

EEO ANNUAL PUBLIC FILE REPORT
MCKIBBIN MEDIA GROUP, INC.

1. Full-Time Jobs Filled From June 1, 2023 to May 31, 2024

Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy

Title of Position: Morning Show Co-Host/Digital Specialist

Date Filled: October 18, 2023

Recruitment Source That Referred The Individual Hired: Personal Referral

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Michigan Assoc. of Broadcasters Job Board	Rachel Krause	222 N. Chestnut St. Lansing, MI 48933 517-484-7444	1
Station websites/social media	Dennis Worden	1700 Glenshire Dr. Jackson, MI 49201 517-787-9546	1
LinkedIn	N/A	N/A	0
Referral	N/A	N/A	1

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

4. Recruitment Initiatives Implemented From June 1, 2023 to May 31, 2024:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Hillsdale College Journalism and Media Job Fair	10/10/2023	Hillsdale College job fair for students interested in media and broadcasting – occurred on-campus in Hillsdale, MI
Jamie McKibbin Memorial Scholarship Fund – Founded by MMG	10/16/23-12/31/23 5/1/24-5/31/24	<p>Ran promos on-air and promoted socially the Jamie McKibbin Memorial Scholarship Fund, created by MMG. Ran fundraising campaign for fund 5/1/24-5/31/24 and application promo for students to apply 10/16/23-12/31/23.</p> <p>The scholarship fund is designed to assist students interested in pursuing a career in broadcasting.</p>
Western Schools Job Fair	4/17/24	Participated in a career fair at Western Community Schools in Jackson County, MI.