

EXHIBIT A

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period Aug-2007- July 2008

1) Employment Unit: Mississippi River Radio - Marion/Carbondale

2) Unit Members (Stations and Communities of License):

WOOZ	Harrisburg	WJPF-AM	Herrin
WCIL-FM	Carbondale	WXLT	Christopher
WCIL-AM	Carbondale		
WUEZ	Carterville		

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number:
MRR Marion/Carbondale	618/985/4843
1431 Country Air Drive	Contact Person/Title:
Carterville, IL 62918	Steve Falat - Market Manager
	E-Mail Address:
	stevef@riverradio.net

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1 On-Air Personality	Internal Promotion from P/T
2 News Reporter	Southern Illinois University
3 Sales Person	On-Air Recruitment
4 Sales Person	On-Air Recruitment
5 Sales Person	Client Referral
6 News Reporter	AllAccess.com
7 Sales Person	Client Referral
8	
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10	
11	

Stations WOOZ-FM, WCIL-FM, WXLT-FM, WJPF-AM, WCIL-AM and WUEZ-FM are Equal Opportunity Employers

Job Title: On-Air Personality		Referral Source:		Internal Promotion from P/T
NAME	ORGANIZATION	ADDRESS	PHONE #	Number of

					Interviewees Referred
Internal Promotion from P/T	River Radio of So. IL Radio Stations	1431 Country Aire Dr Carterville, IL			1

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Job Title: News Reporter

Referral Source: Southern Illinois University

NAME	ORGANIZATION	ADDRESS	PHONE #	Number of Interviewees Referred
Website Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL		
Jan Nickless	Indiana State University	625 Jordan Avenue Bloomington, IN		
Nancy E. Dole	Eastern Illinois University	600 Lincoln Ave Charleston, IL		
Job Placement	American Spanish Institute	2619 W. Armitage Chicago, IL		
Business Enterprise Program	Program for Minorities Females & Persons w/Disab	100 W. Randolph St Chicago, IL		
Employment Coordinator	Chicago State Univ.	9501 S. King Drive Chicago, IL		
Job Openings	The Voice - African American Newspaper	625 E. Wood St. Decatur, IL		
Website Recruitment	AllAccess.com	allaccess.com		3
Cheryl Johnson	College of Du Page	425 22nd Street Glen Ellyn, IL		
Rudy Davenport	NAACP Springfield Branch	P.O. Box 1524 Springfield, IL		
Beverly Brownlee	Southern Illinois University	SIUC Carbondale, IL		
Job Placement	African Comm./Info. Center @Truman Coll	95th At King Drive Chicago, IL		
Job Coordinator	Archdiocesan Latin American Company	126 N. Des Plaines St Chicago, IL		
Job Placement	Chicago Assoc. of Black Journalists	190 N. State St. Chicago, IL		
Job Placement	Chicago Urban League	4510 S. Michigan Ave Chicago, IL		

Job Coordinator	Operation Push	930 E. 50th Street Chicago, IL			
Kathy Zuidend	NIU Career Plan & Placement	DeKalb, IL			
Career Planning & Placement	Ball State University	Muncie, IN			
Alan Woodson	Springfield Urban League	P.O. Box 3865 Springfield, IL			
Lavonne Nouaofski	Univ. of Illinois at Champaign/Urbana	620 E. John, Rm. 250 Champaign, IL			
Job Placement	American Indian Center	1630 W. Wilson Chicago, IL			
Job Service	Bureau of Employment Security	715 E. 47th Street Chicago, IL			
Joey Helleny	Southern Illinois University	SIUC Carbondale, IL			1

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Job Title: Sales Person

Referral Source: On-Air Recruitment

NAME	ORGANIZATION	ADDRESS	PHONE #	Number of Interviewees Referred
On-Air Recruitment	River Radio of So IL Radio Stations	1431 Country Aire Dr Carterville, IL		3
Website Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL		
Jan Nickless	Indiana State University	625 Jordan Avenue Bloomington, IN		
Nancy E. Dole	Eastern Illinois University	600 Lincoln Ave Charleston, IL		
Job Placement	American Spanish Institute	2619 W. Armitage Chicago, IL		
Business Enterprise Program	Program for Minorities Females & Persons w/Disab	100 W. Randolph St Chicago, IL		
Employment Coordinator	Chicago State Univ.	9501 S. King Drive Chicago, IL		
Abe Tomas Hughes	Hispanic Alliance for Career Enhancement	25 E. Washington Chicago, IL		
Job Openings	The Voice - African American Newspaper	625 E. Wood St. Decatur, IL		
Cheryl Johnson	College of Du Page	425 22nd Street Glen Ellyn, IL		
Rudy Davenport	NAACP Springfield Branch	P.O. Box 1524 Springfield, IL		
Career Line	American Women in Radio/Television, Inc.	8405 Greensboro Dr McLean, VA		

Beverly Brownlee Career Services	Southern Illinois University	SIUC Carbondale, IL				1
Job Placement	African Comm./Info. Center @Truman Colle	95th At King Drive Chicago, IL				
Job Coordinator	Latin American Co.	4140 Roswell Road Atlanta, GA				
Job Placement	Chicago Assoc. of Black Journalists	190 N. State St. Chicago, IL				
Job Placement	Chicago Urban League	4510 S. Michigan Ave Chicago, IL				
Job Coordinator	Operation Push	930 E. 50th Street Chicago, IL				
Kathy Zuidend Career Placement	Northern Illinois University	NIU DeKalb, IL				
Career Planning & Placement	Ball State University	BSU Muncie, IN				
Employment Network	Springfield Urban League	100 N. 11th St Springfield, IL				
Job Coordinator	Natl Assoc of Hispanic Journalists	Natl Press Bldg Washington, DC				
Lavonne Nouaofski	Univ. of Illinois at Champaign/Urbana	620 E. John, Rm. 250 Champaign, IL				1
Job Placement	American Indian Center	1630 W. Wilson Chicago, IL				
Job Service	Bureau of Employment Security	715 E. 47th Street Chicago, IL				
Job Coordinator	Chicago Institute for Economic Develop.	8 S. Michigan Ave Chicago, IL				
Student Employment Coordinator	Harold Washington College	30 E. Lake St Chicago, IL				
Job Placement Services	University of Chicago	5706 S. University Chicago, IL				
Dan Amari	Indiana State University	3400 Broadway Gary, IN				
Career Planning and Placement	Illinois State University	ISU Normal, IL				
Career Services	Governors State University	GSU University Park, IL				
Job Coordinator	Natl Assoc of Broad. Minority & Sp.	1771 N. Street N.W. Washington, DC				

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Job Title: Sales Person**Referral Source: On-Air Recruitment**

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On-Air Recruitment	River Radio of So IL Radio Stations	1431 Country Aire Dr Carterville, IL		3
Website Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL		
Jan Nickless	Indiana State University	625 Jordan Avenue Bloomington, IN		
Nancy E. Dole	Eastern Illinois University	600 Lincoln Ave Charleston, IL		
Job Placement	American Spanish Institute	2619 W. Armitage Chicago, IL		
Business Enterprise Program	Program for Minorities Females & Persons w/Disab	100 W. Randolph St Chicago, IL		
Employment Coordinator	Chicago State Univ.	9501 S. King Drive Chicago, IL		
Abe Tomas Hughes	Hispanic Alliance for Career Enhancement	25 E. Washington Chicago, IL		
Job Openings	The Voice - African American Newspaper	625 E. Wood St. Decatur, IL		
Cheryl Johnson	College of Du Page	425 22nd Street Glen Ellyn, IL		
Rudy Davenport	NAACP Springfield Branch	P.O. Box 1524 Springfield, IL		
Career Line	American Women in Radio/Television, Inc.	8405 Greensboro Dr McLean, VA		
Beverly Brownlee Career Services	Southern Illinois University	SIUC Carbondale, IL		2
Job Placement	African Comm./Info. Center @Truman Coll	95th At King Drive Chicago, IL		
Job Coordinator	Latin American Co.	4140 Roswell Road Atlanta, GA		
Job Placement	Chicago Assoc. of Black Journalists	190 N. State St. Chicago, IL		
Job Placement	Chicago Urban League	4510 S. Michigan Ave Chicago, IL		
Job Coordinator	Operation Push	930 E. 50th Street Chicago, IL		
Kathy Zuidend Career Placement	Northern Illinois University	NIU DeKalb, IL		
Career Planning & Placement	Ball State University	BSU Muncie, IN		
Employment Network	Springfield Urban League	100 N. 11th St Springfield, IL		
Job Coordinator	Natl Assoc of Hispanic Journalists	Natl Press Bldg Washington, DC		
Lavonne Nouaofski	Univ. of Illinois at Champaign/Urbana	620 E. John, Rm. 250 Champaign, IL		
Job Placement	American Indian Center	1630 W. Wilson Chicago, IL		

Job Service	Bureau of Employment Security	715 E. 47th Street Chicago, IL			
Job Coordinator	Chicago Institute for Economic Develop.	8 S. Michigan Ave Chicago, IL			
Student Employment Coordinator	Harold Washington College	30 E. Lake St Chicago, IL			
Job Placement Services	University of Chicago	5706 S. University Chicago, IL			
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Job Title: Sales Person

Referral Source: Client Referral

NAME	ORGANIZATION	ADDRESS	PHONE #	Number of Interviewees Referred
On-Air Recruitment	River Radio of So IL Radio Stations	1431 Country Aire Dr Carterville, IL		4
Website Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL		
Jan Nickless	Indiana State University	625 Jordan Avenue Bloomington, IN		
Nancy E. Dole	Eastern Illinois University	600 Lincoln Ave Charleston, IL		
Job Placement	American Spanish Institute	2619 W. Armitage Chicago, IL		
Business Enterprise Program	Program for Minorities Females & Persons w/Disab	100 W. Randolph St Chicago, IL		
Employment Coordinator	Chicago State Univ.	9501 S. King Drive Chicago, IL		
Abe Tomas Hughes	Hispanic Alliance for Career Enhancement	25 E. Washington Chicago, IL		
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Cheryl Johnson	College of Du Page	425 22nd Street Glen Ellyn, IL		
Rudy Davenport	NAACP Springfield Branch	P.O. Box 1524 Springfield, IL		
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Job Placement	African Comm./Info. Center @Truman College	95th At King Drive Chicago, IL			
Job Coordinator	Latin American Co.	4140 Roswell Road Atlanta, GA			
Job Placement	Chicago Assoc. of Black Journalists	190 N. State St. Chicago, IL			
Job Placement	Chicago Urban League	4510 S. Michigan Ave Chicago, IL			
Job Coordinator	Operation Push	930 E. 50th Street Chicago, IL			
Kathy Zuidend Career Placement	Northern Illinois University	NIU DeKalb, IL			
Career Planning & Placement	Ball State University	BSU Muncie, IN			
Employment Network	Springfield Urban League	100 N. 11th St Springfield, IL			
Job Coordinator	Natl Assoc of Hispanic Journalists	Natl Press Bldg Washington, DC			
Lavonne Nouaofski	Univ. of Illinois at Champaign/Urbana	620 E. John, Rm. 250 Champaign, IL			
Job Placement	American Indian Center	1630 W. Wilson Chicago, IL			
Job Service	Bureau of Employment Security	715 E. 47th Street Chicago, IL			
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Job Placement Services	University of Chicago	5706 S. University Chicago, IL			
Dan Amari	Indiana State University	3400 Broadway Gary, IN			
Career Planning and Placement	Illinois State University	ISU Normal, IL			
Career Services	Governors State University	GSU University Park, IL			
Job Coordinator	Natl Assoc of Broad. Minority & Sp.	1771 N. Street N.W. Washington, DC			
Client Referral Leah Bahr	710 Bookstore	710 S. Illinois Ave Carbondale, IL			1

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Job Title: News Reporter

Referral Source: AllAccess.com

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Job Title: Sales Person

Referral Source: Client Referral

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On-Air Recruitment	River Radio of So IL Radio Stations	1431 Country Aire Dr Carterville, IL		7
Website Recruitment	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL		
Jan Nickless	Indiana State University	625 Jordan Avenue Bloomington, IN		
Nancy E. Dole	Eastern Illinois University	600 Lincoln Ave Charleston, IL		
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Employment Network	Springfield Urban League	100 N. 11th St Springfield, IL		

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Lavonne Nouaofski	Univ. of Illinois at Champaign/Urbana	620 E. John, Rm. 250 Champaign, IL			
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Dan Amari	Indiana State University	3400 Broadway Gary, IN			
Career Planning and Placement	Illinois State University	ISU Normal, IL			
Career Services	Governors State University	GSU University Park, IL			
Job Coordinator	Natl Assoc of Broad. Minority & Sp.	1771 N. Street N.W. Washington, DC			
Client Referral Lori Sisulak	IKE Honda	4407 W. DeYoung Marion, IL			1

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6) Total # of Interviewees Referred:

Thirty-three (33)

7) Supplemental Recruitment Initiatives:

River Radio sponsored "Veterans Job Fair" at Marion VFW Post 1301 thru Illinois Department of Employment Security (IDES) - 11/8/07

River Radio partnered with IDES sponsoring a "Veterans Job Fair" 9a-1p 11/8/07 at the Marion VFW Post 1301 as part of a statewide job fair for veterans.

River Radio had recorded promotional mentions on-air on all five (5) radio stations two weeks prior to the job fair. Also an 8-minute interview 7:20am on WJPF-AM with John Otey of IDES to promote. Contact: John.Otey@illinois.gov 618-532-4741.

**Externship via Southern Illinois University College of Business
3/10/08 - 3/14/08**

Katie Hoffman was an Events Coordinator Extern during Spring Break 3/10 - 3/14/08 at River Radio job shadowing and assisting Events Coordinator Dave McKenzie via Southern Illinois University College of Business Placement Center.

Contact: Associate Director Matt Purdy 618-453-2710.

**Job Shadow Program via Carbondale High School "Life Skills Program"
4/8/2008**

Carbondale High School student Kyle Jarvis job shadowed WCIL-FM Assistant PD, Amanda Graskewicz 2p-6p on 4/8/08.

**Job Shadow Program via Carbondale High School "Life Skills Program"
4/9/2008**

Carbondale High School student Cassandra Skobel job shadowed WCIL-FM Assistant PD, Amanda Graskewicz 2p-6p on 4/9/08.

WCIL-FM Street Team - April 2008 - December 2008

22 students, studying Radio/TV or Public Relations from area colleges, gain hands-on experience with radio station events and promotions. Ten (10) from Southern Illinois University, Two (2) from John A Logan College and Ten (10) strictly voluntary.

Programming Internship on WOOZ-FM - May 2008 - Present

WOOZ-FM held an Internship "Survival Contest" on-air in May 2008 asking college students studying Radio/TV to send in why they deserved to be a Z100 Intern. The finalists had to come in to the studio and perform some "intern tasks." The two chosen finalists, Weston White of Pinckneyville and Brandyn McGhee of West Frankfort were chosen to be programming interns at WOOZ-FM. They are Radio/TV students at Southern Illinois University.