

**WITHERS BROADCASTING OF MISSOURI, LLC  
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT  
OCTOBER 1, 2013**

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, 2012 through September 30, 2013.

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	October 8, 2012
2. Account Executive	November 11, 2012
3. Announcer	December 7, 2012
4. Account Executive	December 19, 2012
5. Account Executive	January 2, 2013
6. Account Executive	May 6, 2013
7. Data Entry/Billing Clerk	May 6, 2013
8. Announcer	May 20, 2013
9. Program Director	June 24, 2013
10. Account Executive	July 8, 2013
11. Account Executive	July 8, 2013
12. Account Executive	August 20, 2013

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	1,2,3,4,5,6,7,8, 9.10.11.12
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	1,4,5,10,11,12

Walk In	Fax# Phone# Attn:	2,6,8
Job Fair	Fax# Phone# Attn:	10,11
Ohio Center for Broadcasting 5330 E. Main St. 200 Columbus, OH 43213	Fax# 614-863-9470 Phone# 614-245-0555 Attn:	3
Illinois Center for Broadcasting 455 Eisenhower Lane S. #200 Lombard, IL 60148	Fax# 630-916-1764 Phone# 630-916-1700 Attn:	3
AllAccess.com	Fax# Phone# Attn:	3,8,9
Broadcast Center 2360 Hampton Ave. St. Louis, MO 63139	Fax# 314-647-1575 Phone# 314-647-8181 Attn: Kara	3,8
Heartlandjobs.com	Fax # Phone # Attn:	6,7,10,11,12
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 9,10,11,12
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
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, 9,10,11,12
NAACP PO Box 151 Charleston, MO 63834	Fax # Phone # Attn:	3,8
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 9,10,11,12

Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, MO 65110-4445	Fax # 573-634-8258 Phone #573-636-6692 Attn: Don Hicks	1,2,3,4,5,6,7,8 9,10,11,12
Client Referral	Fax # Phone # Attn:	10
Monster.com	Fax # Phone # Attn:	1,2,4,5,6,10,11 .12
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 ,9,10,11,12
Southeast Missourian 301 Broadway Street Cape Girardeau, MO 63701	Fax #573-339-0815 Phone #573-335-6611 Attn:	6,10,11,12
United Way 430 A Broadway Cape Girardeau Mo, 63701	Fax# 573-334-6839 Phone#573-334-9634 Attn: Nancy Jernigan	1,2,3,4,5,6,7,8 ,9,10,11,12

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.	MO Career Center
3.	Broadcast Center
4.	Radio
5.	Monsterjobs.com
6.	Mo. Career Center
7.	Heartlandjobs.com
8.	Company Posting
9.	Allaccess.com
10.	MO Dept. of Unemployment
11.	Heartlandjobs.com
12.	Monsterjobs.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 INERVIEWEES REFERRED BY EACH RECRUIMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 77

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Monster.com	9
2. MO Career Center	13
3. MO Dept. of Unemployment	7
4. Walk In	3
5. Allaccess.com	9
6. Broadcast Center	4
7. Radio	9
8. Company Posting	2
9. Heartlandjobs.com	12
10. Metro Business College	3
11. Job Fairs	2
12. Client Referral	2
13. Southeast Missourian	2

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: February 10, 2013 – March 10, 2013.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX Internship programs. Over the last 12 months we have offered 1 internships from October 2012 to September 2013.

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX participated in following job fairs:  
03/01/13 Southeast MO State Career & Internship Fair  
04/03/13 Shawnee Community College Job Fair  
05/29/13 Hiring Heroes  
09/13/13 Old King Coal Job Fair

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX made a presentation at Leadership Jackson (Jackson Chamber) regarding employment and radio community service. Date: August 21, 2013.

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 7-10, 2012 and May 5-8, 2013

KGMO/KAPE/KYRX/KREZ/WKIB/KJXX spoke at leadership Cape regarding radio employment and community service. Date: June 20, 2013

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.