

WITHERS BROADCASTING of ILLINOIS
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31st, 2019

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. This is the report required by Section 73.2080(c) (6) of the Rules of the Federal Communications Commission for the 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 was filed August 01, 2012. Our “employment unit” consists of WMIX (AM), and WMIX (FM), Mount Vernon, IL. .

PERIOD COVERED: August 1st, 2019 through July 31st, 2020

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 Digital Content	September 16, 2019	Call-In
2 Director of Sales	September 30, 2020	Employee Referral
3 Account Executive	January 2, 2020	Radio Announcement
4 Account Executive	May 11, 2020	Radio Announcement
5 Account Executive	May 11, 2020	Radio Announcement

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

WMIX-AM & WMIX-FM
EEO PUBLIC FILE REPORT
08/01/2019 to 7/31/2020

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	No. of Interviewees Referred by RS over 12-month period
1	Southern Illinois University, Radio and Television Department, Joey Helleny	0
2	John A. Logan College, 700 Logan College Dr., Carterville, IL 62918 618-985-3741	0
3	Southeastern Illinois College, 3575 College Rd. Harrisburg, IL 62946 618-252-5400	0
4	Shawnee Community College 8364 Shawnee College Rd., Ullin, IL 62992 618-634-3337	0
5	Rend Lake College, Route 1 Ina, IL 62846 618-437-5321 Kristy Meagher meagherk@rlc.edu	0
6	Job Fairs JALC, IDES and Withers	0
7	Indeed.com	5
8	Withers Broadcasting Company Referrals/Previous Employees/Transfer	3

9	Illinois Department of Employment Security 8195 Express Dr. Marion, IL 62959 glample@ides.state.il.us 997- 6835 x381 illinoisskillsmatch.com Daredan Lample	0
10	Illinois Broadcasters Association Job Bank, 200 Missouri Ave, Carterville, IL 62918	0
11	Walk In/Call-In	2
12	NAACP 207 N Marion Street Carbondale, IL 62901	0
13	AllAccess.com	0
14	Station Websites/Radio Announcements	5

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

<u>Job Title/Vacancy</u>	<u>Recruitment Source</u>
1 Digital Content	Call-In
2 Director of Sales	Employee Referral
3 Account Executive	Radio Announcement
4 Account Executive	Radio Announcement
5 Account Executive	Radio Announcement

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: 15
Total Hired: 5

<u>Interview Sources</u>	<u>Number of Interviews</u>
Southern Illinois University Carbondale	0
John A. Logan College	0
Southeastern Illinois College	0
Shawnee Community College	0
Rend Lake College	0
Job Fairs	0
Withers Broadcasting Company Referrals	3
Walk Ins or Calls	2
IL Dept of Employment Security	0
Indeed.com	5
Illinois Broadcasters Association Job Bank	0
All Access	0
Station Websites/Radio Announcements	5

V. Description of initiatives listed in 47 C.F.R. § 73.2080 (c)-(2) taken by our employment unit.

Here are initiatives taken during the past year to comply with Section 73.2080 (c) (2) of the FCC's Rules:

1. Dissemination of employment information, WMIX AM & WMIX FM participated in local events and festivals, and distributed information about itself and about employment opportunities. Examples of such local events and festivals are: a. "DuQuoin State Fair" (August – September 2019); b. "Mt. Vernon Fall Festival" (September 2019); c. "d. Community Blood Drives (June 2020).
2. On the Job Training. WMIX AM & WMIX FM provides on-the-job training to enhance the skills of its employees. Our practice is to hire part-time employees, train them and work with them and encourage them to apply for full-time positions when they come open.
3. Career Fair. WMIX AM & WMIX FM typically participates and/or hosts career fairs but was unable due to COVID-19.
4. WMIX AM and WMIX FM work closely with Mt. Vernon Township High School, Woodlawn High School, Waltonville High School, and Webber Township High School students, providing air time and training in the radio broadcast field through job shadowing. This includes tours of our studios and actual short internships with interested high school students, give them insights into the broadcasting business and to educate them on the types of employment positions that are available in the radio business

Additionally, WMIX AM & WMIX FM participated in the following goodwill activities: WMIX AM & WMIX FM (as well as other sister stations) donated over \$5,000.00 to the American Cancer Society during the Relay for Life. Our employees work towards the cause and donate their time to it. All radio time is also donated to the cause. WMIX AM and WMIX FM works with the United Way and other volunteers and provide information on how radio works for various causes.

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 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.