

Withers Broadcasting of Southern Illinois, LLC.

Station(s) in the Employment Unit Include(s): WQRL(FM), WMCL(AM), WISH(FM), WNSV(FM)

Annual Employment Opportunity Public File Report

For the period of August 1, 2023 – July 31, 2024

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 October 1 of each year. Our “employment unit” consists of WDDD (FM), licensed to Johnston City, Illinois; WFRX (AM) & WHET (FM), licensed to West Frankfort, Illinois; WTAO (FM), licensed to Murphysboro, Illinois; WVZA (FM), and licensed to Herrin, Illinois; with studios location Marion, Illinois.

PERIOD COVERED: August 1, 2023 through July 31, 2024

I. LIST OF FULL TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD BY JOB TITLE:

Job Vacancy/Title Date Filled
NO FULL TIME VACANCIES TO REPORT

II. RECRUITMENT SOURCES USED FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

WDDD-FM, WFRX-AM, WHET-FM, WTAO-FM, WVZA-FM

EEO PUBLIC FILE REPORT

08/01/2023 to 7/31/2024

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	No. of Interviewees Referred by RS over 12-month period
1	Southern Illinois University, Radio and Television Department, Joey Helleny	0
2	John A. Logan College, 700 Logan College Dr., Carterville, IL 62918 618-985-3741	0
3	Southeastern Illinois College, 3575 College Rd. Harrisburg, IL 62946 618-252-5400	0
4	Shawnee Community College 8364 Shawnee College Rd., Ullin, IL 62992 618-634-3337	0
5	Rend Lake College, Route 1 Ina, IL 62846 618-437-5321	0
6	Job Fairs	0
7	Indeed.com	0
8	Withers Broadcasting Company Referrals/Previous Employees/Transfer	0
9	Illinois Department of	0

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

VI. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru meetings and internal email.

VII. OUR PROGRAM IS REVIEWED REGULARLY FOR EFFECTIVENESS

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

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

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