

WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30th, 2015

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 Missouri, LLC; and KBHI (FM), Miner, MO

PERIOD COVERED: October 1, 2014 through September 30, 2015.

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

- No new full time hires during this period of time.

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

No new full time hires during this period of time.

III. 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: 0

IV. 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 participated with Missouri Broadcaster Association in awarding a college scholarship. Dates: February 25th, 2015 – March 21st, 2015

KBXB/KRHW/KBHI participated with SESAC and the International Idea Bank in awarding a college scholarship. Dates: January 23, 2015 – February 20, 2015

KBXB/KRHW/KBHI Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Date: January 16, 2015 – January 18, 2015 and May 18, 2015 – May 20, 2015.

KBXB/KRHW/KBHI participated in following job fairs:

- Southeast Missouri State University Career Fair – October 9th, 2014
- Missouri Career Center – Sikeston – October 16th, 2014
- Missouri Career Center – Cape Giardeau – October 23rd, 2014
- Southeast Missouri State University Career Fair – February 26th, 2015
- 2014 IDES Illinois Department of Employment Security
- J.A. Logan College – March 2015
- Illinois Dept. of Employment Security Job Fair – April 16th, 2015
- Sauk Valley Community College – April 16th, 2015
- Southeastern IL. College Job Fair – April 22nd, 2015
- Rend Lake College – May 2015
- 2015 Regional Job Fair Employers Workshop – May 21st, 2015
- Station Sponsored Career Fair – June 5th, 2015
- Tri County Economic Development Alliance of Northwest Illinois – June 27th, 2015

V. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy through meetings

VI. 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.

VII. 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.