

**WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
OCTOBER 1, 2014**

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, 2013 through September 30, 2014.

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/Account Manager	October 1, 2013
2. Account Executive/Account Manager	December 23, 2013
3. Announcer/News	January 1, 2014
4. Announcer	January 1, 2014
5. Account Executive/Account Manager	January 2, 2014
6. Account Executive/Account Manager	January 2, 2014
7. Account Executive/Account Manager	February 24, 2014
8. Account Executive/Account Manager	March 3, 2014
9. Account Executive/Account Manager	March 19, 2014
10. Account Executive/Account Manager	March 24, 2014
11. Sales Manager	March 31, 2014
12. Account Executive/Account Manager	May 5, 2014
13. Account Executive/Account Manager	June 30, 2014
14. Account Executive/Account Manager	August 13, 2014
15. Account Executive/Account Manager	August 25, 2014
16. Account Executive/Account Manager	September 2, 2014
17. Sales Manager	September 8, 2014

RECRUITMENT SOURCE FOR FILLING EACH OF THE
FOREGOING JOB CATEGORIES

		<u>JOB VACANCY TITLE #</u>
Company Posting	Fax # 573-651-4100	2,3,4,5,16

901 S. Kingshighway Cape Girardeau, MO 63701	Phone # 573-339-7000 Attn: Rick Lambert	
KGMO/KAPE/KYRX/KREZ/WKIB/KJXX P.O. Box 558 Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Rick Lambert	10,12
Walk In		6,7,10,13,17
Job Fair		2,5,6
AllAccess.com		3,4
Broadcast Center 2360 Hampton Ave. St. Louis, MO 63139	Fax# 314-647-1575 Phone# 314-647-8181 Attn: Kara	3,4
Heartlandjobs.com		1,2,5,6,7,8,9 13,14,16
Southeast Missouri State RM 141 Academic Hall Cape Girardeau, MO 63701	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Barbara	1,2,3,4,5,6,7,8 9,10,12,13, 14,15,16,17
MO Dept. Employment 760 S. Kingshighway, Suite 7 Cape Girardeau, MO 63703	Fax # 573-290-5746 Phone # 573-290-5766 Attn: Connie	1,2,3,4,5,6,7,8, 9,10,11,12,13, 14,15,16,17
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 583-290-5788 Attn: Ron Parker	1,2,3,4,5,6,7,8, 9,10,12,13,14, 15,16,17
Metro Business College 1732 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-0617 Phone # 573-334-9181 Attn: Diane	1,2,3,4,5,6,7,8 9,10,12,13,14 15,16,17
Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, MO 65110-4445	Fax # 573-634-8258 Phone #573-636-6692 Attn: Mark Gordon	1,2,3,4,5,6,7,8 9,10,12,13,14, 15,16,17
Client Referral		8,9
Monster.com	Fax #	1,7,9
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-082 Attn: Rich Payne	1,2,3,4,5,6,7,8 ,9,10,12,13,14, 15,16,17
United Way	Fax# 573-334-6839	1,2,3,4,5,6,7,8

430 A Broadway Cape Girardeau Mo, 63701	Phone#573-334-9634 Attn: Nancy Jernigan	,9,10,11,12, 13,14,15,16,17
Ziprecruiter.com		15,16
Craigslist.com		14,15,16
Indeed.com		1,2,5,6,7,8,9 10,12,13,14, 15,16,17
Cashbook Journal 210 W. Main Street Jackson, MO 63755	Fax # Phone # 573-243-3515	1,7
Employee Referral		13,17

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1.	Monsterjobs.com
2.	Heartlandjobs.com
3.	Company Posting
4.	Company Posting
5.	Heartlandjobs.com
6.	Walk In
7.	Walk In
8.	Indeed.com
9.	Indeed.com
10.	Walk In
11.	Emergency Hire
12.	Indeed.com
13.	Indeed.com
14.	Indeed.com
15.	Craigslist.com
16.	Client Referral
17.	Walk In

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: 110

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Monster.com	17
2. Cashbook Journal	2
3. Job Fair	10
4. Heartlandjobs.com	3
5. Indeed.com	57
6. Walk In	5
7. Client Referral	3
8. Employee Referral	2
9. Craigslist.com	1
10. ZipRecruiter.com	1
11. AllAccess.com	5
12. Company Posting	4

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 SESAC and the International Idea Bank in awarding a college scholarship. Dates: January 10, 2014 – February 23, 2014

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX participated in following job fairs:
 10/03/13 Career Solutions Co. Job Fair
 10/24/13 Osage Center Job Fair
 02/20/14 Career Solutions Co. Job Fair
 03/12/14 WK Community & Technical College Job Fair

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX Oct 7, 2013 Semo Leadership Intern Program

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX Jan 16, 2014 Southeast Missouri State University Career Day

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX made a presentation at Leadership Jackson (Jackson Chamber) regarding employment and radio community service. Date: August 20, 2014.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Date: October 6-3, 2013 and May 18-21, 2014

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX spoke at leadership Cape regarding radio employment and community service. Date: June 19, 2014

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.