Withers Broadcasting Company of Illinois, LLC.

Station(s) in the Employment Unit Include(s): WMIX(FM), WMIX(AM)

Annual Employment Opportunity Public File Report

For the period of August 1, 2025 – July 31, 2026

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 August 1 of each year. Our "employment unit" consists of WMIX (AM), and WMIX (FM), Mount Vernon, Illinois.

PERIOD COVERED: August 1, 2025 through July 31, 2026

I. LIST OF FULL TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD BY JOB TITLE:

Job Vacancy/Title	Date Filled
1. On Air Host	June 16, 2026

II. RECRUITMENT SOURCES USED FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

WMIX-AM & WMIX-FM
EEO PUBLIC FILE REPORT
08/01/2025 to 7/31/2026

MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	No. of Interviewees Referred by RS over 12-month period
1	Southern Illinois University, Radio and Television Department	0
2	John A. Logan College, 700 Logan College Dr., Carterville, IL 62918 618-985-3741	0
3	Southeastern Illinois College, 3575 College Rd. Harrisburg, IL 62946 618-252-5400	0
4	Shawnee Community College 8364 Shawnee College Rd., Ullin, IL 62992 618-634-3337	0
5	Rend Lake College, Route 1 Ina, IL 62846 618-437-5321	0
6	Job Fairs	0
7	Indeed.com	0
8	Withers Broadcasting Company Referrals/Previous Employees/Transfer	0
9	Illinois Department of Employment Security 8195 Express Dr. Marion, IL 62959 glample@ides.state.il.us 997-6835 x381 illinoisskillsmatch.com Daredan Lample	0
10	Illinois Broadcasters Association Job Bank, 200 Missouri Ave, Carterville, IL 62918	0

11	Walk In/Call-In/Referral	1
12	NAACP 207 N Marion Street Carbondale, IL 62901	0
13	Industry Websites/Publications	0
14	Station Websites/Radio Announcements	3
15	Consulting Services	3

III. RECRUITMENT SOURCES WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:

Job Title/Vacancy	Recruitment Source
On Air Host	June 16, 2026

IV: DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR 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: 7
Total Hired: 1

Interview Sources	Number of Interviews

Only the hired candidate was interviewed as they were targeted and recruited based off of a referral. We were not actively looking to fill a position otherwise

V. Description of initiatives listed in 47 C.F.R. § 73.2080 (c)-(2) taken by our employment unit.

Conducted the following initiatives:

Participated in the following Job Fairs:

February 17, 2026 – Southern Illinois University Job Fair
February 24, 2026 – Rend Lake College Job Search Party (Ina, IL) – SPONSORED
March 24, 2026 – John A. Logan College Career Fair (Carterville, IL)
April 1, 2026 – Shawnee Community College Job Fair (Ullin, IL)
April 21,2026 – SEMO University Summer Job Fair (Cape Girardeau, MO)

Management attends International Idea Bank Meetings. Each meeting typically discusses how to better handle the EEO and get more diverse employment recruitment.

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

II. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru various meetings

III. OUR PROGRAM IS REVIEWED REGULARLY FOR EFFECTIVENESS

During the review, suggestions on how we can improve our EEO Program are requested. During review, we look for any problems in our program and how, if any are found, we can correct them.

IV. PAY, BENEFITS, SENIORITY PRACTICES, PROMOTIONS AND SELECTION TECHNIQUIES 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.