

# EEO PUBLIC FILE REPORT

**A. EMPLOYMENT UNIT COVERED**

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

**B. REPORTING PERIOD**

*April 1, 2005 to March 31, 2006*

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

(1)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>5/2/05</i>
(2)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>5/2/05</i>
(3)	JOB TITLE: <i>Receptionist &amp; Sales Assistant</i>	DATE FILLED: <i>5/31/05</i>
(4)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>8/29/05</i>
(5)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>10/3/05</i>
(6)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>10/25/05</i>
(7)	JOB TITLE: <i>Sales</i>	DATE FILLED: <i>11/30/05</i>
(8)	JOB TITLE: <i>General Manager</i>	DATE FILLED: <i>12/5/05</i>
(9)	JOB TITLE: <i>On-Air Talent</i>	DATE FILLED: <i>1/3/06</i>

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

1) **JOB TITLE:** Sales Position #1 **DATE FILLED:** 5/2/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>Newspaper Ads</i>	<i>Katie Lisk</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9315</i>	<i>Y</i>
<i>Station Website</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>961-1842</i>	<i>N</i>
<i>Job Fair</i>	<i>Janice Dowdell</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8571</i>	<i>N</i>
<i>E-mailed &amp; faxed to career centers, colleges and universities identified on the attached list</i>	<i>Jeanette Kellam</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8599</i>	<i>N</i>

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

2) **JOB TITLE:** Sales Position #2 **DATE FILLED:** 5/2/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>Newspaper Ads</i>	<i>Katie Lisk</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9315</i>	<i>Y</i>
<i>Employee Referral</i>	<i>Jerry Paparelli</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8573</i>	<i>N</i>
<i>Station Website</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>961-1842</i>	<i>N</i>
<i>Job Fair</i>	<i>Janice Dowdell</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8571</i>	<i>N</i>
<i>E-mailed &amp; faxed to career centers, colleges and universities identified on the attached list</i>	<i>Jeanette Kellam</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8599</i>	<i>N</i>

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4**

3) **JOB TITLE:** Receptionist & Sales Assistant **DATE FILLED:** 5/31/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Newspaper Ads (Scranton Times)	Susan Shotwell	149 Penn Ave., Scranton, PA	207-9161	Y
Newspaper Ads (Citizen's Voice)	Susan Shotwell	149 Penn Ave., Scranton, PA	207-9161	N
E-mailed & faxed to career centers, colleges and universities as identified on the attached list. Posted on www.collegecentral.com.	Carol Lewis Roseann Martinetti	Wilkes-Barre, PA Scranton, PA	208-5874 348-6247	N
	Jeanette Kellam	149 Penn Ave., Scranton, PA	207-8599	
NEPA Jobfinder.com	Bob Kakareka	149 Penn Ave., Scranton, PA	348-9100	N
Employee Referral	Eric Hetsko	149 Penn Ave., Scranton, PA	207-8545	N

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

4) **JOB TITLE:** Sales Position #3 **DATE FILLED:** 8/29/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Newspaper Ads	Katie Lisk	149 Penn Ave., Scranton, PA	348-9100	Y
Station Website	Mark Hoover	149 Penn Ave., Scranton, PA	961-1842	N
NEPA Jobfinder.com	Bob Kakareka	149 Penn Ave., Scranton, PA	348-9100	N
E-mailed and faxed to career centers, colleges and universities as identified on the attached list. Posted on www.collegecentral.com.	Donna Ryan	149 Penn Ave., Scranton, PA	207-8599	N

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

5) **JOB TITLE:** Sales Position #4 **DATE FILLED:** 10/3/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>Employee Referral</i>	<i>Jerry Paparelli or Jim Morris</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8573  207-8578</i>	<i>Y</i>
<i>Newspaper Ads</i>	<i>Katie Lisk</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9100</i>	<i>N</i>
<i>NEPA Jobfinder.com</i>	<i>Bob Kakareka</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9100</i>	<i>N</i>
<i>Station Website</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8568</i>	<i>N</i>
<i>E-mailed and faxed to career centers, colleges and universities as identified on the attached list. Posted on <a href="http://www.collegecentral.com">www.collegecentral.com</a></i>	<i>Donna Ryan</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8599</i>	<i>N</i>

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

6) **JOB TITLE:** Sales Position #5 **DATE FILLED:** 10/25/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
<i>Station Website</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8568</i>	<i>Y</i>
<i>Newspaper Ads</i>	<i>Katie Lisk</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9100</i>	<i>N</i>
<i>NEPA Jobfinder.com</i>	<i>Bob Kakareka</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9100</i>	<i>N</i>
<i>E-mailed &amp; faxed To career centers, colleges and universities as identified on attached list. Posted on <a href="http://www.collegecentral.com">www.collegecentral.com</a>.</i>	<i>Donna Ryan</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8599</i>	<i>N</i>

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

7) **JOB TITLE:** Sales Position #6 **DATE FILLED:** 11/30/06

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Newspaper Ads	Katie Lisk	149 Penn Ave., Scranton, PA	348-9100	Y
Station Website	Mark Hoover	149 Penn Ave., Scranton, PA	207-8568	N
NEPA Jobfinder.com	Bob Kakareka	149 Penn Ave., Scranton, PA	348-9100	N
E-mailed & faxed To career centers, colleges and Universities as identified on attached list. Posted on <a href="http://www.collegecentral.com">www.collegecentral.com</a>	Donna Ryan	149 Penn Ave., Scranton, PA	207-8599	N

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

8) **JOB TITLE:** General Manager **DATE FILLED:** 12/5/05

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Internal Hire/Promoted (Exigent Circumstances)	William R. Lynett	149 Penn Ave., Scranton, PA	348-9100	Y

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

9) **JOB TITLE:** On-Air Talent **DATE FILLED:** 1/3/06

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Referral	Cary Pall, Consultant	5485 Hoodville Court Gahanna, OH 43230	(614) 476-2754	Y
Newspaper Ads (Scranton Times)	Susan Shotwell	149 Penn Ave., Scranton, PA	207-9161	N
Newspaper Ad (Electric City)	Susan Shotwell	149 Penn Ave., Scranton, PA	207-9161	N
Station Website	Mark Hoover	149 Penn Ave., Scranton, PA	207-8568	N
E-mailed and faxed to career centers, colleges and universities indicated on attached list. Posted on <a href="http://www.collegecentral.com">www.collegecentral.com</a>	Donna Ryan	149 Penn Ave., Scranton, PA	207-8599	N

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 3**

**E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 35**

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

<i>Newspaper</i>	<i>Katie Lisk Susan Shotwell</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9147</i>	<i>17</i>
<i>Website</i>	<i>Mark Hoover</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8568</i>	<i>5</i>
<i>Referral</i>	<i>Various</i>			<i>4</i>
<i>Job Fair</i>	<i>Janice Dowdell</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>207-8571</i>	<i>4</i>
<i>Promoted</i>	<i>William R. Lynett</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9147</i>	<i>1</i>
<i>Colleges</i>	<i>Various</i>			<i>3</i>
<i>Job Centers</i>				
<i>NEPA</i>	<i>Bob Kakareka</i>	<i>149 Penn Ave., Scranton, PA</i>	<i>348-9100</i>	<i>1</i>
<i>Jobfinder.com</i>				
<b>TOTAL</b>				<b>35</b>

**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD APRIL 1, 2005—MARCH 31, 2006**

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 AND PROGRAMMING.	PAUL SHAW <i>(Internship Coordinator)</i> MARK HOOVER <i>(Promotions Director)</i> TOM BASS <i>(Operations Manager)</i>
TOUR OF BROADCAST FACILITY 10/18/05	STUDENTS FROM VALLEY VIEW MIDDLE SCHOOL WERE INFORMED ABOUT DIFFERENT ASPECTS OF OUR BROADCAST OPERATION AS WELL AS OUR INTERNSHIP PROGRAM AND POSSIBLE CAREERS IN BROADCASTING.	DAVID MEHALL <i>(Promotions Assistant)</i>
GREAT NORTHEAST PA 2005 JOB FAIR 10/19/05	CO-SPONSORED JOB FAIR WITH OUR PARENT COMPANY, THE SCRANTON TIMES, AT REGENCY CONVENTION HALL IN PITSTON, PENNSYLVANIA.	JANICE DOWDELL <i>(Business Manager, Radio)</i>  NANCY TIGUE <i>(Scranton Times/Citizen's Voice)</i>

MARYWOOD COLLEGE JOB FAIR 3/15/06 SCRANTON, PA	ATTENDED JOB FAIR FOR INDIVIDUALS INTERESTED IN OPPORTUNITIES WITH SHAMROCK COMMUNICATIONS, SCRANTON, PENNSYLVANIA.	JANICE DOWDELL <i>(Business Manager, Radio)</i>
WVIA-TV BROADCAST EMPLOYMENT FAIR 3/21/06 PITTSTON, PA	CO-PROMOTED JOB FAIR IN CONJUNCTION WITH WVIA-TV AT WVIA BROADCAST FACILITY, PITTSTON, PENNSYLVANIA.	JANICE DOWDELL <i>(Business Manager, Radio)</i>
NEPAJOBFINDER.COM (Scranton Times-Tribune/Scranton Times L.P.)	NEWSPAPER EMPLOYMENT DATABASE THAT CAN BE ACCESSED FROM OUR WEBSITE. EMPLOYERS AND JOB SEEKERS CAN UTILIZE THESE RESOURCES FOR MAKING CONTACT TO SET UP AN INTERVIEW.	BOB KAKAREKA, KEVIN HOPPES <i>(Internet Coordinator)</i>
LUZERNE COUNTY COMMUNITY COLLEGE JOB FAIR 4/12/05 NANTICOKE, PA	ATTENDED JOB FAIR FOR INDIVIDUALS INTERESTED IN OPPORTUNITIES WITH SHAMROCK COMMUNICATIONS, SCRANTON, PENNSYLVANIA.	JANICE DOWDELL <i>(Business Manager, Radio)</i>
JOB FAIR 2005 WACHOVIA ARENA 4/19/05 WILKES-BARRE, PA	ATTENDED JOB FAIR FOR INDIVIDUALS INTERESTED IN OPPORTUNITIES WITH SHAMROCK COMMUNICATIONS, SCRANTON, PENNSYLVANIA.	JANICE DOWDELL <i>(Business Manager, Radio)</i>
KING'S COLLEGE CLASSROOM DISCUSSION 2/24/06 WILKES-BARRE, PA	SPOKE TO COLLEGE STUDENTS ABOUT CAREERS IN BROADCASTING AND INTERNSHIP OPPORTUNITIES.	DAVE THACKARA <i>(Air Talent, WEZX Morning Show Producer)</i>
TOUR OF BROADCAST FACILITY 3/9/06	STUDENTS FROM RIVERSIDE HIGH SCHOOL WERE INFORMED ABOUT DIFFERENT ASPECTS OF OUR BROADCAST OPERATION AS WELL AS OUR INTERNSHIP PROGRAM AND POSSIBLE CAREERS IN BROADCASTING.	PAUL SHAW <i>(Internship Coordinator)</i>
EMPLOYEE TAUGHT CLASSES AT AREA COLLEGES & UNIVERSITIES (ONGOING FOR REPORTING PERIOD 4/1/05-3/31/06) SCRANTON, PA and NANTICOKE, PA	STATION EMPLOYEES TEACH VARIOUS COMMUNICATIONS CLASSES AT AREA COLLEGES AND UNIVERSITIES.	JUDY HAUDENSCHIED <i>(Sales)</i> JOHN GASPER <i>(On-Air Talent)</i> RUTH DESANTIS <i>(News Director)</i> RON REINO <i>(Weekend Air Talent)</i>

<p>PAB EEO SEMINAR 3/9/06 HERSHEY, PA</p>	<p>EEO SEMINAR CONDUCTED BY DAVID OXFENFORD TO REVIEW EEO REQUIREMENTS, RECORD KEEPING AND RADIO LICENSE RENEWAL.</p>	<p>BOBBY LYNETT <i>(General Manager)</i> JANICE DOWDELL <i>(Business Manager)</i> JERRY PAPARELLI <i>(Sales Manager)</i> TOM BASS <i>(Operations Manager)</i> ERIC HETSKO <i>(Assistant Program Director)</i></p>
<p>DAVE GIFFORD INTERNATIONAL SALES TRAINING SEMINAR 2/22/06-2/23/06 BALTIMORE, MD</p>	<p>COMPREHENSIVE TRAINING PROGRAM TO TEACH ACCOUNT EXECUTIVES SALES TECHNIQUES, INFORMATION ABOUT THE RADIO INDUSTRY, AND HOW TO ADDRESS CLIENTS' MARKETING CHALLENGES.</p>	<p>BOBBY LYNETT <i>(General Manager)</i> JANICE DOWDELL <i>(Business Manager)</i> JERRY PAPARELLI <i>(Sales Manager)</i></p> <p>Sales Staff: JUDY HAUDENSCHILD CLAUDINE RUSSO TONY POLICARE MARGIE MCQUILLAN MATT OVERMAN JIM MORRIS JEFF SCANLON</p>

# 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/Diane Imel	PA	diane.imel@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	hmcgeehan@state.pa.us	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	smithm9@scranton.edu	570-941-7640	Yes	No
14	EAST STROUDSBURG UNIVERSITY/ Dennis Steigerwalt	PA	dsteigerwalt@po-boxesu.edu	570-422-3219	Yes	No
15	CAREERLINK-HAZLETON/ Monica Tokach	PA	Fax: 570-459-3930	570-459-3854	Yes	No
16	SCRANTON CHAMBER OF COMMERCE/Scott Weiland	PA	worknepa.com	570-342-7711	Yes	No

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

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

