

**WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30th, 2016**

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, and KJXX (AM), Jackson, MO licensed to Withers Broadcasting Company of Missouri, LLC; and WKIB (FM), Anna, IL, licensed to WKIB, LLC, MO; and employees of Withers Broadcasting Company of Missouri, LLC, and WKIB, LLC who perform services in support of our provision of programming to KYRX (FM), Marble Hill, MO, and KREZ (FM), Chaffee, MO, both licensed to Dana R. Withers¹ pursuant to a “Time Brokerage Agreement.”

PERIOD COVERED: October 1, 2015 through September 30, 2016.

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	October 12, 2015
2. News	November 11, 2015
3. Sales Assistant	November 18, 2015
4. On – Air	December 3, 2015
5. News	December 7, 2015
6. Account Manager	December 21, 2015
7. Account Manager	January 4, 2016
8. Account Manager	April 4, 2016
9. News	May 23, 2016
10. Account Manager	June 13, 2016
11. Sports/Digital	June 13, 2016
12. Account Manager	June 26, 2016
13. News	July 11, 2016
14. Account Manager	July 25, 2016
15. Billing Clerk	August 1, 2016
16. Account Manager	September 6, 2016

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	1,2,3,4,5,6,7,8, 10,12,14,15,16

¹Ms. Withers is the sole Member of both Withers Broadcasting Company of Missouri, LLC and WKIB, LLC.

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, 10,12,14,15,16
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 10,12,14,15,16
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 10,12,14,15,16
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 10,12,14,15,16
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 10,12,14,15,16
Cashbook Journal 210 W. Main Street Jackson, MO 63755	Fax # Phone # 573-243-3515	1,2,3,4,5,6,7,
Company Posting 901 S. Kingshighway Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Rick Lambert	1,4,6,
Cape Area Career Fair		6,7,8,10,12,15,16
Heartlandjobs.com		1,2,3,4,5,6,7,8,9,10,11 12,13,14,15,16
Indeed.com		1,3,5,6,7,8,9, 10,11,12,13, 14,15,16
Semo Career Fair		1,7,8,10,12,14, 15,16
Employee Referral		16
Walk In		10
Allaccess.com		9,11,13
Withers Broadcasting 901 S. Kingshighway Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Rick Lambert	15

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.	Heartlandjobs.com
3.	Indeed.com
4.	Heartlandjobs.com
5.	Indeed.com
6.	Cape Area Career Fair
7.	Indeed.com
8.	Indeed.com
9.	Indeed.com
10.	Walk In
11.	Indeed.com
12.	Indeed.com
13.	Allaccess.com
14.	Indeed.com
15.	Withers Broadcasting
16.	Referral

IV. 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: 68

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Heartlandjobs.com	15
2. Indeed.com	38
3. Cape Area Career Fair	2
4. Employee Referral	1
5. Cashbook Journal	4
6. Semo Career Fair	1
7. Walk In	1
8. Withers Broadcasting	1
9. Allaccess.com	5

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

Conducted the following initiatives:

The stations in cooperation with the Idea Bank organization participated in a scholarship program to assist students in pursuing a career in broadcasting. Aired announcements on all stations to encourage participation. Announcements aired February 1-29, 2016.

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 Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: October 11-14, 2015 and May 15-18, 2016.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX participated in following job fairs:

- 10/08/2015 Southeast Missouri State University Career & Internship Fair
- 10/15/2015 IL Department of Employment
- 10/22/2015 Missouri Job Center Cape Area Career Fair
- 02/05/2016 Job & Resource Fair-Three Rivers Community College-Sikeston MO Campus
- 02/25/2016 Sprint 2016 Career & Internship Fair- Southeast MO State University
- 03/07/2016 West Kentucky & Technical College (WKCTC)
- 03/16/2016 Shawnee Community College
- 03/23/2016 John A Logan College
- 03/26/2016 IBA Job Fair
- 04/01/2016 Sauk Valley Community College
- 04/05/2016 Rend Lake College & WSIL
- 04/13/2016 Southeastern Illinois College

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.

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
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<p>BROADCAST MID-TERM REPORT</p>	FOR COMMISSION USE ONLY FILE NO. -
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Legal Name of the Licensee
 WITHERS BROADCASTING COMPANY OF MISSOURI, LLC

Mailing Address
 POST OFFICE BOX 1508

City MOUNT VERNON	State or Country (if foreign address) IL	Zip Code 62864 - 1508
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Telephone Number (include area code) 6182423500	E-Mail Address (if available)
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FCC Registration Number	Facility ID Number 70577	Call Sign KGMO
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KGMO	70577	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CAPE GIRARDEAU, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No
KAPE	70594	<input type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	CAPE GIRARDEAU, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No
KJXX	65795	<input type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	JACKSON, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No
WKIB	68793	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ANNA, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No

KYRX	81680	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MARBLE HILL, MO	<input checked="" type="radio"/> Yes <input type="radio"/> No
KREZ	10658	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CHAFFEE, MO	<input checked="" type="radio"/> Yes <input type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name DAWN M SCIARRINO, ESQ.		Street Address 4601 N. FAIRFAX DRIVE SUITE 1200	
City ARLINGTON	State VA	Zip Code 22203-	Telephone Number 2022569551

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503)

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent DANA R. WITHERS
Title SOLE MEMBER	Telephone No. (include area code) 5733397000
Date 9/30/2016	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: RICK LAMBERT	Title: GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description
2015 EEO Public File Report
2016 EEO Public File Report