

**EXHIBIT A**

**EEO PUBLIC FILE REPORT**

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

**Aug-2015- July 2016**

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

**2) Unit Members (Stations and Communitites of License):**

WCIL	65950	AM	MRR LICENSE LLC	CARBONDALE
WCIL-FM	65949	FM	MRR LICENSE LLC	CARBONDALE
WJPF	19058	AM	MRR LICENSE LLC	HERRIN
WOOZ-FM	74581	FM	MRR LICENSE LLC	HARRISBURG
WUEZ	39520	FM	MRR LICENSE LLC	CARTERVILLE
WXLT	6647	FM	MRR LICENSE LLC	CHRISTOPHER

**3) EEO Contact Information for Unit Member:**

Mailing Address:	Telephone Number: 618 - 985 - 4843
Mississippi River Radio LLC 1431 Country Aire Drive Carterville, IL 62918	Contact Person/Title: Steve Falat - GM / Market Manager
	E-Mail Address: <a href="mailto:stevef@riverradio.net">stevef@riverradio.net</a>

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

	<b>Hire Date</b>	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
<b>1</b>	10/26/15	Regional Sales Coordinator	On-Air Recruitment
<b>2</b>	12/8/15	Digital Media Manager	On-Air Recruitment
<b>3</b>	5/2/16	Account Executive	On-Air Recruitment
<b>4</b>	6/1/16	PT News Anchor/Reporter/Board Op # 1	Station Website
<b>5</b>	7/6/16	PT News Anchor/Reporter/Board Op # 2	Station Internship Program
<b>6</b>			
<b>7</b>			
<b>8</b>			
<b>9</b>			
<b>10</b>			

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

**INTERVIEWEE REFERRAL SOURCE SUMMARY**  
**August 2015 - July 2016**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Station Websites	7
On-Air Recruitment	7
Industry Website (AllAccess.com)	3
Job Fair	3
Current Employee	1
Station Internship Program	1
<b>TOTAL</b>	<b>22</b>

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

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The stations used the following sources for ALL full-time openings.....

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 <a href="mailto:revlogwood@verizon.net">revlogwood@verizon.net</a>	
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 <a href="mailto:jelder@siu.edu">jelder@siu.edu</a> <a href="mailto:jwal@siu.edu">jwal@siu.edu</a>	
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	<a href="mailto:Lori.cox@sic.edu">Lori.cox@sic.edu</a>	
Leslie Weldon	Shawnee Community College	8364 Shawnee College Road Ullin, IL 62992	<a href="tel:618-634-3337">618-634-3337</a>	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	<a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a>	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 <a href="mailto:price@rlc.edu">price@rlc.edu</a>	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	<a href="mailto:viaz@nahj.org">viaz@nahj.org</a>	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 <a href="mailto:lisahudgens@jalc.edu">lisahudgens@jalc.edu</a>	
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	3
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	7

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In addition to the list of recruitment sources referenced above, the following additional sources were used to recruit for the following openings.....

**Job Title: Regional Sales Coordinator**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	3

**Job Title: Digital Media Manager**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2
Current Employee	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Job Fair 3/23/2016	John A. Logan College	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424	1

**Job Title: PT News Anchor/Reporter/Board Op # 1**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Job Fair 3/23/2016	John A Logan College	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424	2

**Job Title: PT News Anchor/Reporter/Board Op # 2**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Station Internship Program "Street Team"	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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**6) Total # of Interviewees Referred:**

Twenty-two (22)

**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" @ Shawnee Community College (SCC)**

**3/16/2016**

River Radio participated in a "Job Fair" 8:00 am - 12:00 pm 3/16/16 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 & Event Coordinator were in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ John A. Logan College**

**3/23/2016**

River Radio participated in the "Job Fair" 9:00 am - 1:00 pm 3/23/16 at John A. Logan College in Carterville, IL. with a booth providing information about the company and about the sales & programming departments. The General Sales Manager, WCIL-FM Program Director and Digital Media Manager were in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ Southeastern Illinois College (SIC)**

**4/13/2016**

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 4/13/16 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, WOOZ-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 - March 14- 18, 2016**

River Radio participated in the SIU Extern Program via SIU Alumni Association of Southern Illinois University providing one (1) SIU student job skills, real world knowledge, hands-on experience, answers to students questions and professional contacts during week of Spring Break. This student worked in our Creative Services Department directly with our Creative Services Director as well as in our Digital Sales Department directly with our Digital Media Manager. The Market Manager, General Sales Manager, Operations Manager, WCIL-FM PD, WOOZ-FM PD, WUEZ-FM PD, WXL T-FM PD and WJPF-AM PD also assisted the student in gaining hands-on practical experience.

**Street Team Internship Program - May 2016 - Dec 2016**

Fifteen (15) 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, and has hired one PT thus far from this year's Street Team. 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 sponsored and promoted an IDES "HIRING EVENT" @ John A. Logan College 10/15/2015**

River Radio sponsored and promoted the Illinois Department of Employment Security "Hiring Event" 9:00 am - 12:00pm 10/15/15 at John A. Logan College in Carterville, IL.

River Radio aired forty-six (46) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLТ-FM 10/09/15 - 10/15/15, for a total of two hundred thirty (230). WJPF-AM & WCIL-AM also featured a twelve-minute (12:00) on-air interview with IDES Employment Services Business Services Manager John Otey 7:21 am - 7:33 am on 10/13/15.

### **River Radio sponsored and promoted an IDES "SEMINAR FOR EMPLOYERS" @ John A. Logan College 10/20/2015**

River Radio sponsored and promoted the Illinois Department of Employment Security "Seminar for Employers" 8:30am - 12:00pm 10/25/15 at John A. Logan College in Carterville, IL with a special focus on hiring veterans, tax credits & audits and other available IDES services. River Radio aired thirty-one (31) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLТ-FM, 10/16/15 - 10/20/15, for a total of one-hundred fifty-five (155). WJPF-AM & WCIL-AM also featured a twelve-minute (12:00) on-air interview with IDES Employment Services Business Services Manager John Otey 7:21 am - 7:33 am on 10/13/15.

### **River Radio sponsored and promoted an IDES "HIRING EVENT" @ Roland Lewis Building 11/10/2015**

River Radio sponsored and promoted the Illinois Department of Employment Security "Hiring Event" 9:00 am - 12:00pm 11/10/15 at the Roland Lewis Building in Mt. Vernon, IL.

River Radio aired forty-five (45) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLТ-FM 11/04/15 - 11/10/15, for a total of two hundred twenty-five (225).

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