

**WITHERS BROADCASTING  
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT  
April 1, 2015**

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, 2014 through March 31, 2015.

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 28, 2014
2. Account Executive	June 2, 2014
3. Account Executive	June 2, 2014
4. News/Announcer	August 18, 2014
5. Account Manager	August 25, 2014
6. Account Manager	February 16, 2015
7. News/Announcer	March 9, 2015

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

		<u>JOB VACANCY TITLE #</u>
WKC & TC Anderson Building Paducah, KY 42003	Fax # 270-554-9200 Phone # Attn: Paula Armond	1
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax# 618-634-3346 Phone# 618-634-3200 Attn: Beth Darden	2,3,5,6
Withers Broadcasting WZZL/WREZ WMOK/WGKY Company Posting Paducah, KY 42002	Fax# 270-415-0599 Attn: Rick Lambert	1,2,3,5,6,7
Murray State University 200 Sparks Hall Murray, KY 42071-3312	Fax#(270) 809-2273 Phone# (270) 809-4227 Attn: Amy Adams	7

Monsterjobs.com	monsterjobs.com	1
Indeed.com	indeed.com	1,2,3,5,6
Career Solutions Job Fair 4810 Alben Barkley Drive Paducah, KY 42002	Fax # Phone # Attn:	1,2,3
Paducah Career Center 416 S. 6 <sup>th</sup> Street Paducah, KY 42003	Fax # Phone # 270-575-7351 Attn: David Sorrells	1,6
WKCTC Job Fair		1
AllAccess	Allaccess.com	7
Broadcast Center 2360 Hampton Ave. St. Louis, MO 63139	Fax # 314-647-1575 Phone # 314-647-8181 Attn: Kara	7

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. Account Executive	Indeed.com
4. News/Announcer	Emergency Hire
5. Account Manager	Indeed.com
6. Account Manager	Indeed.com
7. Account Manager	Company Posting/Employee Referral

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: 59

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	48
2. Monster.com	3
3. Career Solutions Job Fair	3
4. AllAccess.com	4
5. Company Posting/Employee Referral	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:

- March 18, 2014 held by Shawnee Community College
- March 25, 2014 John A Logan College Job Fair
- March 26, 2014 Station Sponsored Job Fair
- May 22, 2014 held by Career Solutions Community Job Fair
- March 11, 2015 held by WK Community & Technical College

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 January 24, 2015-February 20, 2015.

Attended two Idea Bank meetings which offered further education in EEO, May 18-21, 2014 and October 14-15, 2014.

Participated in Chamber of Commerce Leadership Presentation. GM spoke of career opportunities in radio and our stations.

- Jackson Chamber of Commerce: August 20, 2014
- Cape Girardeau Chamber of Commerce: June 19, 2014

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.