

**WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
April 1, 2013**

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, 2012 through March 31, 2013.

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 16, 2012
2. Announcer	April 16, 2012
3. Account Executive	May 29, 2012
4. Account Executive	July 5, 2012
5. Account Executive	August 7, 2012
6. Announcer	October 8, 2012
7. Account Executive	January 13, 2013
8. Account Executive	January 22, 2013

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

	<u>JOB VACANCY TITLE #</u>
VCI.net 523 South 3 rd Street Paducah, KY 42003	Fax# Phone# 270-442-0060 Attn: Director 1,3,4,5,7,8
Broadcast Center 2360 Hampton Avenue St. Louis, MO 63139	Fax#(314) 862-1408 Phone# (314) 647-8181 Attn: Director 2,6
Paducah Sun Washington Street Paducah, KY 42001	Fax # Phone # 270-575-8600 Attn: Michelle McKirchey 1,3,4

WKC & TC Anderson Building Paducah, KY 42003	Fax # 270-554-9200 Phone # Attn: Paula Armond	1,3,4,5,7,8
KY Dept of Employment 418 S. 6 th Street Paducah, KY 42001	Fax # 270-575-7000 Phone # Attn: Sue Cash	1,3,4,5,6,7,8
All Access 28955 Pacific Coast Highway, Suite 210 Malibu CA, 90265	Fax# (310) 457-8058 Phone# (310) 457-6616 Attn: Joel Denver	2,6
Company Posting Withers Broadcasting		6
IL Center of Broadcasting 455 Eisenhower Lane Suite # 200 Lombard, IL 60148	Fax# 630-916-1764 Phone# 630-916-1700 Attn:	2
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax# 618-634-3346 Phone# 618-634-3200 Attn: Beth Darden	3,5,7,8
Murray State University 200 Sparks Hall Murray, KY 42071-3312	Fax#(270) 809-2273 Phone# (270) 809-4227 Attn: Amy Adams	6
Southeast Missouri State University University Center 206 One University Plaza Cape Girardeau, MO 63701	Fax# (573) 651-2000 Phone# (573) 651-2253 Attn: Warren Skinner	6
Southern Illinois University 805 S. Elizabeth Carbondale, IL 62901	Fax#(618) 453-2121 Phone# (618) 453-2121 Attn: Jennifer Watson	6
Personal Referral		7,8
Craigslist		3
Daymar College 509 South 30Th Street Paducah, Kentucky 42001	Fax# (270) 444-9950 Phone# (270) 444-9950 Attn: Naomi Sutton	1,4
Monsterjobs.com	monsterjobs.com	5,7,8

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	VCI.net
2. Announcer	Broadcast Center
3. Account Executive	VCI.net
4. Account Executive	Referral
5. Account Executive	monsterjobs.com
6. Announcer	Broadcast Center
7. Account Executive	monsterjobs.com
8. Account Executive	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: 29

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. VCI.net	5
2. Paducah Sun	6
3. KY Dept. of Employment	1
4. AllAccess.com	2
5. Personal Referral	3
6. Shawnee Community College-Ullin	1
7. Broadcast Center-St. Louis	4
8. Broadcast Center-IL	1
9. Monsterjobs.com	6

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR 73.2080 (C) (2)
TAKEN BY OUR EMPLOYMENT UNIT:

Conducted the following initiatives:

Participated in Job Fair on April 4, 2012 held by Shawnee Community 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 February 10, 2012-March 10, 2012.

Participated and attended two Idea Bank meetings which offered further education in EEO in May 2012.

Participated in Southeast Missouri State University Career and Intern Fair. March 7, 2013.

Participated in Southeast Missouri State University National Broadcasters Student Society meeting and spoke to group about careers in radio, February 13, 2013.

Participated in job fair at the Osage Community Center, October 18, 2012.

Participated in job fair at West KY Technical College, March 13, 2013.

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.