

WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 2017

This is the report required by section 73.2080 (c) (6) of the Rules of the Federal Communications commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is April 1 of each year. Our "employment unit" consists WMOK (AM) and WREZ (FM), Metropolis, IL and WZZL (FM), Reidland, KY, WGKY (FM), Wickliffe, KY, WRJJ (FM), LaCenter, KY.

PERIOD COVERED: April 1, 2017 through March 31, 2018.

1. LIST OF FULL TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE)

<u>Job Vacancy/Title</u>	<u>Date Filled</u>
1. On Air	October 30, 2017
2. On Air	November 1, 2017
3. Data Entry/Billing Clerk	November 13, 2017
4. Account Manager	November 21, 2017
5. Account Manager	December 26, 2017
6. On Air	March 19, 2018

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES

		<u>JOB VACANCY TITLE #</u>
Withers Broadcasting WZZL/WREZ WMOK/WGKY Company Posting Paducah, KY 42002	Fax# 270-415-0599 Attn: Rick Lambert	4,5
WKCTC Job Fair 4810 Alben Barkley Drive Paducah, KY 42002 (Held March 11, 2015)	Fax #: 270-554-6217 Phone #: 270-534-3118 Attn: Amy Elmore	4,5
Shawnee Community College Job Fair 8364 Shawnee College Rd Ullin, IL 62992 (Held March 18, 2015)	Fax #: 618-634-3352 Phone #: 618-634-3337 Attn: Leslie Cornelious	4,5
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3,4,5,6
Paducah Area Chamber of Commerce	paducahchamber.com/jobs-board	4,5

Paducah Technical College 509 S. 30 th Street Paducah, KY 42001	Fax #: Phone #: 270-554-9200 Attn:	1,2,3,4,5,6
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3,4,5,6
West KY CTC PO Box 7380 Paducah, KY 42001	Fax #: 270-554-6217 Phone #: 270-554-9200 Attn:	1,2,3,4,5,6
Indeed.com	indeed.com	1,2,3,4,5,6
Paducah/Kentucky Career Center 416 S. 6 th Street Paducah, KY 42003 (Changed name during the year)	Fax # Phone # 270-575-7351 Attn: David Sorrells	1,2,3,4,5,6
Allaccess.com	Allaccess.com	1,2,6
Broadcast Center 2360 Hampton Ave. St. Louis, MO 63139	Fax# 314-647-1575 Phone# 314-647-8181 Attn: Kara	1,2,6

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIRES FOR THE VACANCIES LISTED ABOVE.

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. On Air	Allaccess.com
2. On Air	Allaccess.com
3. Data Entry/Billing Clerk	Indeed.com
4. Account Manager	Indeed.com
5. Account Manager	Indeed.com
6. On Air	Allaccess.com

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSON INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THE REPORT AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 34

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	21
2. Allaccess.com	13

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR 73.2080 (C) (2)
TAKEN BY OUR EMPLOYMENT UNIT:

Conducted the following initiatives:

Participated in the following Job Fairs:

- 04/13/2017 Rend Lake College Job Fair
- 04/26/2017 Southeastern Illinois College Job Fair
- 04/27/2017 Kaskaskia Job Fair
- 06/24/2017 Southern Illinois Drive Thru (Location: Sam's-Marion/University Mall-Carbondale)
- 10/12/2017 Southeast MO State University Fall 2017 Career Expo
- 10/19/2017 IL Department of Employment Security Fall Hiring Event
- 10/26/2017 Osage Center Cape Area Career Fair
- 03/14/2018 West KY Community & Technical College Job & Transfer Fair
- 03/28/2018 John A Logan College Career Fair

Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: May 21-24, 2017.

Currently air announcements promoting organizations to be notified of job opportunities at each station.

V. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru various meetings

VI. OUR PROGRAM IS REVIEWED REGULARLY FOR EFFECTIVENESS

During the review, suggestions on how we can improve our EEO Program are requested. During review, we look for any problems in our program and how, if any are found, we can correct them.

VII. PAY, BENEFITS, SENIORITY PRACTICES, PROMOTIONS AND SELECTION TECHNIQUES ARE ANALYZED DURING OUR QUARTERLY REVIEW.

Our goal is to improve and ensure that we reach out to have a guaranteed Equal Opportunity for everyone.