



2022 EEO PUBLIC FILE REPORT

This report covers WKHM (AM), WKHM-FM (HD-1/HD-2) and WIBM (AM) for the period June 1, 2021 – May 31, 2022

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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
- Personal referrals

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 4

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): 2
- Facebook pages: 0
- Personal referrals: 1

E. Outreach Activities

Due to the pandemic, McKibbin Media Group was limited on outreach efforts with regards to career fairs. The company did participate in a virtual career fair and a student broadcast award event for outreach.