

**WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30th, 2018**

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 KAPE (AM) and KGMO (FM), Cape Girardeau, MO, and KJXX (AM), Jackson, MO licensed to Withers Broadcasting Company of Missouri, LLC; and WKIB (FM), Anna, IL, licensed to WKIB, LLC, MO; and employees of Withers Broadcasting Company of Missouri, LLC, and WKIB, LLC who perform services in support of our provision of programming to KYRX (FM), Marble Hill, MO, and KREZ (FM), Chaffee, MO, both licensed to Dana R. Withers¹ pursuant to a “Time Brokerage Agreement.”

PERIOD COVERED: October 1, 2017 through September 30, 2018.

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	December 4, 2017
2. Account Manager	April 17, 2018
3. Account Manager	May 21, 2018
4. Account Manager	July 2, 2018
5. Account Manager	July 23, 2018

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

		<u>JOB VACANCY TITLE #</u>
Metro Business College 1732 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-0617 Phone # 573-334-9181 Attn: Diane	1,2,3,4,5
Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, MO 65110-4445	Fax # 573-634-8258 Phone #573-636-6692 Attn: Mark Gordon	1,2,3,4,5
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-0082 Attn: Rich Payne	1,2,3,4,5

¹Ms. Withers is the sole Member of both Withers Broadcasting Company of Missouri, LLC and WKIB, LLC.

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: 16

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	15
2. Withers Broadcasting	1

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

Conducted the following initiatives:

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX currently air announcements promoting organizations to be notified of job opportunities at each station.

KGMO/KAPE/KYRX/KREZ/WKIB/ KJXX Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: October 1-3, 2017 and January 19-21, 2018.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX participated in following job fairs:

- 10/12/2017 Southeast MO State University Fall 2017 Career Expo
- 10/19/2017 IL Department of Employment Security Fall Hiring Event
- 10/26/2017 Osage Center Cape Area Career Fair
- 03/14/2018 West KY Community & Technical College Job & Transfer Fair
- 03/28/2018 John A Logan College Career Fair
- 06/23/2018 Drive Thru Job Fair – Sam’s Club-Marion & University Mall-Carbondale
- 09/25/2018 Employability Summit – Workforce Development Board of SEMO
- 09/27/2018 West KY Community & Technical College Job & Career Fair

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 Hire paperwork has forms for EEO and Non-Discrimination policies.

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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.

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