

EXHIBIT A

EEO PUBLIC FILE REPORT

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

Aug-2017- July 2018

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:
Mississippi River Radio LLC	618 - 985 - 4843
1431 Country Aire Drive	Contact Person/Title:
Carterville, IL 62918	Steve Falat - GM / 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	9/11/17	News Anchor	Promoted Current Employee
2	10/15/17	On-Air Announcer	Promoted Current Employee
3	1/2/18	Account Executive	On-Air Recruitment
4	3/12/18	Account Executive	On-Air Recruitment
5	3/28/18	On-Air Announcer	Promoted Current Employee
6	4/9/18	Account Executive	Employee Referral
7	7/30/18	Sports Specialist/Programming/Operations	Business Referral
8			
9			
10			

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

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INTERVIEWEE REFERRAL SOURCE SUMMARY
August 2017 - July 2018

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Industry Website (AllAccess.com)	21
Current Employee	6
On-Air Recruitment	7
Station Website	2
Employee Referral	3
Job Fair	1
Business Referral	1
TOTAL	41

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, except for # 7.....

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 felder@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@broadcast centerinfo.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	21
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

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In addition to the list of recruitment sources referenced at the top of page 3, the following additional sources were used to recruit for the following openings.....

Job Title: News Anchor

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Current Employee	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

Job Title: On-Air Announcer

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

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
Employee Referral	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Walk-In River Radio	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	

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	3
Employee Referral	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Walk-In River Radio	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	

Job Title: On-Air Announcer

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

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The following recruitment source was used to recruit for the following opening.....

Job Title: Sports Specialist/Programming/Operations

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Business Referral	Learfield Sports	1600 Utica Avenue S Suite 500 St. Louis Park, MN 55416	952-545-6668	1

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6) Total # of Interviewees Referred:

Forty-one (41)

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 3/21/2018

River Radio participated in a "Job Fair" 8:30 am - 12:00 pm 3/21/18 at Shawnee Community College in Ullin, IL. with a booth providing information about the company and about the sales & programming departments and included application for employment. The General Sales Manager and WUEZ-FM Program Director were in attendance at the River Radio booth.

River Radio participated in "JOB FAIR" @ John A. Logan College 3/28/2018

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 3/28/18 at John A. Logan College in Carterville, IL. with a booth providing information about the company and about the sales & programming departments and included application for employment. The General Sales Manager, Operations Manager & Event Coordinator were in attendance at the River Radio booth.

River Radio participated in "JOB FAIR" @ Southeastern Illinois College (SIC) 4/25/2018

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 4/25/18 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 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.*

Programming Department Internship via Southern Illinois University 5/2018 - 8/2018

One (1) student, studying Radio/TV/Digital Media from Southern Illinois University gained valuable hands-on experience with the workings of our digital media department and the creative services department, acquiring the skills needed to earn broadcast employment. River Radio has hired PT and FT employees from internships such as this one in the past. The Digital Media Manager and the Creative Services Director worked directly with the student intern on a daily basis for approx. ten (10) weeks.

Programming Department Internship via Murray State University 5/2018 - 8/2018

One (1) student, studying Music from Murray State University gained valuable hands-on experience with the workings of programming events, building a staff programming manual and writing & producing promotional announcements, acquiring the skills needed to earn broadcast employment. River Radio has hired PT and FT employees from internships in the past. The Operations Manager and Digital Media Manager worked directly with the student intern on a daily basis for fourteen (14) weeks.

Street Team Internship Program 6/2018 - 9/2018

Three (3) students, studying Radio/TV and Digital Media, Psychology/Pre-Law or Music from Southern Illinois University, One (1) student, studying broadcast media, from Doane University in Nebraska, one (1) student, studying media, from Rend Lake College and one (1) student, studying communications, from Shawnee Community College are gaining 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 FT announcers 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 "JOB FAIR" @ DuQuoin State Fairgrounds 8/27/2017

River Radio sponsored and promoted the Illinois Department of Employment Security "Job Fair" 8/27/17 at the DuQuoin State Fairgrounds in DuQuoin, IL.

River Radio aired thirty-seven (37) :30 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 8/22/17 - 8/26/17, for a total of two hundred twenty-two (222). WJPF-AM &

River Radio sponsored and promoted an IDES "JOB FAIR" @ The Pavilion of Marion 10/18/2017

River Radio sponsored and promoted the annual "Job Fair" 10/19/17 at The Pavilion in Marion, IL

River Radio aired seventeen (17) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 10/16/17 - 10/19/17, for a total of one hundred two (102). WJPF-AM & WCIL-AM also featured a 9 minute interview, 7:20am-7:29am on 10/18/18 with IDES Employment Service Business Services Manager John Otey.

Participated in job banks, internet programs, and **other programs** designed to promote **outreach** generally (not primarily directed to providing notification of specific job vacancies)

On-Air Interview with ES Program Manager of Illinois Dept. of Employment Security, Southern Region 1/26/2018

NewsRadio WJPF-AM 1020 & AM 1340 aired an on-air interview with John Otey, ES Program Manager of Illinois Department of Employment Security, Southern Region on 1/26/18 from 7:20am-7:32am on the unemployment rates being high in Southern Illinois but there are many job openings. Provided information on how to prepare for job fairs, job interviews and for that employees are looking for in a workforce.

On-Air Interview with the Director of Illinois Dept. of Employment Security 4/5/2018

NewsRadio WJPF-AM 1020 & AM 1340 aired an on-air interview with Jeff Mays of Illinois Department of Employment Security. on 4/5/18 from 8:20am-8:36am on how the state of Illinois has 95,000 jobs on the state's website, but only 61,000 resumes. Offered information on how to search the IDES website for employment opportunities and what types of jobs that are currently available and their pay rates.

On-Air Interview with the Owner of Timberline Fisheries 5/18/2018

NewsRadio WJPF-AM 1020 & AM 1340 aired an on-air interview with Todd Goodman, owner of Timberline Fisheries in Marion, IL on 5/18/18 from 8:20am-8:35am on how Timberline is offering a cash bonus to veterans who get hired by the company, their need for employees has grown and their desire to hire veterans while offering an additional financial bonus after their 1-year anniversary for every year they stay employed thereafter that matches their time served in the military.

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