

July 22, 2026

Letter to Public File

EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WRCV-FM, WIXN-AM, and WURX-FM (collectively, the "Stations") in Dixon, IL and is required to be placed in the public inspection files of these stations and posted on their websites, shawlocalradio.com, rivercountry1017.com, am1460wixn.com, and therock957.com.

The information contained in this report covers the time period beginning August 1, 2025, to and including July 31, 2026 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or via email.

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Please see the attached spreadsheet listing all full-time positions filled during the period of 08/01/2025 – 07/31/2026, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

EEO Public File Report – WRCV-FM, WIXN-AM, and WURX-FM

Report Dates: August 1, 2025 – July 31, 2026

A: Full Time Vacancies Filled During the Past Year

1. **Job Title:** Morning Show Host – Date filled 11/15/2025

B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. **Job Title:** Morning Show Host – Date filled 11/15/2025

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
Shaw Websites Careers Page	Staff	www.shawmedia.com/careers contact@shawmedia.com	833-584-News	0	2
Indeed.com	Staff	6433 Champion Grandview Way, Bldg 1 Austin, TX	www.indeed.com	0	1
Shaw Newspapers Classified@shawlocal.com	Staff	Classified@shawlocal.com Dixon, IL	833-584-News	0	2
Word of Mouth/Employee Referral	Staff	1460 S College Ave. Dixon, IL 61021	815-224-2100	1	1
LinkedIn	Staff	1000 W Maude Ave. Sunnyvale, CA 94085	650-687-3600	0	0
IL Broadcasters Assoc.	Matt Lyle	2501 Chatham Rd, Ste. 200, Springfield, IL 62704	217-793-2636	0	0

C: Total Number of Person Interviewed for All Full Time Vacancies Filled During the Past Year (This will be a raw Number): 6

Report Dates: August 1, 2025 – July 31, 2026

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Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
WIXN Moring Show Host	10/31/2025	11/15/2025	Station Websites, Company Website, LinkedIn, Internal Posting, Indeed.com, Shaw Media Classified, Employee Referral	Word of Mouth/Employee Referral	5	6
Total Number of Persons Interviewed for All Full Time Vacancies Filled During the Past Year (this is a raw number)						6

Referral Source	# of Interviewees Referred
Indeed.com	1
Employee Referral/Word of Mouth	1
Shaw Media - Company Website	2
Shaw Media - Classified Newspaper Ads	2

D: Total Number of Interviewees for All Full Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Covering the period from 08/01/2025 – 07/31/2026

Referral Source Number	Contact Information (Address/Phone/Email)	Total Number of Interviewees from Referral Source	Full-Time Positions for Which This Source Was Utilized
1	Shaw Media - Company Website www.Shawmdia.com/Careers 7717 S IL Route 31, Crystal Lake, IL 60014 833-584-NEWS, contact@shawmedia.com	1	WIXN Moring Show Host
2	Indeed.com 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 client-help-us@indeed.com , Vincent Lascio 480-327-4389	1	WIXN Moring Show Host
4	Shaw Media - Classified Newspaper Ads (Telegraph) PO Box 250, Crystal Lake, IL 60039 833-584-NEWS, classified@shawlocal.com	2	WIXN Moring Show Host
5	Word of Mouth/Employee Referral	1	WIXN Moring Show Host

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Supplemental initiatives implemented between 08/01/2025 - 07/31/2026:

- Program Director and an Account Executives represented the radio stations WRCV, WIXN and WURX for a Stuff the Bus event hosted by Goodwill on August 5, 2025. Live broadcast promoted the event and radio, while collecting school supplies for local students in Lee, Ogle, and Whiteside Counties.
- Program Director was the featured speaker at the Sterling Rotary meeting on January 7, 2026, where he talked about local radio, broadcasting, opportunities at the station and the changes occurring within Shaw Local Radio.
- Program Director spoke at the Chana School on March 4, 2026, where he spoke with students about local radio, careers in radio and broadcasting, and engaged in a general question-and-answer session.
- Program Director served as the keynote speaker at the Dixon Rotary on August 25, 2025. He talked about changes in the radio and broadcast industry over the last 30 years, current career opportunities in the field, and a question-and-answer session.
- Program Director spoke with students at Dixon High School on October 30, 2026, about his career in radio, current career opportunities in broadcasting, current trends and future outlooks within the industry, and a question-and-answer session.
- Program Director, Promotions Manager, all announcers, sales staff, and traffic team hosted a Listener Appreciation event on March 13, 2026, where they represented Shaw Local Radio on stage and raised awareness of opportunities local radio has to offer.
- Shaw Local Radio implemented a summer radio internship program. This unpaid program allows students to earn additional college credits while gaining hands on experience in programing and broadcasting.

Please contact Karla Ahr, Director of Human Resources, or J. Tom Shaw, Chief Revenue Officer, with questions regarding this information.

Sincerely,

J. Tom Shaw
Chief Revenue Officer