

**WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 2016**

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

PERIOD COVERED: April 1, 2015 through March 31, 2016 .

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 Executive	April 6, 2015
2. Account Executive	May 11, 2015
3. Announcer	June 22, 2015
4. Billing/Traffic Clerk	November 9, 2015
5. Account Manager	February 8, 2016

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES

		<u>JOB VACANCY TITLE #</u>
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax# 618-634-3346 Phone# 618-634-3200 Attn: Beth Darden	1,2,5
Withers Broadcasting WZZL/WREZ WMOK/WGKY Company Posting Paducah, KY 42002	Fax# 270-415-0599 Attn: Rick Lambert	1,2,4,5
Withers Broadcasting Job Fair (Held March 26,2015)	Fax # 270-415-0599	1
WKCTC Job Fair 4810 Alben Barkley Drive Paducah, KY 42002 (Held March 11, 2015)	Fax #: 270-554-6217 Phone #: 270-534-3118 Attn: Amy Elmore	1,2

Shawnee Community College Job Fair 8364 Shawnee College Rd Ullin, IL 62992 (Held March 18, 2015)	Fax #: 618-634-3352 Phone #: 618-634-3337 Attn: Leslie Cornelious	1,2
Kentucky Broadcasters Assoc. 101 Enterprise Drive Frankfort, KY 40604	Fax #: Phone #: 502-848-0426 Attn:	4
Paducah Technical College 509 S. 30 th Street Paducah, KY 42001	Fax #: Phone #: 270-554-9200 Attn:	4
Murray State University 102 Curris Center Murray, KY 42071	Fax #: Phone #: 270-809-3011 Attn:	4
West KY CTC PO Box 7380 Paducah, KY 42001	Fax #: 270-554-6217 Phone #: 270-554-9200 Attn:	4
College Central Network	collegecentral.com	5
John A Logan College 700 Logan College Road Carterville, IL 62918	Fax #: 618-985-4433 Phone #: 618-985-6610 Attn: Lisa Hudgens	5
Indeed.com	indeed.com	1, 2, 4, 5
Heartlandjobs.com	heartlandjobs.com	4
Paducah Sun 408 Kentucky Ave. Paducah, KY 42003	Fax # Phone # 270-575-8600 Attn:	4
Paducah/Kentucky Career Center 416 S. 6 th Street Paducah, KY 42003 (Changed name during the year)	Fax # Phone # 270-575-7351 Attn: David Sorrells	1,2,4,5

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Executive	Indeed.com
2. Account Executive	Indeed.com
3. Announcer	Emergency Hire
4. Billing/Traffic Clerk	Indeed.com
5. Account Manager	Indeed.com

IV. 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: 57

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	45
2. Paducah Career Center	1
3. Shawnee Community College	2
4. Heartlandjobs.com	3
5. Paducah Sun	4
6. Withers Broadcasting	1
7. Shawnee Community College Job Fair	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:

- Illinois Dept. of Employment Security Job Fair – April 16th, 2015
- Sauk Valley Community College – April 16th, 2015
- Southeastern IL. College Job Fair – April 22nd, 2015
- Rend Lake College – May 2015
- 2015 Regional Job Fair Employers Workshop – May 21st, 2015
- Tri County Economic Development Alliance of Northwest Illinois – June 27th, 2015
- Southeast Missouri State University Fall 2015 Career & Internship Fair – October 8, 2015

- Missouri Job Center Cape Area Career Fair – October 22, 2015
- Job & Resource Fair – Three Rivers Community College – Sikeston Campus – February 5, 2016
- Spring 2016 Career & Internship Fair – Southeast MO State University – February 25, 2016
- West Kentucky Community & Technical College (WKCTC) – March 7, 2016
- Shawnee Community College – March 16, 2016
- John A Logan College – March 23, 2016

The stations in cooperation with the Idea Bank organization participated in a scholarship program to assist students in pursuing a career in broadcasting. Aired announcements on all stations to encourage participation. Announcements aired February 1-29, 2016

Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: May 18, 2015 – May 20, 2015 and October 11-14, 2015.

Currently air announcements promoting organizations to be notified of job opportunities at each station.

V. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru various meetings

VI. 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.

VII. 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.

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY
BROADCAST MID-TERM REPORT	FOR COMMISSION USE ONLY FILE NO. - 20160331ABD

Legal Name of the Licensee
 WITHERS BROADCASTING COMPANY OF PADUCAH, LLC

Mailing Address
 POST OFFICE BOX 1508

City MOUNT VERNON	State or Country (if foreign address) IL	Zip Code 62864 - 1508
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Telephone Number (include area code) 6182423500	E-Mail Address (if available)
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FCC Registration Number 0011303666	Facility ID Number 53945	Call Sign WGKY
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WGKY	53945	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WICKLIFFE, KY	<input type="radio"/> Yes <input checked="" type="radio"/> No
WMOK	73275	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	METROPOLIS, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No

WREZ	73277	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	METROPOLIS, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No
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WZZL	73276	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	REIDLAND, KY	<input type="radio"/> Yes <input checked="" type="radio"/> No
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SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name DAWN M. SCIARRINO, ESQ.		Street Address 4601 N. FAIRFAX DRIVE SUITE 1200	
City ARLINGTON	State VA	Zip Code 22203-	Telephone Number 2022569551

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent DANA R. WITHERS FOR WITHERS BROADCASTING COMPANY OF PADUCAH
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Title SOLE MEMBER/MANAGER	Telephone No. (include area code) 6182423500
Date 3/31/2016	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name:	Title:
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits