

EEO ANNUAL PUBLIC FILE REPORT
MCKIBBIN MEDIA GROUP, INC.

1. Full-Time Jobs Filled From June 1, 2024 to May 31, 2025

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

Title of Position: Marketing Consultant/Sales

Date Filled: August 19, 2024

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.

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2. Full-Time Jobs Filled From June 1, 2024 to May 31, 2025

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

Title of Position: Production Director/On-Air

Date Filled: June 7, 2024

Recruitment Source That Referred The Individual Hired: LinkedIn

Total Number of People Interviewed for Vacancy: 5

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	2
Station websites/social media	Dennis Worden	1700 Glenshire Dr. Jackson, MI 49201 517-787-9546	1
LinkedIn	N/A	N/A	2
Referral	N/A	N/A	0

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

3. Recruitment Initiatives Implemented From June 1, 2024 to May 31, 2025:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
K105.3 FM Job Fair – presented by MMG	5/9/2025	Hosted a Job Fair for the Jackson community. Had over 30 local businesses and 150 job seekers participate.
Jamie McKibbin Memorial Scholarship Fund – Founded by MMG	10/14/24-12/31/24 5/1/25-5/31/25	<p>Ran promos on-air and promoted socially the Jamie McKibbin Memorial Scholarship Fund, created by MMG. Ran fundraising campaign for fund 5/1/25-5/31/25 and application promo for students to apply 10/14/24-12/31/24.</p> <p>Raised funds during station’s Charity Radiothon on May 9, 2025.</p> <p>The scholarship fund is designed to assist students interested in pursuing a career in broadcasting.</p>