

**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

PERIOD COVERED: April 1, 2016 through March 31, 2017.

**I. 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	April 11, 2016
2. On Air	June 2, 2016
3. Account Manager	June 9, 2016
4. On Air	July 8, 2016
5. Data Entry/Billing Clerk	August 15, 2016
6. Account Manager	October 19, 2016
7. Account Manager	December 6, 2016
8. Data Entry/Billing Clerk	February 2, 2017

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

		<u>JOB VACANCY TITLE #</u>
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax# 618-634-3346 Phone# 618-634-3200 Attn: Beth Darden	1,3,6
Withers Broadcasting WZZL/WREZ WMOK/WGKY Company Posting/Employee Referral Paducah, KY 42002	Fax# 270-415-0599 Attn: Rick Lambert	1,3,6,7
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	1

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	1
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3,4,5,6,7,8
Paducah Technical College 509 S. 30 th Street Paducah, KY 42001	Fax #: Phone #: 270-554-9200 Attn:	1,2,3,4,5,6,7,8
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3,4,5,6,7,8
West KY CTC PO Box 7380 Paducah, KY 42001	Fax #: 270-554-6217 Phone #: 270-554-9200 Attn:	1,2,3,4,5,6,7,8
Indeed.com	indeed.com	1, 2,3,4,5,6,7,8
Heartlandjobs.com	heartlandjobs.com	2,4,6
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	1,2,3,4,5,6,7,8
Allaccess.com	Allaccess.com	2,4
Broadcast Center 2360 Hampton Ave. St. Louis, MO 63139	Fax# 314-647-1575 Phone# 314-647-8181 Attn: Kara	2,4
Career Solutions Community Job Fair 5100 Alben Barkley Drive Paducah, KY 42001	Fax # Phone # 270-534-3914 Attn: Troy Courtney	6,7

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	Allaccess.com
3. Account Manager	Indeed.com
4. On Air	Broadcast Center
5. Data Entry/Billing Clerk	Indeed.com
6. Account Manager	Employee Referral
7. Account Manager	Indeed.com
8. Data Entry/Billing Clerk	Employee Referral

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: 62

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	48
2. WKCTC Job Fair	2
3. Heartlandjobs.com	1
4. Allaccess.com	1
5. Withers Broadcasting	3
6. Shawnee Community College Job Fair	1
7. Withers Broadcasting-Walk In	1
8. Broadcast Center	1
9. Career Solutions Job Fair	4

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:

- 04/01/2016 Sauk Valley Community College
- 04/05/2016 Rend Lake College
- 04/13/2016 Southeastern Illinois College
- 10/27/2016 Osage Center Cape Area Career Fair
- 02/09/2017 Southeast MO State University Spring 2017 Career Expo
- 03/23/2017 John A Logan College

The stations in cooperation with the Idea Bank organization participated in a scholarship program to assist students in pursuing a career in broadcasting. Aired announcements on all stations to encourage participation. Announcements aired February 9-March 4, 2017

Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: May 15-18, 2016 & October 17-19, 2016

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.