

**WITHERS BROADCASTING OF SOUTHERN ILLINOIS, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31, 2017**

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 October 1 of each year. Our “employment unit” consists of WDDD (FM), WFRX (AM), WTAO (FM), WVZA (FM), and WHET (FM), Marion, IL.

PERIOD COVERED: August 1, 2016 through July 31, 2017.

I. 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	November 10, 2016
2. Account Manager	December 12, 2016
3. Account Manager	February 8, 2017
4. Account Manager	February 16, 2017
5. Promotions Director	February 23, 2017
6. Account Manager	March 23, 2017
7. Account Manager	April 10, 2017
8. Account Manager	June 5, 2017

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

		<u>JOB VACANCY TITLE #</u>
Southeastern Illinois College 3575 College Road Harrisburg, IL 62946	Fax # Phone # 618-252-5400 Attn: Angela O’Hara	1,2,3,4,5,6,7,8
Southern Illinois University Radio & Television Dept 1100 Lincoln Drive Room 1003 Carbondale, IL	Fax # Phone # Attn: Joey Helleny	1,2,3,4,5,6,7,8
Shawnee Community College 8364 Shawnee College Road Ullin, IL 62992	Fax # Phone # 618-634-3337 Attn: Leslie Weldon	1,2,3,4,6,7,8
Rend Lake College Route 1 Ina, IL 62846	Fax # Phone # 618-437-5321 Attn: Kristy Meagher	1,2,3,4,5,6,7,8

NAACP 207 N Marion Street Carbondale, IL 63901	Fax # Phone # 618-457-7722 Attn:	1,2,3,4,5,6,7,8
John A Logan College 700 Logan College Drive Carterville, IL 62918	Fax # Phone # 618-985-3741 Attn: Lisa Hudgens	1,3,4,5,6,7,8
Illinois Broadcasters Association 200 Missouri Ave Carterville, IL 62918	Fax # Phone # 618-942-2139	1,2,3,4,5,7,8
Illinois Dept Of Employment Security PO Box 19509 Springfield, IL 62794	Fax # Phone # 618-997-6835 Attn: Daredan Lample	1,2,3,4,5,6,7,8
Southern Illinoisan Newspaper 710 North Illinois Ave Carbondale, Il 63901	Fax # Phone # 618-351-5008 Attn: Lisa Giampaolo	6
John A Logan Career Fair		1,6,7
Eastern IL University Job Fair		6
Indeed.com		1,2,3,4,5,6,7,8
Employee Referral		1,3
Company Posting 1822 Court Street Marion, IL 62959	Fax # 618-993-2003 Phone # 618-997-8123 Attn: Rick Lambert	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.	Employee Referral
2.	Indeed.com
3.	Employee Referral
4.	Indeed.com
5.	Company Posting
6.	Indeed.com
7.	John A Logan College Job Fair
8.	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. Indeed.com	27
2. Employee Referral	2
3. Company Posting	1
4. John A Logan College Job Fair	3

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

Conducted the following initiatives:

Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: May 21-24, 2017.

WDDD-FM, WFRX-AM, WHET-FM, WTAO-FM, WVZA-FM participated in following job fairs:

- 10/27/2016 Osage Center Cape Area Career Fair
- 02/09/2017 Southeast MO State University Spring 2017 Career Expo
- 03/06/2017 Eastern Illinois University Educators Job Fair
- 03/09/2017 West KY Community & Technical College Job & Transfer Fair
- 03/15/2017 Shawnee Community College Job Fair
- 03/23/2017 John A Logan College
- 04/13/2017 Rend Lake College Job Fair
- 04/26/2017 Southeastern Illinois College Job Fair
- 04/27/2017 Kaskaskia Job Fair
- 06/24/2017 Southern Illinois Drive Thru (Location: Sam's-Marion/University Mall-Carbondale)

VI. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy through meetings, postings in Employee Break Room regarding EEO and Non-Discrimination, and initial Hiree paperwork has forms for EEO and Non-Discrimination policies.

VII. OUR PROGRAM IS REVIEWED REGULARLY FOR EFFECTIVENESS

During the review, suggestions are asked for on how we can improve our EEO Program. During review, we look for any problems in our program and how, if any are found, we can correct them.

VIII. 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.