

WITHERS BROADCASTING OF SOUTHEAST MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30, 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. 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 KBXB (FM), and KRHW (AM) Sikeston, MO, licensed to Withers Broadcasting Company of Southeast Missouri, LLC; and KBHI (FM), Miner, MO, licensed to Dana R. Withers¹ pursuant to a “Time Brokerage Agreement.”

PERIOD COVERED: October 1, 2018 through September 30, 2019.

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. Program Director	November 1, 2018
2. Sales Manager	December 1, 2018
3. Program Director	December 17, 2018
4. On Air	January 7, 2019
5. On Air	June 17, 2019
6. Account Manager	July 1, 2019

II. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE
HIRES FOR THE VACANCIES LISTED ABOVE.

Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, MO 65110-4445	Fax # 573-634-8258 Phone #573-636-6692 Attn: Mark Gordon	1,2,3,4,5,6
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-0082 Attn: Rich Payne	1,2,3,4,5,6
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 583-290-5788 Attn: Ron Parker	1,2,3,4,5,6
Southeast Missouri State RM 141 Academic Hall Cape Girardeau, MO 63701	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Amy Aldridge	1,2,3,4,5,6

¹Ms. Withers is the sole Member of Withers Broadcasting Company of Southeast Missouri, LLC.

Lincoln University 820 Chestnut Street Jefferson City, MO 65101	Fax # Phone # Attn:	1,2,3,4,5,6
NAACP PO Box 428 Charleston, MO 63834	Fax # Phone #: Attn:	1,2,3,4,5,6
United Way 1417 D North Mt. Auburn Road Cape Girardeau, MO 63701	Fax #: Phone #: Attn:	1,2,3,4,5,6
Indeed.com		1,2,3,4,5,6
Withers Broadcasting Internal Posting 901 S. Kingshighway Cape Girardeau, Mo 63701		2
Withers Broadcasting Corporate Website Posting 901 S. Kingshighway Cape Girardeau, Mo 63701		4,5

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE
HIRES FOR THE VACANCIES LISTED ABOVE.

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1.	Indeed.com
2.	Withers Broadcasting Internal Posting
3.	Indeed.com
4.	Indeed.com
5.	Indeed.com
6.	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

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OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 29

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	25
2. Withers Broadcasting Internal Post	1
3. Withers Broadcasting Corporate Website	3

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

Conducted the following initiatives:

KBXB/KRHW/KBHI currently air announcements promoting organizations to be notified of job opportunities at each station.

KBXB/KRHW/KBHI Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: October 2018 (Cape Cod, MA) and May 2019 (Cleveland, MS).

KBXB/KRHW/KBHI participated in following job fairs:

- October 6th, 2018 - Withers Broadcasting Job Fair at West Park Mall
- October 25th, 2018 – Cape Area Career Fair
- March 2019 – Eastern Illinois University Career Fair
- March 20th, 2019 – Shawnee Community College Career Fair
- March 28th 2019 – Spring WKCTC Job and Career Fair
- March 2019 – John A. Logan College Career Fair
- April 2019 – Rend Lake College Career Fair
- April 2019 – SIC Job Fair
- April 9th, 2019 - Murray State Paducah Regional Campus Career Fair
- May 21st, 2019 - Small Business Job Fair
- July 30th, 2019 – Paducah City Job 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 Hiree 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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