



2019 EEO PUBLIC FILE REPORT

This report covers WKHM (AM), WKHM-FM (HD-1/HD-2) and WIBM (AM) for the period June 1, 2018 – May 31, 2019

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A. Full-Time Vacancies Filled During Past Year: 3

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

WKHM AM/FM, WIBM On-Air announcements, Jackson MI
Jackson Radio Works websites (www.k1053.com, www.wkhm.com, www.jacksonespn.com, www.959thepowercow.com)
Michigan Association of Broadcasters Job Bank, Lansing MI
Facebook pages for each radio station
Nat'l Alliance of State Broadcast Associations (NASBA) site (www.careerpage.org)
K-105.3 Job Fair
Personal referrals

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 8

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

WKHM AM/FM, WIBM On-Air announcements: 4
Jackson Radio Works websites (see above): 1
Facebook pages: 2
K-105.3 Job Fair: 0
Personal referrals: 3

E. Outreach Activities

WKHM/WIBM General Manager Jamie McKibbin attended the 2019 Great Lakes Media Show Michigan Association of Broadcasters Foundation Career Fair March 6, 2019 at the Lansing Center in Lansing, MI. Over 250 students attended this year's event. Jackson Radio Works had the opportunity to speak to these people about current and future job openings.

WKHM/WIBM General Manager Jamie McKibbin and Program/Production Director Jared Hammond participated in the Broadcast Career Builders Conference November 16, 2018 at Lansing Community College's West Campus, sponsored by the Michigan Association of Broadcasters Foundation. More than 250 high-school and college students from across Michigan attended seminars and a career fair. We had a booth at the career fair and spoke with more than 250 students about the radio industry, in addition to soliciting resumes for future job openings. They also participated in a "Speed Networking" session with several dozen students.

Hosted annual Junior Achievement "Job Shadow day" in February 2019. Three students were bussed from their middle and high schools in Jackson County to learn how a radio station operates. The students observed the Production, Programming, Promotion, and Sales departments during their time at the station.

K-105.3 (WKHM-FM) hosted a job fair with more than 25 local employers in October 2018 at Baker College in Jackson. The Jackson Radio Works' stations hosted a booth during the job fair to promote broadcast industry jobs.