

2022

EEO PUBLIC FILE REPORT

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

Aug-2021- July 2022

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

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 1431 Country Aire Drive Carterville, IL 62918	618 - 985 - 4843
	Contact Person/Title:
	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	8/2/21	Account Executive	On-Air Recruitment
2	8/16/21	Account Executive	Employee Referral
3	9/20/21	On-Air Personality	Station Website
4	10/20/21	Creative Services	Employee Referral
5	11/8/21	Account Executive	On-Air Recruitment
6	1/6/22	Event Coordinator	On-Air Recruitment
7	7/18/22	Account Executive	Employee 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 2021 - July 2022

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
On-Air Recruitment	22
Employee Referral	7
Station Website	5
All-Access	3
Business Referral	1
TOTAL	38

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 revlogwood@verizon.net	
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 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	
Erin Morris	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 morrise@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	
Station Website	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	5

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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 & Event Coordinator vacancy #: 1, 2, 6 & 7

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
John Carroll	Broadcast Center of St. Louis	9051 Watson Rd. Suite C235 Crestwood, MO 63126	618-529-3681	
On-Air Recruitment	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	18
Employee Referral	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	6

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 #: 3

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
AllAccess	www.allaccess.com	P.O. Box 6587 Malibu, CA 90264	310-457-6616	2
Business Referral	WSIU Radio	1100 Lincoln Dr. Ste. 1003 Mailcode 6602 Carbondale, IL 62901	618-453-4343	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: Creative Services vacancy #: 4

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
AllAccess	www.allaccess.com	P.O. Box 6587 Malibu, CA 90264	310-457-6616	1
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 vacancy.....

Job Title: Account Executive vacancy #: 5

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
John Carroll	Broadcast Center of St. Louis	9051 Watson Rd. Suite C235 Crestwood, MO 63126	618-529-3681	
On-Air Recruitment	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	4

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6) Total # of Interviewees Referred:

Thirty-Eight (38)

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" @ City of Carbondale Civic Center

9/29/21

River Radio participated in a "Job Fair" (Spring 2021 Hiring Event) on September 29, 2021 at City of Carbondale Civic Center in Carbondale, IL with a booth providing information about the company and about the sales & programming departments and included application for employment. The General Manager, General Sales Manager and WUEZ-FM Program Director were in attendance.

River Radio participated in a "JOB FAIR" @ Shawnee Community College

3/16/22

River Radio participated in a "Job Fair" (Job Fair 2022) on March 16, 2022 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 the Event Coordinator were in attendance.

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

3/23/22

River Radio participated in a "Job Fair" (The Annual Job Fair) on March 23, 2022 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 and the Operations 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 IDES Manager regarding Veterans Virtual Recruitment Series

11/10/2021

River Radio interviewed Freddie Buckingham, the Southern Region Service Manager for IDES, on WJPF-AM & WCIL-AM on 11/10/21. The 10-minute interview aired at 7:20am-7:30am 11/10/21 discussing the "Hire Vet 2021" Veterans Virtual Recruitment Series for Veterans and their Spouses during the week of Veterans Day via ZOOM. The Operations Manager was the interviewer.

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