

2024

EEO PUBLIC FILE REPORT

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

Aug-2023- July 2024

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 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:
	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	8/28/23	Digital Sports Director	Employee Referral
2	9/25/23	Creative Services Director / On-Air Personality	AllAccess.com
3	1/2/24	Event Coordinator / Staff Photographer	Employee Referral
4	2/19/24	On-Air Personality	Current Employee
5	6/10/24	Account Executive	On-Air Recruitment
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 2023 - July 2024

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Employee Referral	6
Indeed.com	6
On-Air Recruitment	3
Current Employee	2
Station Website	1
AllAccess.com	1
Country Aircheck	1
TOTAL	20

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, except vacancy # 1

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 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 placement@broadcastcenterinfo.com	
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	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 Sports Director

vacancy #: 1

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

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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 vacancies.....

Job Title: Creative Services / On-Air Personality **vacancy #: 2**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
AllAccess	www.allaccess.com	P.O. Box 6587 Malibu, CA 90264	310-457-6616	1
Radio Insight	www.radioinsight.com/job		800-248-4242	
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 vacancies.....

Job Title: Event Coordinator / Staff Photographer **vacancy #: 3**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Indeed.com	www.indeed.com	200 W. 6th St 36th FL Austin, TX 78731	800-475-4361	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: On-Air Personality **vacancy #: 4**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Country Aircheck	www.countryaircheck.com	914 18th Ave South Nashville, TN 37212	817-675-8118 Chris Huff	1
Music Row Magazine	Music Row Magazine	1231 17th Ave South Nashville, TN 37212	615-961-0875 LB Cantrell	
Country Insider	www.countryinsider.com	1200 Broadway 6th FL Nashville, TN 37212	615-270-5945 Gene McKay	
Radio Insight Daily	www.radioinsight.com	www.radioinsight.com	radioinsight.com/submit-a-job/	
Indeed.com	www.indeed.com	200 W. 6th St. 36th FL Nashville, TN 37212	800-475-4361	1
Current Employee	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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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 #: 5

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Indeed.com	www.indeed.com	200 W. 6th St 36th FL Nashville, TN 37212	800-475-4361	4
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	4

6) Total # of Interviewees Referred:

Twenty (20)

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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" @ John A. Logan College

3/27/24

River Radio participated in a "Job Fair" on March 27, 2024 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 Sales Manager and Event Coordinator were in attendance.

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

4/3/24

River Radio participated in a "Job Fair" on April 3, 2024 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. General Sales Manager was in attendance.

River Radio participated in an IDES "JOB FAIR" @ The Pavilion of the City of Marion

7/16/24

River Radio participated in an IDES "Job Fair" on July 16, 2024 at The Pavilion of the City of Marion in Marion, IL. with a booth providing information about the company and about the sales & programming departments and included applications for employment. The General Sales Manager and Event Coordinator 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 Southeastern Illinois College Education Coordinator

7/10/24

River Radio interviewed Rickey Sauls, the Education Coordinator for Southeastern Illinois College, on WJPF-AM & WCIL-AM on 7/10/24. The 20-minute interview aired at 8:20am-8:40am 7/10/24 discussing the new two (2) new Training Programs for Law Enforcement and their K-9 partners a program in partnership with John A. Logan College to train Truck Drivers and a program to help anyone with any kind of disability to prepare them for the workplace. The Operations Manager was the interviewer.

River Radio promoted an IDES "JOB FAIR" @ The Pavilion of the City of Marion

7/16/24

River Radio promoted an IDES "Job Fair" on July 16, 2024 at The Pavilion of the City of Marion in Marion, IL. River Radio aired forty-four (44) :30 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLТ-FM and WOOZ-FM 7/12/24 - 7/16/24, for a total of two hundred twenty (220).

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