

2019

EEO PUBLIC FILE REPORT

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

Aug-2018- July 2019

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	9/24/18	Account Executive	Indeed.com
2	10/1/18	Account Executive	On-Air Recruitment
3	3/18/19	On-Air Announcer	Industry Website (AllAccess.com)
4	4/15/19	Account Executive	Job Fair - JALC
5	5/13/19	On-Air Announcer	Industry Website (AllAccess.com)
6	6/10/19	Account Executive	Employee Referral
7	7/22/19	Event Coordinator/Sales Assistant	Indeed.com
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 2018 - July 2019

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Recruitment Website (Indeed.com)	27
On-Air Recruitment	9
Industry Website (AllAccess.com)	8
Station Website	5
Job Fair - JALC	2
Employee Referral	1
TOTAL	52

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 for #3 & #5.....

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 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	
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	2
Recruitment Website	Indeed.com	6433 Champion Austin, TX 78750	www.indeed.com	27
Station Websites	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	9

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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: Account Executive vacancy #: 7

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

The stations used the following sources for this full-time vacancy.....

Job Title: On-Air Announcer vacancy #: 3 & 5

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 Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 elder@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	24955 Pacific Coast Malibu, CA 90265	310-457-6616	8
Station Websites	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	5

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6) Total # of Interviewees Referred:

Fifty-two (52)

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
3/20/2019**

River Radio participated in a "Job Fair" 8:30 am - 12:00 pm 3/20/19 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 was in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ John A. Logan College
3/27/2019**

River Radio participated in a "Job Fair" 9:00 am - 1:00 pm 3/27/19 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 Manager, General Sales Manager & Operations Manager were in attendance at the River Radio booth.

**River Radio participated in IDES "JOB FAIR" @ City of Carbondale Civic Center
4/10/2019**

River Radio participated in a "IDES Job Fair" 9:00 am - 12:00 pm 4/10/19 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 & Operations Manager were in attendance at the River Radio booth.

**River Radio participated in "JOB FAIR" @ Southeastern Illinois College (SIC)
4/24/2019**

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 4/24/19 at Southeastern Illinois College in Harrisburg, IL. with a booth providing information about the company and about the sales & programming departments. WUEZ-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.*

**Street Team Internship Program
6/1/2019 - 7/31/2019**

One (1) student, studying Integrated Marketing from the University of Mississippi 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, FT announcers and Event Coordinator were the River Radio employees assisting them to acquire skills needed for broadcast employment.

*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" @ City of Carbondale Civic Center
4/10/2019**

River Radio sponsored and promoted the Illinois Department of Employment Security "Job Fair" 9:00a - 12:00p 4/10/19 at the Carbondale Civic Center in Carbondale, IL.

River Radio aired twenty-four (24) :30 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 4/8/19 - 4/10/19, for a total of one hundred twenty (120). WJPF-AM & WCIL-AM also featured a 10 minute interview, 7:20am-7:30am, on 4/9/19 with IDES Employment Service Business Services Manager John Otey.