

Less Than 5 Full Time Employees

WITHERS BROADCASTING OF SOUTHEAST MISSOURI, LLC EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT September 30, 2021

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 Withers Broadcasting Company of Southeast Missouri, LLC.

PERIOD COVERED: October 1, 2020 through September 30, 2021.

I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE/DATE OF HIRE)

N/A

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES

N/A

III. Recruitment source which referral each of the hires for the vacancies listed above:

N/A

IV. Data reflecting the total number of persons interviewed for full-time 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.

N/A

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

Conducted the following initiatives:

Station management participated in the following Job Fairs hosted by local institutions of higher education:

- March 5, 2021 – Southeast Missouri State University Virtual Career Fair
- March 17, 2021 – Shawnee Community College Virtual Career Fair
- May 18, 2021 – Withers Broadcasting/Rend Lake College Job Search Party
- September 23, 2021 – Fall 2021 Career Fair at Southeast Missouri State University

Station management planned, organized, and hosted job fairs for the local community as well:

- May 19, 2021 – Withers Broadcasting Drive Thru Job Fair #1 (Marion, IL)

- June 30, 2021 – Withers Broadcasting Drive Thru Job Fair #2 (Mt. Vernon, IL)

These stations typically participate in Career Fairs at other area colleges and universities, such as Eastern Illinois University, Missouri Broadcasters Association at Southeast Missouri State University, and additional which were canceled due to COVID-19 pandemic. Others that we regularly attending were not even scheduled.

Management typically attends International Idea Bank Meetings. Each meeting typically discusses how to better handle the EEO and get more diverse employment recruitment. Meetings scheduled October 2020 in Adrian, Michigan, were canceled due to the ongoing COVID-19 Pandemic. Management attended the May 2021 convention in Durant, Oklahoma the rescheduled Adrian, Michigan, convention in September 2021 where EEO was discussed.

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

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.