERICORDIA UNIVERSITY DALLAS, PA	SPOKE TO CAREERS IN MEDIA CLASS AT MISERICORDIA UNIVERSITY ABOUT OUR INTERNSHIP PROGRAM AND CAREERS IN RADIO BROADCASTING.	DAVE THACKARA (ON-AIR PERSONALITY AND MORNING SHOW PRODUCER)
WVIA BROADCAST JOB FAIR 2/25/08 PITSTON, PA	ATTENDED JOB FAIR FOR INDIVIDUALS INTERESTED IN EMPLOYMENT OPPORTUNITIES WITH TIMES-SHAMROCK COMMUNICATIONS , SCRANTON	JANICE DOWDELL (BUSINESS MANAGER, RADIO)
JOBEXPO.COM 3/28/08 PENN STATE UNIVERSITY'S COLLEGE OF COMMUNICATIONS UNIVERSITY PARK, PA	ATTENED JOB FAIR AT PENN STATE MAIN CAMPUS FOR STUDENTS INTERESTED IN EMPLOYMENT OPPORTUNIES OR OUR INTERNSHIP PROGRAM.	JANICE DOWDELL (BUSINESS MANAGER, RADIO) MARK HOOVER (PROMOTIONS DIRECTOR AND INTERNSHIP CO-ORDINATOR)

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/Jane Ashton	PA	jashton@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-SCRANTON/Robert Davis	PA	roberdavis@state.pa.us	570-963-4652	Yes	No
4	KUTZTOWN UNIVERSITY/Kerri Gardi	PA	careers@kutztown.edu	610-683-4069	Yes	No
5	KEYSTONE COLLEGE Melody Goodwin	PA	melody.goodwin@keystone.edu	570-945-5141	Yes	No
6	LUZERNE COUNTY COMMUNITY COLLEGE/Janet 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/Carol Lewis	PA	monarchjob@kings.edu	570-208-5874	Yes	No
9	MARYWOOD UNIVERSITY/RoseAnn Martinetti	PA	careerservices@marywood.edu	570-348-6247	Yes	No
10	CAREERLINK-WILKES-BARRE/Hugh McGeehan	PA	richard.ammon@luzerne county.org	570-826-2413	Yes	No
11	LACKAWANNA, LUZERNE AND MONROE COUNTY JOB CORPS/Lisa Poholek	PA	poholek.lisa@jobcorps.org	570-824-6066	Yes	No
12	PENN STATE UNIVERSITY—SCRANTON, WILKES-BARRE AND HAZLETON/Barbara Scavone	PA	bas16@psu.edu	570-675-9141	Yes	No
13	UNIVERSITY OF SCRANTON/Mary Beth Smith	PA	careers@scranton.edu	570-941-7640	Yes	No
14	EAST STROUDSBURG UNIVERSITY/Dennis Steigerwalt	PA	dsteigerwalt@po-box.esu.edu	570-422-3219	Yes	No
15	CAREERLINK-HAZLETON/Monica Tokach	PA	mtokach@state.pa.us Fax: 570-459-3930	570-459-3854	Yes	No
16	SCRANTON CHAMBER OF COMMERCE/Bill Hlavacek	PA	worknepa.com	570-342-7711	Yes	No

OUTREACH ORGANIZATIONS

The following colleges post jobs on www.collegecentral.com

KEYSTONE COLLEGE
KING'S COLLEGE
KUTZTOWN UNIVERSITY
MARYWOOD UNIVERSITY
PENN STATE UNIVERSITY
WILKES UNIVERSITY
MISERCORIDA UNIVERSITY

Also on-line NITTANY LION 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

And PA State System of Higher Education on-line reaching:

Bloomsburg University of Pennsylvania
California University of Pennsylvania
Cheyney University of PA
Clarion University
Edinboro University of Pennsylvania
Indiana University of Pennsylvania
Kutztown University
Mansfield University
Millersville University
Shippensburg University
Slippery Rock University
West Chester University