

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

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)

<u>Job Vacancy/Title</u>	<u>Date Filled</u>
1. Account Manager	November 17 th , 2014
2. Account Manager	December 1 st , 2014
3. Account Manager	December 8 th , 2014
4. On - Air	January 1 st , 2015
5. Account Manager	March 23 rd , 2015
6. Sales Manager	April 13 th , 2015
7. Account Manager	May 11 th , 2015
8. Account Manager	June 15 th , 2015
9. Account Manager	August 17 th , 2015
10. Account Manager	August 19 th , 2015
11. On - Air	September 14 th , 2015

RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES

		<u>JOB VACANCY TITLE #</u>
Company Posting 901 S. Kingshighway Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Rick Lambert	5,6,7,8 9,10,11
Osage Career Fair		1,2,3
Semo Career Fair		1,2,3

Sikeston Career Fair		1,2,3
Heartlandjobs.com		1,2,3,8 9,10,11
Southeast Missouri State RM 141 Academic Hall Cape Girardeau, MO 63701	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Barbara	1,2,3,5 6,7,8,9 10,11
MO Dept. Employment 760 S. Kingshighway, Suite 7 Cape Girardeau, MO 63703	Fax # 573-290-5746 Phone # 573-290-5766 Attn: Connie	1,2,3,5 6,7,8,9 10,11
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 583-290-5788 Attn: Ron Parker	1,2,3,5 6,7,8,9 10,11
Metro Business College 1732 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-0617 Phone # 573-334-9181 Attn: Diane	1,2,3,5 6,7,8,9 10,11
Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, MO 65110-4445	Fax # 573-634-8258 Phone #573-636-6692 Attn: Mark Gordon	1,2,3,5 6,7,8,9 10,11
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-082 Attn: Rich Payne	1,2,3,5 6,7,8,9 10,11
Ziprecruiter.com		1,2,3
Indeed.com		1,2,3,5 6,7
Cashbook Journal 210 W. Main Street Jackson, MO 63755	Fax # Phone # 573-243-3515	1,2,3,8 9,10,11
Employee Referral		1,2,3

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1.	Employee Referral
2.	Employee Referral
3.	Employee Referral
4.	Emergency Hire
5.	Company Posting
6.	Indeed.com
7.	Company Posting
8.	Heartlandjobs.com
9.	Heartlandjobs.com
10.	Company Posting
11.	Heartlandjobs.com

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: 50

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Heartlandjobs.com	16
2. Indeed.com	12
3. Osage Career Fair	12
4. Employee Referral	6
5. Company Posting	3
6. Semo Career Fair	1

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

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX participated with SESAC and the International Idea Bank in awarding a college scholarship. Dates: January 23, 2015 – February 20, 2015

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. Date: January 16, 2015 – January 18, 2015 and May 18, 2015 – May 20, 2015.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX 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.