

EEO ANNUAL PUBLIC FILE REPORT
MCKIBBIN MEDIA GROUP, INC.

1. Full-Time Jobs Filled From June 1, 2025 to May 31, 2026

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

Title of Position: Sales Manager

Date Filled: April 13, 2026

Recruitment Source That Referred The Individual Hired: Radio commercial

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/radio commercial	Dennis Worden	1700 Glenshire Dr. Jackson, MI 49201 517-787-9546	1
LinkedIn	N/A	N/A	0
Referral	N/A	N/A	1
Internal Candidate	N/A	N/A	1

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

2. Recruitment Initiatives Implemented From June 1, 2025 to May 31, 2026:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
K105.3 FM Job Fair – presented by McKibbin Media Group	4/23/2026	Hosted a Job Fair for the Jackson community. Had 26 local businesses and 160 job seekers participate.
Western Schools Job Fair	4/15/26	Participated in a student job fair at Western Community Schools (Parma, MI)
Job Shadow/Recruiting	February and May 2026	Hosted students for a job shadowing program for Columbia-Central Schools and Northwest Community Schools
<p>Jamie McKibbin Memorial Broadcasting Scholarship</p> <p>Founded by McKibbin Media Group in conjunction with the Michigan Association of Broadcasters (MAB)</p>	5/4/26-5/24/26	<p>Ran promos on-air and promoted socially the Jamie McKibbin Memorial Scholarship Fund, created by MMG. Ran fundraising campaign for fund 5/4/26-5/24/26.</p> <p>The scholarship fund is designed to assist students interested in pursuing a career in broadcasting.</p> <p>MMG attended the student awards on March 26, 2026 and is hiring its scholarship recipient as a summer intern from May-August 2026.</p>