

**WITHERS BROADCASTING of SOUTHERN ILLINOIS
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31, 2023**

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, 2022 through July 31, 2023

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 Executive	November 7, 2022
2. Account Executive	November 28, 2022
3. Sales Manager	February 27, 2023
4. Account Executive	March 13, 2023
5. Account Executive	May 1, 2023

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
08/01/2022 to 7/31/2023**

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	30
8	Withers Broadcasting Company	2

	Referrals/Previous Employees/Transfer	
9	Illinois Department of Employment Security 8195 Express Dr. Marion, IL 62959 glample@ides.state.il.us 997-6835 x381 illinoisskillsmatch.com Daredan Lample	0
10	Illinois Broadcasters Association Job Bank, 200 Missouri Ave, Carterville, IL 62918	0
11	Walk In/Call-In/Referral	5
12	NAACP 207 N Marion Street Carbondale, IL 62901	0
13	AllAccess.com	1
14	Station Websites/Radio Announcements	0

III. RECRUITMENT SOURCES WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:

<u>Job Title/Vacancy</u>	<u>Recruitment Source</u>
1 Account Executive	Referral
2 Account Executive	Indeed.com
3 Account Executive	Indeed.com
4 Account Executive	Indeed.com
5 Account Executive	Referral

IV: DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR VACANCIES DURING THE PERIOD COVERED BY THIS REPORT AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 38 | Total Hired: 5

<u>Interview Sources</u>	<u>Number of Interviews</u>
Southern Illinois University Carbondale	0
John A. Logan College	0
Southeastern Illinois College	0
Shawnee Community College	0
Rend Lake College	0
Job Fairs	0
Withers Broadcasting Company Internal	2
Walk Ins/Calls/Referrals	5
IL Dept of Employment Security	0
Indeed.com	30
Illinois Broadcasters Association Job Bank	0
All Access	1
Station Websites/Radio Promos	0

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:

September 21, 2022 – SEMO University Fall Career Fair (Cape Girardeau, MO)

March 3, 2023 – John A. Logan College (Carterville, IL)

March 7, 2023 – Murray State University All Majors Career Fair (Murray, KY)

March 15, 2023 – Shawnee Community College (Ullin, IL)

March 24, 2023 – Rend Lake College 8th Grade Career Day (Ina, IL)

March 29, 2023 – Eastern Illinois University (Charleston, IL)

April 6, 2023 – Rend Lake College Job Search Party (Ina, IL) - **SPONSORED**

Management attends International Idea Bank Meetings. Each meeting typically discusses how to better handle the EEO and get more diverse employment recruitment. Management attended conferences in October 2022 in Indianapolis, Indiana and April 2023 in Las Vegas, Nevada.

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.