

**1WITHERS BROADCASTING**  
**EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**  
**July 31<sup>st</sup>, 2009**

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 (AM), WDDD (FM), WFRX (AM), WTAO (FM), WVZA (FM), and WHET (FM), Marion, IL. .

PERIOD COVERED: August 1<sup>st</sup>, 2008 through July 31<sup>st</sup>, 2009

I. LIST OF FULL TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD BY JOB TITLE:

Job Vacancy/Title	Date Filled	Recruitment Source
1. Account Executive Referral	9/2/2008	Job Fair, Radio,
2. Business Office Assist.	9/16/2008	Radio
3. Account Executive Referral	10/1/2008	Job Fair, Radio,
4. WTAO Part Time A. Logan, Radio	11/18/2008	All Access, SIU, John
5. Account Executive Referral	11/3/2008	Job Fair, Radio,
6. Account Executive Referral	1/19/2009	Job Fair, Radio,
7. Account Executive Referral	1/26/2009	Job Fair, Radio,
8. Promotions Director Referral	8/28/2008	Job Fair, Radio,
9. Account Executive Referral	7/27/2009	Job Fair, Radio,

II. RECRUITMENT SOURCES USED FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

**WDDD, WDDD-FM, WFRX, WHTE, WTAO-FM, WVZA**  
**EEO PUBLIC FILE REPORT**  
08/01/08-07/31/09

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Radio and Records, 10100 Santa Monica Blvd, Third Floor, Los Angeles, CA 90067-4004. 310-553-4330 Attn: Openings	N	0
2	All Access Music Group, 28955 Pacific Coast Highway, S 210-5, Malibu, CA 90265. 310-457-6616 Post to Website @ allaccess.com Attn: Openings	N	0
3	Southern Illinois University, Woody Hall B204, Carbondale, IL 62901 618-453-2391 Dr. James Scales	N	0
4	John A. Logan College, 700 Logan College Dr., Carterville, IL 62918 618-985-3741 Jessica Emery	N	0
5	Southeastern Illinois College, 3575 College Rd. Harrisburg, IL 62946 618-252-5400 David Nuego	N	0
6	Shawnee Community College 8364 Shawnee College Rd., Ullin, IL 62992 618-634-3200 Candy Eastwood	N	0
7	Rend Lake College, Route 1 Ina, IL 62846 618-437-5321 Mark Clark	N	0
8	Job Fairs Withers Broadcasting JALC, Rend Lake, Kaskaskia, Illinois Broadcasting	N	3
9	Withers Broadcasting Stations 1822 N. Court, Marion, IL 62959 618-997-8123 On-Air Recruitment Announcements	N	65
10	Withers Broadcasting	N	2

	Company Referrals		
11	Broadcast Center 2360 Hampton Ave. St. Louis, MO Jon Carroll 314-647-8181	N	0
12	Non-Employee Referrals	N	0
13	Walk-Ins or Calls	N	2
14	Southern Illinois University Career Services, Carbondale, IL 62901-4703 Beverly Brownlee 618-453-4529	N	0
15	Illinois Department of Employment Security 8195 Express Dr. Marion, IL 62959 <a href="mailto:glample@ides.state.il.us">glample@ides.state.il.us</a> 997-6835 x381 illinoisskillsmatch.com Daredan Lample	N	0
16	Communications and Media Program, Capital Area Careers Center, Springfield, IL 62707, 217-529-5431 x164 Jim Grimes	N	0
17	National Association of Broadcasters, Minority and Specialty Services Dept., Washington DC 20036, 202-429-5498, Job Coordinator	N	0
18	Illinois State University Placement Office, Campus Box 2520, Normal, IL 61606 Pat Heck 309-438-5754	N	0
19	Illinois Broadcasters Association Job Bank, 300 N. Pershing S-B, Energy, IL 62933 Debbie David 942-2139	N	0
20	Intercompany Transfer	N	0
21	Hirediversity.com	N	0
22	Extra Help Inc. 3911 W. Ernestine Dr. Marion, IL 62959 993-9675 Attn: Michelle	N	0

III. RECRUITMENT SOURCES WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:

<u>Job Title/Vacancy</u>	<u>Recruitment Source</u>	
Account Executive	Radio	
Business Office Assistant	Radio	
Account Executive	Radio	
TAO PT Announcer	Withers	Broadcasting
Company Referral		
Account Executive	Radio	
Account Executive	Radio	
Account Executive	Radio	
Promotions Director	Withers	Broadcasting
Company Referral		
Account Executive	Radio	

IV: DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR VACANCIES DURING THE PERIOD COVERED BY THIS REPORT AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 72  
Total Hired: 7

<u>Interview Sources</u>	<u>Number of</u>	
<u>Interviews</u>		
Radio and Records	0	
All Access Music Group	0	
Southern Illinois University Carbondale		0
John A. Logan College		0
Southeastern Illinois College	0	
Shawnee Community College	0	
Rend Lake College	0	
Job Fairs	18	
Withers Broadcasting Radio Recruitment Spots		52
Withers Broadcasting Company Referrals	0	
Broadcast Center	0	
Non-Employee Referrals	1	
Walk Ins or Calls	1	
SIU Career Services	1	
IL Dept of Employment Security	1	
Communication and Media Program Capital Area	1	
NAB Minority and Specialty Services Dept.	1	
Illinois State University		1
Illinois Broadcasters Association Job Bank	1	
Intercompany Transfers	1	

Hirediversity.com	1
Extra Help Inc. Marion, IL	1

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

-WDDD/WVZA/WFRX/WHTE/WTAO currently run recruitment announcements to inform about current employment opportunities.

-Withers Broadcasting Stations participated in John A Logan, Rend Lake, Kaskaskia, and Illinois State Broadcasters Job Fairs.

-Withers Broadcasting Stations held a drive through job fair in March, 2009.

VI. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru meetings and internal email.

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 our opportunity plus to ensure that we reach out to have a guaranteed Equal Opportunity for everyone.