



2021 EEO PUBLIC FILE REPORT

This report covers WKHM (AM), WKHM-FM (HD-1/HD-2) and WIBM (AM) for the period June 1, 2020 – May 31, 2021

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A. Full-Time Vacancies Filled During Past Year: 2

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

WKHM AM/FM, WIBM On-Air announcements, Jackson MI
McKibbin Media Group websites (www.k1053.com, www.wkhm.com, www.foxsports1019.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)
Indeed.com
Personal referrals

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 5

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: 1
McKibbin Media Group websites (see above): 1
Facebook pages: 0
Personal referrals: 3

E. Outreach Activities

Due to the pandemic, McKibbin Media Group was unable to participate in any career fairs. The company did participate in two virtual career fairs at local schools.