

2007 EEO PUBLIC FILE REPORT

This report covers WKHM (AM), WKHM-FM and WIBM (AM) for the period June 1, 2006 – May 31, 2007

A. Full-Time Vacancies Filled During Past Year

Job Title: Morning/Midday Personality

Date Filled:3/01/07

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

Job Title: Morning/Midday Personality

Date Filled: 3/01/07

Source	Contact Person	Address	Tel #	Referred Person Hired?	
Mich. Assoc. of Broadcasters Job Bank,	Karole White,	819 N Washington Ave,	Lansing MI 48906,	(517) 484-7444,	No
Michigan State University,	Gary Reid,	E. Lansing, MI	(517) 353-9753		Yes
www.allaccess.com ,	Joel Denver,	28955 Pacific Coast Highway,	Suite 210, Malibu, CA 90265,	(310) 457-6616,	No

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 3

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Mich. Assoc. of Broadcasters Job Bank	2
Michigan State University	1

E. Outreach Activities

- Station Manager Jamie McKibbin attended the 2007 GLBC MABF Career Fair in March 2007 at the Lansing Center. Over 200 students and business-minded professionals attended this year's event. Jackson Radio Works had the opportunity to speak to these people about future job openings and conducted interviews for a summer internship which was later filled by a student attending the event.
- Mr. McKibbin also participated in the Broadcast Career Builders Conference in October 2006, sponsored by the Michigan Association of Broadcasters Foundation. More than 200 high-school and college students from across Michigan attended seminars and a career fair. We had a booth at the career fair and spoke with dozens of students about the radio industry, in addition to soliciting resumes for future job openings.
- Hosted a Junior Achievement "Job Shadow day" Feb 2nd 2007. A dozen students were bussed from their middle and high schools in Jackson County to learn how a radio station operates. The students observed the Production, Programming, Promotion, and Sales departments during their time at the station.
- Paid-stipend Summer Michigan Association of Broadcasters' internship with a Spring Arbor University student June-August of 2006. Student worked with Station Manager/Operations Manager Jamie McKibbin, WKHM/WIBM Program Director Marc Daly and other management employees at Jackson Radio Works, Inc. stations. The internship is an ongoing program; the stations are again participating in Summer 2007.