

**WITHERS BROADCASTING
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
OCTOBER 1, 2008**

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, 2007 through September 30, 2008.

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. Announcer	November 5, 2007
2. Account Executive	November 27, 2007
3. Account Executive	February 19, 2008
4. Account Executive	July 8, 2008

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

		<u>JOB VACANCY TITLE #</u>
MO Division of Employment Security 202 S. Kingshighway Sikeston, MO 63801	Fax # 573-472-4577 Phone # 573-472-5250 Attn: John Hodges	1,2,3,4
Sikeston Chamber of Commerce 1 Industrial Drive Sikeston, Mo 63801	Fax # 573-471-2499 Phone # 573-471-2498 Attn: Kathy Medley	1,2,3,4
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

All Access.Com 11 Music Circle South Nashville, TN 90205	Phone # 615-252-6400 Jim Asker	1
Southeast Missouri State RM 141 Academic Hall Cape Girardeau, MO 63702	Fax # 573-651-2532 Phone # 573-651-2000 Attn: Diane Bright	1
Broadcast Center 2360 Hampton St. Louis, MO 63139	Fax # 314-647-1575 Phone # 314-647-8181	1
KBXB/KRHW/KBHI 125 S. Kingshighway Sikeston, MO 63801	Fax # 573-471-8525 Phone # 573-471-2000 Attn: Rick Lambert	2,3,4
MO Vocational Rehab 3102 Blattner Cape Girardeau, MO 63701	Fax # 573-290-5921 Phone # 583-290-5788 Attn: Ron Parker	2,3,4
Internal Posting		1

2. 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	Internal Position
2. Account Executive	Radio Ad
3. Account Executive	Radio Ad
4. Account Executive	Radio Ad

3. DATA REFLECTING THE TOTAL NUMBER OF PERSON INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THE REPORT AND THE TOTAL NUMBER OF INERVIEWEES REFERRED BY EACH RECRUIMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Total Interviewed: 12

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

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 16 – February 15, 2008..

KBXB/KRHW/KBHI participated in the Southeast Missourian Newspaper Job Fair held at the Osage Center. Date: October 25, 2007

KBXB/KRHW/KBHI participated in Sikeston Chamber of Commerce job fair: Date: May 8, 2008

KBXB/KRHW/KBHI participated in Sikeston Cub Scouts career event. Date: October 10, 2007

KBXB/KRHW/KBHI participated in a training hiring seminar held at the International Idea Bank meeting in NY. Date: October 23, 2007

KBXB/KRHW/KBHI participated in NAB Executive Development Program for Radio Broadcasters in Washington DC. Subject: Leadership/Hiring/Communications. Dates: July 12 – July 15, 2008.

V1. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy thru meetings

V11. 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.

4. 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.