

**WITHERS BROADCASTING OF MISSOURI, LLC  
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT  
September 30, 2023**

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.

PERIOD COVERED: October 1, 2022 through September 30, 2023.

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

<u>Job Vacancy/Title</u>	<u>Date Filled</u>
1. Account Executive	October 31, 2022
2. Sales Assistant	January 5, 2023
3. Account Executive	March 20, 2023
4. Account Executive	September 6, 2023

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	Fax #	1,2,3,4

820 Chestnut Street  
Jefferson City, MO 65101

Phone #  
Attn:

NAACP  
PO Box 428  
Charleston, MO 63834

Fax # 1,2,3,4  
Phone #:  
Attn:

United Way  
1417 D North Mt. Auburn Road  
Cape Girardeau, MO 63701

Fax #: 1,2,3,4  
Phone #:  
Attn:

Indeed.com

1,2,3,4

LinkedIn.com

1,2,3,4

Walk/Call In/Referral/Radio Promo/Station Website:  
Withers Broadcasting  
901 S. Kingshighway  
Cape Girardeau, MO 63701

1,2,3,4

III. Recruitment source which referral each of the hires for the vacancies listed above:

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Executive	Referral (returning employee)
2. Account Executive	Indeed.com
3. Account Executive	LinkedIn
4. Account Executive	Referral (returning employee)

IV. Data reflecting the total number of persons interviewed for full-time vacancies during the period covered by this report, and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Total Interviewed: 24

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	16
2. Linked In	4
3. Referral	4

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

September 21, 2022 – SEMO University Fall Career Fair (Cape Girardeau, MO)  
March 3, 2023 – John A. Logan College (Carterville, IL)  
March 7, 2023 – Murray State University All Majors Career Fair (Murray, KY)  
March 15, 2023 – Shawnee Community College (Ullin, IL)  
March 24, 2023 – Rend Lake College 8th Grade Career Day (Ina, IL)  
March 29, 2023 – Eastern Illinois University (Charleston, IL)  
April 6, 2023 – Rend Lake College Job Search Party (Ina, IL) - **SPONSORED**

Management attends International Idea Bank Meetings. Each meeting typically discusses how to better handle the EEO and get more diverse employment recruitment. Management attended conferences in October 2022 in Indianapolis, Indiana and April 2023 in Las Vegas, Nevada.

Currently air announcements promoting organizations to be notified of job opportunities at each station.

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.