

2023

EEO PUBLIC FILE REPORT

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

Aug-2022- July 2023

1) **Employment Unit:** Mississippi River Radio - Marion/Carbondale  
Number of Employees: More than 10  
Small Market Exception: Y

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

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

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

Mailing Address:	Telephone Number:
Mississippi River Radio LLC 1431 Country Aire Drive Carterville, IL 62918	618 - 985 - 4843
	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.**

	Hire Date	Job Title	Recruitment Source Referring Hiree
1	8/9/22	Account Executive	Employee Referral
2	1/5/23	On-Air Personality	Station Website
3	1/16/23	Creative Services	Current Employee
4	1/25/23	Digital Media Manager	Employee Referral
5			
6			
7			
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 2022 - July 2023**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
All-Access	5
On-Air Recruitment	2
Station Website	2
Employee Referral	2
Current Employee	1
<b>TOTAL</b>	<b>12</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 vacancies

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	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 Robert Spahr 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	618-634-3337	
John Carroll	Broadcast Center of St. Louis	9051 Watson Rd # C235 Crestwood, MO 63126	618-529-3681 <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcast centerinfo.com</a>	
Erin Morris	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 <a href="mailto:morrise@rlc.edu">morrise@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>	
Station Website	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	<b>2</b>

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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 vacancy.....

**Job Title: Account Executive** **vacancy #:** 1

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

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 vacancies.....

**Job Title: On-Air Personality** **vacancy #:** 2

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
AllAccess	<a href="http://www.allaccess.com">www.allaccess.com</a>	P.O. Box 6587 Malibu, CA 90264	310-457-6616	3

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 vacancies.....

**Job Title: Creative Services** **vacancy #:** 3

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
AllAccess	<a href="http://www.allaccess.com">www.allaccess.com</a>	P.O. Box 6587 Malibu, CA 90264	310-457-6616	2
Current Employee	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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 vacancy.....

**Job Title: Digital Media Manager** **vacancy #:** 4

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

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

Twelve (12)

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## 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 a "JOB FAIR" @ Shawnee Community College**

**3/15/23**

River Radio participated in a "Job Fair" on March 15, 2023 at Shawnee Community College in Ullin, IL. with a booth providing information about the company and about the sales & programming departments and included applications for employment. The General Sales Manager was in attendance.

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

**3/22/23**

River Radio participated in a "Job Fair" (The Annual Job Fair) on March 22, 2023 at John A. Logan College in Carterville, IL. with a booth providing information about the company and about the sales & programming departments and included applications for employment. The General Manager, General Sales Manager and the Operations Manager were in attendance.

### **River Radio participated in a "JOB FAIR" @ Rend Lake College**

**4/6/23**

River Radio participated in a "Job Fair" on April 06, 2023 at Rend Lake College in Ina, IL. with a booth providing information about the company and about the sales & programming departments and included applications for employment. The General Manager and the General Sales Manager were in attendance.

*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 interviewed Mantracon CEO & Manager regarding New Job Training Site & Available Services**

**3/15/2023**

River Radio interviewed Angela Holmes, the CEO of Mantracon, along with Mantracon Manager John Otey, on WJPF-AM & WCIL-AM on 3/15/23. The 20-minute interview aired at 8:20am-8:40am 3/15/23 discussing the new Job Training Site coming to Carbondale, along with the Available Services for Job Seekers at Mantracon. The interview also pointed out the large number of job openings and available training. The Operations Manager was the interviewer.

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