

WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 2019

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, licensed to Withers Broadcasting Company of Paducah, LLC; and employees of Withers Broadcasting of Paducah, LLC, who perform services in support of our provision of programming to WRJJ (FM) LaCenter, KY licensed to Janet Jensen pursuant to a "Time Brokerage Agreement"

PERIOD COVERED: April 1, 2018 through March 31, 2019.

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. Account Manager	05/21/18
2. On – Air	06/01/18
3. Data Entry/Billing Clerk	07/03/18
4. Account Manager	08/27/18
5. News Producer	09/04/18
6. Account Manager	11/05/18
7. Data Entry/Billing-Clerk	12/24/18
8. Account Manager	02/05/19
9. Data Entry/Billing Clerk	03/04/19
10. On Air	03/18/19

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

		<u>JOB VACANCY TITLE #</u>
WKCTC Career Services Job Fair 4810 Alben Barkley Dr. Paducah KY, 42001 (Held March 13th, 2018)	Phone #: 270.534.3293 Attn: Marlo Rhodes	1
WKCTC Career Services Job Fair 4810 Alben Barkley Dr. Paducah KY, 42001 (Held September 27, 2018)	Phone #: 270.534.3293 Attn: Marlo Rhodes	6
Cape Area Career Fair 1625 N Kingshighway	Fax #: 573.290.5746 Phone #: 573.290.5766	7

Cape Girardeau, Mo 63701 (Held October 25th, 2018)	Attn: Michael Berry	
Shawnee Community College Job Fair 8364 Shawnee College Rd Ullin, IL 62992 (Held March 21, 2018)	Fax #: 618-634-3352 Phone #: 618-634-3337 Attn: Leslie Cornelious	1
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3,4,5,6,7,8,9,10
Paducah Technical College 509 S. 30 th Street Paducah, KY 42001	Fax #: Phone #: 270-554-9200 Attn:	2,3,5,7,9,10
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3,4,5,6,7,8,9,10
West KY CTC PO Box 7380 Paducah, KY 42001	Fax #: 270-554-6217 Phone #: 270-554-9200 Attn:	2,3,5,7,9,10
Indeed.com	indeed.com	1
Focuscareer.ky.gov	Focuscareer.ky.gov	1
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	1,2,3,4,5,6,7,8,9,10

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Manager	Indeed.com
2. On Air	Radio Ad
3. Data Entry/Billing Clerk	Walk In
4. Account Manager	Indeed.com
5. News Producer	Radio Ad
6. Account Manager	Indeed.com
7. Data Entry/Billing Clerk	Indeed.com
8. Account Manager	Indeed.com
9. Data Entry/Billing Clerk	Indeed.com
10. On Air	Indeed.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: 57

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	48
2. Radio Ad	8
3. Walk In	1

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:

- March 2nd, 2018 - Rend Lake College Career Fair
- March 5th, 2018 - Eastern Illinois University Career Fair
- March 13th, 2018 - WKCTC Career Services Job Fair
- March 21st, 2018 - Shawnee Community College Job Fair
- April 10th, 2018 - Kaskaskia College Career Fair
- April 25th, 2018 - Southeastern Illinois College Career Fair
- June 23rd, 2018 - Withers Broadcasting Drive Through Job Fair (University Mall - Carbondale, IL.)
- September 27th, 2018 - WKCTC Career Services Job Fair
- October 25th, 2018 - Cape Area Career Fair
- November 10th, 2018 - Withers Broadcasting Drive Through Job Fair (West Park Mall - Cape Girardeau, Mo.)
- March 28th, 2019 - Eastern Illinois University Career Fair

Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: October 21st-24th, 2018 and January 15th-16th, 2019.

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.