

**WITHERS BROADCASTING OF MISSOURI, LLC
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
September 30th, 2017**

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, 2016 through September 30, 2017.

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 31, 2016
2. Account Manager	December 1, 2016
3. Account Manager	December 9, 2016
4. On-Air	December 16, 2016
5. Account Manager	March 13, 2017
6. Account Manager	April 17, 2017
7. Account Manager	May 15, 2017
8. Webmaster/Sports	May 16, 2017
9. On-Air	June 3, 2017
10. Account Manager	June 13, 2017
11. Account Manager	August 7, 2017
12. On-Air	August 16, 2017
13. Account Manager	August 22, 2017
14. Account Manager	September 19, 2017
15. Billing/Traffic	September 25, 2017

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	1,2,3,4,5,6,7,8,9 10,11,12,13,14,15

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	1,2,3,4,5,6,7,8,9 10,11,12,13,14,15
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-0082 Attn: Rich Payne	1,2,3,4,5,6,7,8,9 10,11,12,13,14,15
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
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 10,11,12,13,14,15
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 10,11,12,13,14,15
NAACP PO Box 428 Charleston, MO 63834	Fax # Phone #: Attn:	1,2,3,4,5,6,7,8,9 10,11,12,13,14,15
United Way 430A Broadway Cape Girardeau, MO 63701	Fax #: Phone #: Attn:	1,2,3,4,5,6,7,8,9 10,11,12,13,14,15
Cape Area Career Fair		1,2,3,4,5
Indeed.com		1,2,3,4,5,6,7,8,9, 10,11,12,13,14,15
Semo Spring Career Fair		5
Referral		1,5,8
Allaccess.com		8,9,12
Withers Broadcasting 901 S. Kingshighway Cape Girardeau, MO 63701	Fax # 573-651-4100 Phone # 573-339-7000 Attn: Rick Lambert	1,8

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

Job Vacancies Number
1.

Recruitment Source
Indeed.com

2.	Indeed.com
3.	Indeed.com
4.	Withers Broadcasting
5.	Indeed.com
6.	Indeed.com
7.	Indeed.com
8.	Withers Broadcasting
9.	Allaccess.com
10.	Indeed.com
11.	Indeed.com
12.	Allaccess.com
13.	Indeed.com
14.	Indeed.com
15.	Indeed.com

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: 62

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Indeed.com	51
2. Withers Broadcasting	3
3. Referral	2
4. Allaccess.com	6

V. 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 Management attended International Idea Bank meeting. Discussed how to better handle the EEO and get more diverse employment recruitment. Dates: May 21-24, 2017.

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

- 10/27/2016 Osage Center Cape Area Career Fair
- 02/09/2017 Southeast MO State University Spring 2017 Career Expo
- 03/06/2017 Eastern Illinois University Educators Job Fair
- 03/09/2017 West KY Community & Technical College Job & Transfer Fair

- 03/15/2017 Shawnee Community College Job Fair
- 03/23/2017 John A Logan College
- 04/13/2017 Rend Lake College Job Fair
- 04/26/2017 Southeastern Illinois College Job Fair
- 04/27/2017 Kaskaskia Job Fair
- 06/24/2017 Southern Illinois Drive Thru (Location: Sam's-Marion/University Mall-Carbondale)

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.