



2008 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

- | | |
|-----------------------------------|-----------------------|
| 1. Job Title: Account Executive | Date Filled: 01/23/08 |
| 2. Job Title: Account Executive | Date Filled: 01/23/08 |
| 3. Job Title: Production Director | Date Filled: 05/01/08 |

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

- | | | | | | |
|---|------------------------------|----------------|--------------|--|-------------------------------|
| 1. Job Title: Account Executive | Date Filled: 01/23/08 | | | | Referred Person Hired? |
| Source | Contact Person | Address | Tel # | | |
| Radio Stations WKHM, WKHM-FM, WIBM, 1700 Glenshire Dr., Jackson MI 49201, 517-787-9546 | | | | | Yes |
| Mich. Assoc. of Broadcasters Job Bank, Karole White, 819 N Washington Ave, Lansing MI 48906, (517) 484-7444, | | | | | No |
| Referral by Stacy Murray (employee) | | | | | No |
| 2. Job Title: Account Executive | Date Filled: 01/23/08 | | | | Referred Person Hired? |
| Source | Contact Person | Address | Tel # | | |
| Radio Stations WKHM, WKHM-FM, WIBM, 1700 Glenshire Dr., Jackson MI 49201, 517-787-9546 | | | | | Yes |
| Mich. Assoc. of Broadcasters Job Bank, Karole White, 819 N Washington Ave, Lansing MI 48906, (517) 484-7444, | | | | | No |
| 3. Job Title: Production Director | Date Filled: 05/01/08 | | | | Referred Person Hired? |
| Source | Contact Person | Address | Tel # | | |
| 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 | | | | | No |
| www.allaccess.com , Joel Denver, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265, (310) 457-6616, | | | | | No |
| Radio Stations WKHM, WKHM-FM, WIBM, 1700 Glenshire Dr., Jackson MI 49201, 517-787-9546 | | | | | Yes |

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 15

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
Radio Stations WKHM, WKHM-FM, WIBM	11
Referral by Stacy Murray (employee)	1
www.allaccess.com	1
Michigan State University	0

E. Outreach Activities

- Station Manager Jamie McKibbin attended the 2008 GLBC MABF Career Fair in March 2008 at the DeVos Center in Grand Rapids. Over 300 students attended this year's event. Jackson Radio Works had the opportunity to speak to these people about current and future job openings and conducted interviews for a summer internship which was later filled by a student attending the event.
- WKHM/WIBM Program Director Marc Daly participated in the Broadcast Career Builders Conference in October 2007, 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.

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 1700 Glenshire Drive
 Jackson MI 49201
 (517) 787-9546 ♦ FAX (517) 787-7517 ♦ Email: jobs@k1053.com

- Hosted another Junior Achievement “Job Shadow day” Feb 2nd 2008. 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. This year’s Job Shadow day at the radio station was profiled in the local newspaper, the Jackson Citizen-Patriot.
- Paid-stipend Summer Michigan Association of Broadcasters’ internship with a Spring Arbor University student June-August of 2007. 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 2008.
- Baker College Reverse Job Fair held May, 2008. Jamie McKibbin spoke with 40 College students at Baker College regarding Jobs at Jackson Radio Works and careers in radio.
- In April 2008, Air Personality Jared Hammond spoke with students at Springport High School. Jared answered questions from students who were looking for advice on what to do to pursue radio careers.