

**WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30th, 2020**

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, KREZ (FM), Chaffee, MO, KYRX (FM), Marble Hill, MO, and KJXX (AM), Jackson, MO licensed to Withers Broadcasting Company of Missouri, LLC; and WKIB (FM), Anna, IL, licensed to WKIB, LLC, MO.

PERIOD COVERED: October 1, 2019 through September 30, 2020.

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 Executive	December 11, 2019
2. Account Executive	December 19, 2019
3. Account Executive	May 11, 2020
4. Account Executive	September 4, 2020

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
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
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
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 583-290-5788 Attn: Ron Parker	1,2,3,4
Southeast Missouri State RM 141 Academic Hall Cape Girardeau, MO 63701	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Barbara	1,2,3,4

Lincoln University 820 Chestnut Street Jefferson City, MO 65101	Fax # Phone # Attn:	1,2,3,4
NAACP PO Box 428 Charleston, MO 63834	Fax # Phone #: Attn:	1,2,3,4
United Way 1417 D North Mt. Auburn Road Cape Girardeau, MO 63701	Fax #: Phone #: Attn:	1,2,3,4
Indeed.com		1,2,3,4
Walk/Call In/Referral: Withers Broadcasting 901 S. Kingshighway Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Hiring Supervisor	1,2

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	Withers Broadcasting
2. Account Executive	Withers Broadcasting
3. Account Executive	Indeed.com
4. Account Executive	Indeed.com

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS 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: 26

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	13
2. Withers Broadcasting	8
3. SEMO Career Fair	2
4. Call In/Walk In	2
5. Station Website	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 20-23, 2019 and January 17-19, 2020.

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

- October 3, 2019 - West KY Community & Technical College Job & Transfer Fair
- November 29, 2019 - Cape Regional College and Career Fair
- October 12, 2019 - Withers Broadcasting Drive Through Job Fair (West Park Mall - Cape Girardeau, Mo.)
- March 3, 2020 - Murray State University Career Fair
- March 5, 2020 – Southeast Missouri State University Career Fair

These stations typically participate in Career Fairs at other area colleges and universities, such as John A. Logan College (March 25, 2020), Eastern Illinois University (April 2, 2020), Missouri Broadcasters Association at Southeast Missouri State University (April 4, 2020), Rend Lake College/WSIL/Withers Broadcasting Career Fair (April 23, 2020), and additional which were canceled due to COVID-19 pandemic.

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.