

2020

EEO PUBLIC FILE REPORT

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

Aug-2019- July 2020

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
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	9/19/19	On-Air Announcer	AllAccess.com
2	9/9/19	On-Air Announcer	Promoted from Within
3	10/28/19	PT Board Operator	Station Website
4	12/2/19	Account Executive	Indeed.com
5	12/24/19	PT Board Operator	Station Website
6	4/27/20	Creative Services Director	AllAccess.com
7	4/27/20	Account Executive	Walk-in
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 2019 - July 2020

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Recruitment Website (Indeed.com)	8
On-Air Recruitment	7
Industry Website (AllAccess.com)	4
Station Website	3
Current Employee	2
Promoted from Within	1
Employee Referral	1
Walk-in	1
TOTAL	27

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 #2.....

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 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	

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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: On-Air Announcer **vacancy #:** 1

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	3
Station Website	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	
Current Employee	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

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

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

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Promoted from Within	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: PT On-Air Announcer **vacancy #:** 3 & 5

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Station Website	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

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 #:** 4

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	
Station Website	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	3
Recruitment Website	Indeed.com	6433 Champion Grandview Way Bldg 1 Austin, TX	www.indeed.com	8

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Job Title: Creative Services Director

vacancy #: 6

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	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 #: 7

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Station Website	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
On-Air Recruitment	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	4
Walk-in	River Radio of So IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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6) Total # of Interviewees Referred:

Twenty-seven (27)

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 IDES "JOB FAIR" @ City of Carbondale Civic Center
10/9/2019**

River Radio participated in a "Job Fair" 9:00 am - 1:00 pm 10/9/19 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 Sales Manager and Event Coordinator were in attendance at the River Radio booth.

**River Radio planned to participate in "JOB FAIR" @ Shawnee Community College
3/18/2020 *CANCELLED due to COVID-19***

River Radio would have participated in a "Job Fair" on 3/18/20 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, however, it was CANCELLED due to COVID-19.

**River Radio planned to participate in "JOB FAIR" @ John A. Logan College
3/25/2020 *CANCELLED due to COVID-19***

River Radio planned to participate in a "Job Fair" 3/57/20 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, however, it was CANCELLED due to COVID-19.

**River Radio planned to participate in IDES "JOB FAIR" @ City of Carbondale Civic Center
4/1/2020 *CANCELLED due to COVID-19***

River Radio planned to participate in a "IDES Job Fair" 4/1/20 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 applications for employment, however, it was CANCELLED due to COVID-19.

**River Radio planned to participate in "JOB FAIR" @ Southeastern Illinois College (SIC)
4/22/2020 *CANCELLED due to COVID-19***

River Radio planned to participate in a "Job Fair" 4/22/20 at Southeastern Illinois College in Harrisburg, IL. with a booth providing information about the company and about the sales & programming departments and included applications for employment, however, it was CANCELLED due to COVID-19.

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*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 "VETERANS JOB FAIR" @ DuQuoin State Fair
9/11/2019**

River Radio sponsored and promoted the Illinois Department of Employment Security "Veterans Job Fair" 9:00a - 12:00p 9/11/19 at the DuQuoin State Fair Fairgrounds in DuQuoin, IL

River Radio aired forty-six (46) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 9/7/19 - 9/11/19, for a total of two hundred thirty (230). WJPF-AM & WCIL-AM also featured a 10 minute interview, 7:20am-7:30am, on 9/3/19 with IDES Employment Service Business Services Manager John Otey.

**River Radio sponsored and promoted an IDES "JOB FAIR" @ City of Carbondale Civic Center
10/9/2019**

River Radio sponsored and promoted the Illinois Department of Employment Security "Job Fair" 9:00a - 1:00p 10/9/19 at the Carbondale Civic Center in Carbondale, IL.

River Radio aired fifty (50) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 10/4/19 - 10/8/19, for a total of two hundred fifty (250). River Radio set-up a booth at the Job Fair providing information about the company and about the sales & programming departments and included applications for employment. General Sales Manager and Event Coordinator were in attendance at the River Radio booth.

**River Radio sponsored and promoted an IDES "LABORER'S OPEN HOUSE" @ Laborer's Training Center
11/15/2019**

River Radio sponsored and promoted the Illinois Department of Employment Security "Laborer's Open House" 10:00a - 3:00p 11/15/19 at the Laborer's Training Center in Marion, IL.

River Radio aired thirty (30) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM, WXLT-FM and WOOZ-FM 11/12/19 - 11/15/19, for a total of one hundred fifty (150).

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