

EXHIBIT A

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period

Aug-2013- July 2014

1) Employment Unit: Mississippi River Radio - Marion/Carbondale

2) Unit Members (Stations and Communities of License):

WOOZ	Harrisburg	WJPF-AM	Herrin
WCIL-FM	Carbondale	WXLT	Christopher
WCIL-AM	Carbondale		
WUEZ	Carterville		

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number:
MRR Marion/Carbondale 1431 Country Air Drive Carterville, IL 62918	618/985/4843
	Contact Person/Title:
	Steve Falat - Market Manager
	E-Mail Address:
	stevef@riverradio.net

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

	Hire Date	Job Title	Recruitment Source Referring Hiree
1	9/2/13	Account Executive	On-Air Recruitment
2	11/4/13	Account Executive	Newspaper Ad
3	11/4/13	Event Coordinator	On-Air Recruitment
4	12/30/13	Air Personality	AllAccess.com
5	2/10/14	General Sales Manager	Previous Candidate
6			
7			
8			
9			
10			
11			
12			

Stations WOOZ-FM, WCIL-FM, WXLT-FM, WJPF-AM, WCIL-AM and WUEZ-FM are Equal Opportunity Employers

INTERVIEWEE REFERRAL SOURCE SUMMARY
August 2013 - July 2014

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
On-Air Recruitment	18
AllAccess.com	6
Newspaper Advertisement	4
Current Employees Applied	3
Client Referral	1
Station Websites	1
On-Air Retirement Announcement	1
Previous Candidate	1
TOTAL	35

No organization requested that the station provide it with notice of all job vacancies.

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Job Title: Account Executive

Referral Source: On-Air Recruitment

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 revlogwood@verizon.net	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 jelder@siu.edu jwal@siu.edu	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	Lori.cox@sic.edu	
Leslie Weldon	Shawnee Community College	8364 Shawnee Colleg Road Ullin, IL 62992	618-634-3337	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	placement@broadcastcenterinfo.com	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 price@rlc.edu	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	viaz@nahj.org	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 lisahudgens@jalc.edu	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	12
Walk-In	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	

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Job Title: Account Executive

Referral Source: Newspaper Advertisement

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 revlogwood@verizon.net	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 jelder@siu.edu jwal@siu.edu	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	Lori.cox@sic.edu	
Leslie Weldon	Shawnee Community College	8364 Shawnee Colleg Road Ullin, IL 62992	618-634-3337	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	placement@broadcastcenterinfo.com	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 price@rlc.edu	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	viaz@nahj.org	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 lisahudgens@jalc.edu	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	
Newspaper Advertise	The Southern Illinoisan Newspaper	710 N. Illinois Ave. Carbondale, IL 62901	618-529-5454	4
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Walk-In	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	

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Job Title: Event Coordinator

Referral Source: On-Air Recruitment

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 revlogwood@verizon.net	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 jelder@siu.edu jwal@siu.edu	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	Lori.cox@sic.edu	
Leslie Weldon	Shawnee Community College	8364 Shawnee Colleg Road Ullin, IL 62992	618/634/3337	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	placement@broadcastcenterinfo.com	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 price@rlc.edu	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	viaz@nahj.org	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 lisahudgens@jalc.edu	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	
Station Websites	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
On-Air Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	5
Walk-In	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Client Referral Pam Ruiz	Tequila's Mexican Restaurant	1906 Coolidge Ave. Marion, IL 62959	618-997-0162	1

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Job Title: Air Personality

Referral Source: AllAccess.com

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 revlogwood@verizon.net	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 jelder@siu.edu jwal@siu.edu	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	Lori.cox@sic.edu	
Leslie Weldon	Shawnee Community College	8364 Shawnee Colleg Road Ullin, IL 62992	618/634/3337	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	placement@broadcastcenterinfo.com	
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Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 lisahudgens@jalc.edu	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	4
Newspaper Advertise	The Southern Illinoisan Newspaper	710 N. Illinois Ave. Carbondale, IL 62901	618-529-5454	
Station Websites	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Walk-In	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Station Facebook	River Radio of So. IL Facebook	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Current Employee	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
On-Air Retirement Announcement	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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Job Title: General Sales Manager

Referral Source: Previous Candidate

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 revlogwood@verizon.net	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 jelder@siu.edu jwal@siu.edu	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	Lori.cox@sic.edu	
Leslie Weldon	Shawnee Community College	8364 Shawnee Colleg Road Ullin, IL 62992	618/634/3337	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	placement@broadcastcenterinfo.com	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 price@rlc.edu	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	viaz@nahj.org	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 lisahudgens@jalc.edu	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	2
Newspaper Advertise	The Southern Illinoisan Newspaper	710 N. Illinois Ave. Carbondale, IL 62901	618-529-5454	
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Walk-In	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Current Employee	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2
Previous Candidate	River Radio of Southeast Missouri	324 Broadway Ave. Cape Girardeau, MO	573-335-8291	1

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6) Total # of Interviewees Referred:

Thirty-five (35)

7) Supplemental Recruitment Initiatives:

*Participated in at least 4 **Job Fairs** by station personnel who have substantial responsibility in making hiring decisions*

**River Radio participated in "JOB FAIR" @ Southeastern Illinois College (SIC)
9/25/2013**

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 9/25/13 at Southeastern Illinois College in Harrisburg, IL. with a booth providing information about the company and about the sales & programming departments. The General Sales Manager was in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ John A. Logan College
3/26/2014**

River Radio participated in the "Job Fair" 9:00 am - 1:00 pm 3/26/14 at John A. Logan College in Carterville, IL with a booth providing information about the company and about the sales & programming departments. River Radio also promoted Job Fair on-air. The Market Manager, General Sales Manager, Operations Manager, WCIL-FM Program Director and Event Coordinator were in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ Shawnee Community College (SCC)
4/2/2014**

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 4/2/14 at Shawnee Community College in Ullin, IL. with a booth providing information about the company and about the sales & programming departments. The General Sales Manager, WUEZ-FM Program Director and Event Coordinator were in attendance at the River Radio booth.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

SIU Extern Program Participant - via SIU Alumni Association - Mar 10- 14, 2014

River Radio participated in the SIU Extern Program via SIU Alumni Association of Southern Illinois University providing two (2) SIU students job skills, real world knowledge, hands-on experience, answers to students questions and professional contacts during week of Spring Break. One (1) student worked in our Promotions and Social Media departments and one (1) student worked in our Programming department. The Market Manager, General Sales Manager, Operations Manager, Event Coordinator, Digital Media Manager, WCIL-FM PD, WOOZ-FM PD, WUEZ-FM PD, WXLT-FM PD, WJPF-AM PD and News Anchor/Reporter were the River Radio employees assisting the students.

Street Team Internship Program - May 2014 - Dec 2014

Ten (10) students, studying Radio/TV, Public Relations or Marketing from Southern Illinois University and John A Logan College gained valuable hands-on experience with radio station events and promotions, acquiring the skills needed to earn broadcast employment. River Radio has hired PT and FT employees from the Street Team in the past. The WCIL-FM PD, WUEZ-FM PD, WOOZ-FM PD and a WCIL announcer were the River Radio employees assisting them to acquire skills needed for broadcast employment.

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7) Supplemental Recruitment Initiatives: (Continued)

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

River Radio promoted an IDES "JOB FAIR" @ John A. Logan College 10/17/2013

River Radio promoted the Illinois Department of Employment Security "Job Fair" 9:00 am - 12:00pm 10/17/13 at John A. Logan College in Carterville, IL.

River Radio aired thirty (30) :30 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLT-FM 10/10/13 - 10/17/13. WJPF-AM & WCIL-AM also featured a nine minute (9:00) on-air interview with IDES Employment Services Program Manager John Otey 7:20 - 7:29am on 10/10/13

The Operations Manager facilitated promotion thru the Employment Services Program Manager for IDES Southern Region in Mt. Vernon, IL.

River Radio promoted an IDES "HIRING EVENT" @ Shawnee Community College 6/11/2014

River Radio promoted a "Hiring Event" 9:00am - 12:00pm 6/11/14 at Shawnee Community College in Ullin, IL sponsored by the Illinois Department of Employment Security, Congressman William Enyart and River Radio.

River Radio aired fifty-six (56) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLT-FM, 7 per day 6/4 - 6/11/14. WJPF-AM & WCIL-AM also featured an eight minute (8:00) on-air interview with IDES Director Jay Rowell 7:20 - 7:28am on 6/9/14.

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