

**WITHERS BROADCASTING OF SOUTHEAST MISSOURI, LLC
 EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
 OCTOBER 1, 2009**

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 KRHW (AM) and KBXB (FM), Sikeston, MO, and our employees who perform services in support of our provision of programming to KBHI (FM), Miner, Missouri pursuant to a “Time Brokerage Agreement.”

PERIOD COVERED: October 1, 2008 through September 30, 2009.

1. 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 Executive	October 28, 2008
2. Account Executive	January 12, 2009
3. Account Executive	May 5, 2009
4. Announcer	July 1, 2009
5. Office Manager	August 10, 2009
6. Account Executive	September 1, 2009

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

		<u>JOB VACANCY TITLE #</u>
MO Division of Employment Security 202 South Kingshighway Sikeston, MO 63801	Fax # 573-472-4577 Phone # 573-472-5250 Attn: John Hodges	#1, #2, #3, #4, #5, #6
Sikeston Chamber of Commerce 1 Industrial Drive Sikeston, MO 63801	Fax # 573-471-2499 Phone # 573-471-2498 Attn: Darice Sawyer	#1, #2, #3, #4 #5, #6
Sikeston Area Higher Education 2401 N. Main Sikeston, MO 63801	Fax # 573-472-4689 Phone # 573-472-3210 Attn: Judy Buck	#1, #2, #3, #4 #5, # 6

Standard Democrat Newspaper 205 S. New Madrid Sikeston, MO 63801	Fax # 573-471-6277 Phone # 573-471-6980 Attn: Don Culbertson	#5
Broadcast Center 2360 Hampton St. Louis, MO 63139	Fax # 314-647-1575 Phone # 314-647-8181	#4
Radio KBXB/KRHW/KBHI 125 S. Kingshighway Sikeston, MO 63801	Fax # 573-471-8525 Phone # 573-471-2000 Attn: Rick Lambert	#1, #2, #3, #6
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 573-290-5788 Attn: Ron Parker	#1, #2, #3, #4 #5, #6,
Internal Company Posting		#4
Heartlandjobs.com		#5
Monster Jobs		#6

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Executive	Radio
2. Account Executive	Radio
3. Account Executive	Radio
4. Announcer	Internal Posting
5. Office Manager	Sikeston Chamber of Commerce
6. Account Executive	Radio

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: 20

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. MO Division of Employment	2
2. Sikeston Chamber of Commerce	2
3. Sikeston Area Higher Education	0
4. All Access	0
5. Southeast Missouri State University	0
6. Broadcast Center	0
7. KBXB/KRHW/KBHI	9
8. MO Vocational Rehab	0
9. Internal Posting	1
10. Heartlandjobs.com	2
11. Sikeston Standard Democrat	2
12. Monster Jobs	2

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

Conducted the following initiatives:

KBXB/KRHW/KBHI participates with the Missouri Broadcasters Association in its programs which has had a substantial number of participants of women and minorities.

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

KBXB/KRHW/KBHI participated with SESAC and the International Idea Bank in awarding a college scholarship. Dates: January 11 – February 15, 2009.

KBXB/KRHW/KBHI held a job fair. Date: September 16, 2009.

KBXB/KRHW/KBHI participated in Sikeston Chamber of Commerce job fair. Date: March 11, 2009.

KBXB/KRHW/KBHI participated in Sikeston Cub Scouts career event. Date: April 30, 2009.

KBXB/KRHW/KBHI participated in a Southeast Elementary-Sikeston Career Day. Date: September 9, 2009.

KBXB/KRHW/KBHI participated in Missouri Summer Jobs Internship Program. Date: July 14 – July 24, 2009.

KBXB/KRHW/KBHI participated in Shawnee Community College job fair. Date: April 15, 2009.

V. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru meetings

VI. 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.

VII. 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.