

**WITHERS BROADCASTING**  
**EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**  
**July 31<sup>st</sup>, 2018**

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), WFRX (AM), WTAO (FM), WVZA (FM), and WHET (FM), Marion, IL. .

PERIOD COVERED: August 1<sup>st</sup>, 2017 through July 31<sup>st</sup>, 2018

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

| Job Vancancy/Title | Date Filled       | Recruitment Source |
|--------------------|-------------------|--------------------|
| 1 Account Manager  | August 7, 2017    | Indeed.com         |
| 2 Account Manager  | November 6, 2017  | Indeed.com         |
| 3 Account Manager  | January 3, 2018   | Indeed.com         |
| 4 Account Manager  | February 27, 2018 | Indeed.com         |
| 5 Account Manager  | March 7, 2017     | Indeed.com         |
| 6 Account Manager  | March 12, 2018    | Employee Referral  |
| 7 Account Manager  | May 14, 2018      | Indeed.com         |
| 8 Account Manager  | May 21, 2018      | Employee Referral  |

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**  
08/01/2017 to 7/31/2018

**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.,                               | 0   |

|    |   |    |
|----|---|----|
|    | Ullin, IL 62992 618-634-3337  |    |
| 5  | Rend Lake College, Route 1<br>Ina, IL 62846 618-437-5321<br>Kristy Meagher<br>meagherk@rlc.edu  | 0  |
| 6  | <b>Job Fairs</b><br>JALC, IDES and Withers  | 0  |
| 7  | Indeed.com  | 39 |
| 8  | Withers Broadcasting Company<br>Referrals   | 3  |
| 9  | Illinois Department of<br>Employment Security 8195<br>Express Dr. Marion, IL 62959<br><a href="mailto:glample@ides.state.il.us">glample@ides.state.il.us</a> 997-<br>6835 x381<br>illinoisskillsmatch.com<br>Daredan Lample | 0  |
| 10 | Illinois Broadcasters<br>Association Job Bank,<br>200 Missouri Ave, Carterville,<br>IL 62918  | 0  |
| 11 | Walk In   | 1  |
| 12 | NAACP 207 N Marion Street<br>Carbondale, IL 62901   | 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 Manager        | Indeed.com                |
| 2 Account Manager        | Indeed.com                |
| 3 Account Manager        | Indeed.com                |
| 4 Account Manager        | Indeed.com                |
| 5 Account Manager        | Indeed.com                |
| 6 Account Manager        | Company Referral          |
| 7 Account Manager        | Indeed.com                |
| 8 Account Manager        | Company 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: 43  
Total Hired: 8

| <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 Referrals     | 3                           |
| Walk Ins or Calls                          | 1                           |
| IL Dept of Employment Security             | 0                           |
| Indeed.com                                 | 39                          |
| Illinois Broadcasters Association Job Bank | 0                           |

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR 73.2080 (c) (2) TAKEN BY OUR EMPLOYMENT UNIT:

-Withers Broadcasting Stations participated in several job fairs - John A Logan College, Il Dept of Employment Security.

-Withers Broadcasting held a job fair.

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.