

**WITHERS BROADCASTING of SOUTHERN ILLINOIS
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31st, 2019**

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, 2018 through July 31st, 2019

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

Job Vacancy/Title	Date Filled	Recruitment Source
1 Account Manager	August 6, 2018	Employee Referral
2 On Air	September 4, 2018	Employee Referral
3 Operations Manager	September 24, 2018	Employee Referral
4 Account Manager	October 8, 2018	Employee Referral
5 Digital Content Director	January 28, 2019	Employee Referral
6 On Air	February 18, 2019	Employee Referral
7 On Air	April 8, 2019	Employee Referral
8 Account Manager	June 16, 2019	Employee Transfer

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
08/01/2018 to 7/31/2019**

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 Kristy Meagher meagherk@rlc.edu	0
6	Job Fairs JALC, IDES and Withers	0

7	Indeed.com	0
8	Withers Broadcasting Company Referrals/Previous Employees/Transfer	15
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	0
12	NAACP 207 N Marion Street Carbondale, IL 62901	0
13	AllAccess.com	3
14	Station Websites	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	Employee Referral/Previous Employee
2 On Air	Employee Referral/Previous Employee
3 Operations Manager	Employee Referral/Previous Employee
4 Account Manager	Employee Referral/Previous Employee
5 Digital Content Director	Employee Referral/Previous Employee
6 On Air	Employee Referral/Previous Employee
7 On Air	Employee Referral/Previous Employee
8 Account Manager	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: 18
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	15
Walk Ins or Calls	0
IL Dept of Employment Security	0
Indeed.com	0
Illinois Broadcasters Association Job Bank	0
All Access	3
Station Websites	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.