

**WITHERS BROADCASTING  
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT  
April 1, 2014**

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, 2013 through March 31, 2014.

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	May 29, 2013
2. Account Executive	July 15, 2013
3. Sales Manager	September 1, 2013
4. Account Executive	September 9, 2013
5. Account Executive	October 21, 2013
6. Account Executive	November 18, 2013
7. Account Executive	December 30, 2013

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

		<u>JOB VACANCY TITLE #</u>
VCI.net 523 South 3 <sup>rd</sup> Street Paducah, KY 42003	Fax# Phone# 270-442-0060 Attn: Director	1,2,4
Paducah Sun Washington Street Paducah, KY 42001	Fax # Phone # 270-575-8600 Attn: Michelle McKirchey	1,2,4,5,6,7
WKC & TC Anderson Building Paducah, KY 42003	Fax # 270-554-9200 Phone # Attn: Paula Armond	1,2,4

KY Dept of Employment 418 S. 6 <sup>th</sup> Street Paducah, KY 42001	Fax # 270-575-7000 Phone # Attn: Sue Cash	1,2,4,5,6,7
Company Posting Withers Broadcasting		1,2,4,5,6,7
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax# 618-634-3346 Phone# 618-634-3200 Attn: Beth Darden	1,2,4,5,6,7
Murray State University 200 Sparks Hall Murray, KY 42071-3312	Fax#(270) 809-2273 Phone# (270) 809-4227 Attn: Amy Adams	1,4
Withers Broadcasting WZZL/WREZ Radio Ads 1700 N. 8 <sup>th</sup> Street Paducah, KY 42002	Fax# 270-415-0599 Phone# 270-538-5251 Attn: Rick Lambert	5,6,7
Monsterjobs.com	monsterjobs.com	1,2,4,5,6,7
Indeed.com	indeed.com	5,6,7
Career Solutions Job Fair 4810 Alben Barkley Drive Paducah, KY 42002	Fax # Phone # Attn:	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	Paducah Sun
2. Account Executive	Paducah Sun
3. Sales Manager	Emergency Hire
4. Account Executive	Murray State
5. Account Executive	WZZL/WREZ
6. Account Executive	Paducah Sun
7. Account Executive	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: 33

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. VCI.net	7
2. Murray State	2
3. Withers Broadcasting Radio Ads	5
4. Monsterjobs.com	11
5. Indeed.com	8

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 3, 2013 held by Shawnee Community College
- May 29, 2013 held by Hiring Heroes
- Sept. 13, 2013 held by Old King Coal Job Fair
- Oct. 3, 2013 held by Career Solutions County Job Fair
- Feb. 20, 2014 held by Career Solutions County Job Fair
- March 12, 2014 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 10, 2014-February 23, 2014.

Attended two Idea Bank meetings which offered further education in EEO, May 2013 and October 2013.

Station Manager spoke at Jackson, MO and Cape Girardeau, MO Leadership program encouraging careers in broadcasting.  
18, 2012.

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.