

WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 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 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, 2019 through March 31, 2020.

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 Manager	05/13/19
2. On Air	06/18/19
3. Account Manager	07/08/19
4. Account Manager	09/30/19
5. Account Manager	12/18/19
6. Account Manager	12/27/19

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	1,2,3,4,5,6
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	1,2,3,4,5,6
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3,4,5,6
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3,4,5,6

West KY CTC PO Box 7380 Paducah, KY 42001	Fax #: 270-554-6217 Phone #: 270-554-9200 Attn:	1,2,3,4,5,6
Indeed.com	indeed.com	1,2,3,4,5,6
Kentucky Career Center 416 S. 6 th Street Paducah, KY 42003	Fax # Phone # 270-575-7351 Attn: David Sorrells	1,2,3,4,5,6
Paducah Area Chamber of Commerce 300 South Third Street Paducah, KY 42003	Fax #: Phone #: 270-443-1746	1

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 Manager	Paducah Area Chamber of Comm.
2. On Air	Indeed.com
3. Account Manager	Indeed.com
4. Account Manager	Website/Social Media/In-House Ref.
5. Account Manager	Indeed.com
6. Account Manager	Indeed.com

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: 33

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	28
2. Station Website/Social Media Posting/In-House Ref.	3
3. Paducah Chamber of Commerce Referral	1
4. Murray State University	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:

- April 9, 2019 – Murray State University/Paducah Career Fair

- April 24, 2019 – Southeastern Illinois College Career Fair
- April 25, 2019 – Rend Lake College Career Fair (hosted by Withers Broadcasting)
- May 21, 2019 – Small Business Career Fair
- July 30, 2019 – Paducah City Job Fair
- October 3, 2019 - WKCTC Career Services Job 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

Withers Broadcasting registered for the career fairs at Shawnee Community College (March 18, 2020) and WKCTC Career Services Job Fair (March 19, 2020), but those events were canceled due to the COVID-19 (Coronavirus) Outbreak.

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 17-18, 2020.

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.