

WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 2022

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, 2021 through March 31, 2022.

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 Executive	05/17/21
2. Account Executive	12/13/21
3. Operations Manager	02/14/22

RECRUITMENT SOURCE FOR FILLING EACH OF THE
FOREGOING JOB CATEGORIES

		<u>JOB VACANCY TITLE #</u>
WKCTC Career Services Job Fairs 4810 Alben Barkley Dr. Paducah KY, 42001 (Held March 28, 2019 & October 3, 2019)	Phone #: 270.534.3293 Attn: Marlo Rhodes	1,2,3
Shawnee Community College Job Fair 8364 Shawnee College Rd Ullin, IL 62992 (Held March 20, 2019)	Fax #: 618-634-3352 Phone #: 618-634-3337 Attn: Leslie Cornelious	1,2,3
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3
West KY CTC PO Box 7380	Fax #: 270-554-6217 Phone #: 270-554-9200	1,2,3

Paducah, KY 42001	Attn:	
Indeed.com	indeed.com	1,2,3
AllAccess.com	AllAccess.com	3
Kentucky Career Center 416 S. 6 th Street Paducah, KY 42003	Fax # Phone # 270-575-7351 Attn: David Sorrells	1,2,3
Paducah Area Chamber of Commerce 300 South Third Street Paducah, KY 42003	Fax #: Phone #: 270-443-1746	1,2,3

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Executive	Indeed.com
2. Account Executive	Indeed.com
3. Operations Manager	Referral

III. 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: 6

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	5
2. All Access	1
3. Referral	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:

- May 18, 2021 – Withers Broadcasting/Rend Lake College Job Search Party
- May 19, 2021 – Withers Broadcasting Drive Thru Job Fair #1 (Marion, IL)
- June 30, 2021 – Withers Broadcasting Drive Thru Job Fair #2 (Mt. Vernon, IL)
- March 2, 2022 - Murray State Spring 2022 Career Fair (Murray, KY)
- March 9, 2022 - SEMO University Career Fair (Cape Girardeau, MO)

- March 16, 2022 - Shawnee Community College Career Fair (Ullin, IL)
- March 16, 2022 - SIU College of Business & Analytics Career Fair (Carbondale, IL)
- March 23, 2022 - John A Logan College Career Fair (Carterville, IL)

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 scheduled for September 19-21, 2021 in Adrian, Michigan, and May 15-18, 2022, in Montgomery, Alabama.

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

IV. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru various meetings

V. 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.

VI. 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.