

**WITHERS BROADCASTING OF SOUTHEAST 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 KBXB (FM), and KRHW (AM) Sikeston, MO, licensed to Withers Broadcasting Company of Southeast Missouri, LLC; and KBHI (FM), Miner, MO, 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. News – On Air	December 30, 2015
2. Account Manager	April 25, 2016
3. News – On Air	August 22, 2016

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

Metro Business College 1732 North Kingshighway Cape Girardeau, MO 63701	Fax# Phone# 573-334-9181 Attn: Diane Jordan	1,2
MO Broadcasters Association PO Box 10445 Jefferson City, MO 65110	Fax# Phone# 573-636-6692 Attn:	1,2
Mo. Career Center 1737 N. Kingshighway Cape Girardeau, MO 63701	Fax # 573-334-5930 Phone # 573-334-082 Attn: Ed Bagby	1,2
Mo. Department of Unemployment PO Box 3915 Cape Girardeau, MO 63702	Fax# Phone# 573-751-9040 Attn:	1
Mo. Vocational Rehab 3102 Blattner Cape Girardeau, Mo 63701	Fax # Phone # 573-290-5710 Attn: Brian Deuster	1,2
Southeast Missouri State University RM 141 Academic Hall Cape Girardeau, MO 63701	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Amy Aldridge	1,2

¹Ms. Withers is the sole Member of Withers Broadcasting Company of Southeast Missouri, LLC.

Radio-Online.com		1
Standard Democrat 205 S. New Madrid Sikeston, MO 63801	Fax # Phone # 573-471-1137	1,2
SEMO Career Fair		1,2
Osage Center Career Fair		1,2
Indeed.com		2
Internal Company Posting At Office of KBXB/KRHW/KBHI 125 S. Kingshighway Sikeston, MO 63801		1

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1.	Radio-Online.com
2.	Indeed.com
3.	Emergency Hire

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: 15

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Radio-Online.com	10
2. Standard Democrat	1
3. Indeed.com	4

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

Conducted the following initiatives:

KBXB/KRHW/KBHI currently air announcements promoting organizations to be notified of job opportunities at each station.

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.

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

KBXB/KRHW/KBHI 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.