

EEO ANNUAL PUBLIC FILE REPORT
MCKIBBIN MEDIA GROUP, INC.

1. Full-Time Jobs Filled From June 1, 2022 to May 31, 2023

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: January 18, 2023

Recruitment Source That Referred The Individual Hired: Personal Referral

Total Number of People Interviewed for Vacancy: 4

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
Indeed.com	N/A	N/A	0
Referral	N/A	N/A	2

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

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1. Full-Time Jobs Filled From June 1, 2022 to May 31, 2023

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

Title of Position: Marketing Specialist/Sales

Date Filled: March 23, 2023

Recruitment Source That Referred The Individual Hired: Personal Referral

Total Number of People Interviewed for Vacancy: 4

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

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

2. Recruitment Initiatives Implemented From June 1, 2022 to May 31, 2023:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Hillsdale College Journalism and Media Job Fair	10/20/2022	Hillsdale College job fair for students interested in media and broadcasting – occurred on-campus in Hillsdale, MI
Great Lakes Broadcast and Sports Media Academy Job Fair	12/7/2022	Participated in Michigan Assoc. of Broadcasters Great Lakes Broadcast and Sports Media Academy Job Fair – occurred at Ford Field in Detroit, MI.
Scholarship Fund	6/1/22-1/6/23	<p>Ran promos on-air and promoted socially the Jamie McKibbin Memorial Scholarship Fund, created by MMG. Ran fundraising campaign for fund 6/1/22-10/17/22 and application promo for students to apply 10/18/22-1/6/23.</p> <p>The scholarship fund is designed to assist students interested in pursuing a career in broadcasting.</p>
Western Schools Job Fair	5/12/23	Participated in a career fair at Western Community Schools in Jackson County, MI.