

THIS REPORT IS A REVISION OF THE REPORT ENDING JULY 31, 2020 TO ADD ADDITIONAL INFORMATION REGARDING INITIATIVES TAKEN BY OUR EMPLOYMENT UNIT

**WITHERS BROADCASTING of SOUTHERN ILLINOIS
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31st, 2020**

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 1st, 2019 through July 31st, 2020

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 1, 2019
2. Account Executive	November 1, 2019
3. Account Executive	November 1, 2019
4. Account Executive	November 18, 2019
5. Account Executive	January 15, 2020
6. Account Executive	January 28, 2020
7. Account Executive	May 11, 2020
8. Account Executive	July 1, 2020

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
08/01/2019 to 7/31/2020**

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

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,	0

	IL 62846 618-437-5321 Kristy Meagher meagherk@rlc.edu	
6	Job Fairs	0
7	Indeed.com	14
8	Withers Broadcasting Company Referrals/Previous Employees/Transfer	1
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	1
12	NAACP 207 N Marion Street Carbondale, IL 62901	0
13	AllAccess.com	0
14	Station Websites/Radio Announcements	8

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	Indeed.com
2 Account Executive	Indeed.com
3 Account Executive	Indeed.com
4 Account Executive	Radio Promo Announcement
5 Account Executive	Walk-in
6 Account Executive	Indeed.com
7 Account Executive	Indeed.com
8 Account Executive	Employee Referral/Employee Transfer

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: 24 | 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	1

Walk Ins or Calls	1
IL Dept of Employment Security	0
Indeed.com	14
Illinois Broadcasters Association Job Bank	0
All Access	0
Station Websites/Radio Promos	8

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

Conducted the following initiatives:

WDDD/WHET/WVZA/WTAO/WFRX currently air announcements promoting organizations to be notified of job opportunities at each station.

WDDD/WHET/WVZA/WTAO/WFRX Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: October 20-23, 2019 and January 17-19, 2020.

WDDD/WHET/WVZA/WTAO/WFRX participated in following job fairs:

- October 3, 2019 - West KY Community & Technical College Job & Transfer Fair
- November 29, 2019 - Cape Regional College and Career Fair
- October 12, 2019 - Withers Broadcasting Drive Through Job Fair (West Park Mall - Cape Girardeau, Mo.)
- March 3, 2020 - Murray State University Career Fair
- March 5, 2020 – Southeast Missouri State University Career Fair

These stations typically participate in Career Fairs at other area colleges and universities, such as John A. Logan College (March 25, 2020), Eastern Illinois University (April 2, 2020), Missouri Broadcasters Association at Southeast Missouri State University (April 4, 2020), Rend Lake College/WSIL/Withers Broadcasting Career Fair (April 23, 2020), and additional which were canceled due to COVID-19 pandemic.

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.