

## Less Than 5 Full Time Employees

### WITHERS BROADCASTING OF SOUTHEAST MISSOURI, LLC EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT September 30, 2024

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, 2023 through September 30, 2024.

- 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:

Participated in the following Job Fairs:

- January 11, 2024 – SEMO University Career Fair (Cape Girardeau, MO)
- February 20, 2024 – Southern Illinois University Job Fair
- February 27, 2024 – Eastern Illinois University (Charleston, IL)
- March 12, 2024 – Murray State University All Majors Career Fair (Murray, KY)
- March 27, 2024 – John A. Logan College Career Fair (Carterville, IL)
- March 28, 2024 – Rend Lake College Job Search Party (Ina, IL) – **SPONSORED**

- April 3, 2024 – Shawnee Community College (Ullin, IL)
- May 1, 2024 – Franklin County (IL) Job Fair
- July 9, 2024 – Southern Illinois University Virtual Partnership Conference

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.

#### 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.