

**WITHERS BROADCASTING**  
**EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**  
**April 1, 2021**

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, 2020 through March 31, 2021.

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	06/15/20
2. Traffic Director	02/01/21
3. On Air	03/01/21
4. On Air	03/01/21

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
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
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	1,2,3,4
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	1,2,3,4
West KY CTC	Fax #: 270-554-6217	1,2,3,4

PO Box 7380  
Paducah, KY 42001

Phone #: 270-554-9200

Attn:

Indeed.com

indeed.com

1,2,3,4

AllAccess.com

AllAccess.com

3,4

Kentucky Career Center  
416 S. 6<sup>th</sup> Street  
Paducah, KY 42003

Fax #

1,2,3,4

Phone # 270-575-7351

Attn: David Sorrells

Paducah Area Chamber of Commerce  
300 South Third Street  
Paducah, KY 42003

Fax #:

1,2,3,4

Phone #: 270-443-1746

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

Job Vacancies Number

1. Account Manager
2. Traffic Director
3. On Air
4. On Air

Recruitment Source

Indeed.com  
Indeed.com  
AllAccess.com  
AllAccess.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: 22

Interview Sources

1. Indeed.com
2. AllAccess.com

Number of Interviews

18  
4

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:

- March 4, 2021 – Southeast Missouri State University Virtual Career Fair
- March 17, 2021 – Shawnee Community College Virtual Career Fair

These stations typically participate in Career Fairs at other area colleges and universities, such as 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. Others that we regularly attending were not even scheduled. Withers Broadcasting is actively working with Rend Lake College to resume its 2021 Career Fair.

Management typically attends International Idea Bank Meetings. Each meeting typically discusses how to better handle the EEO and get more diverse employment recruitment. Meetings scheduled for May 2020 in College Station, Texas, and October 2020 in Adrian, Michigan, were canceled due to the ongoing COVID-19 Pandemic.

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.