



McKibbin Media Group | Jackson • Hillsdale

June 5, 2023

Elizabeth Goldin, Esq., Assistant Chief  
Investigations & Hearings Division, Enforcement Bureau  
Federal Communications Commission  
45 L Street, N.E.  
Washington, D.C. 20554

**Re: EEO Audit of WIBM(AM), Jackson, Michigan (FIN: 9248)**

To Whom It May Concern:

McKibbin Media Group, Inc. (“MMG”) hereby responds to the letter from the Commission’s EEO Staff, dated April 24, 2023 (“Letter”), informing MMG that the employment unit (“Unit”) associated with WIBM(AM), Jackson, Michigan (“Station”) has been randomly selected for an audit of its EEO program. Please note that the Unit also consists of WKHM(AM), Jackson, Michigan (Facility No. 9246) and WKHM-FM, Brooklyn, Michigan (Facility No. 9247). This response is intended to cover all stations.

Below in bold type are the requests from the EEO Staff, followed by MMG’s responses.

**2b(i): Provide copies of the Unit’s two most recent EEO Public File Reports.**

Response: Attached as Exhibit 2(b)(i)-1 is the Report covering the June 1, 2021 – May 31, 2022 period and attached as Exhibit 2(b)(i)-2 is the Report covering the June 1, 2022 – May 31, 2023 period.

**2b(ii): For each station in the Unit that maintains a website, the website address.**

Response: The Station’s website is [www.959thepowercow.com](http://www.959thepowercow.com). The other MMG Stations’ websites are: [www.wkham.com](http://www.wkham.com) (for WKHM(AM)) and [www.k1053.com](http://www.k1053.com) (for WKHM-FM). The Unit’s most recent public file reports are included on each website.

**2b(iii): For each of the Unit’s full-time positions filled during the period covered by the EEO Public File Reports noted above, provide the date of hire, as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position.**

Response: MMG hired two persons during the June 1, 2021 to May 31, 2022 period: (A) a Marketing Specialist/Salesperson (hire date: July 6, 2021 and (B) On-air personality/Marketing Specialist (hire date: July 15, 2021). The attached EEO Public File



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Report for the June 1, 2021 to May 31, 2022 period was not totally clear. At the time that the EEO Public File Report for the June 1, 2021 to May 31, 2022 period was prepared, MMG was still reeling from the death of Jamie McKibbin, the former sole shareholder of MMG and primary operator of the Stations, who had passed away suddenly just a few months prior. As a result, MMG's paperwork obligations were not ideal. Attached hereto as Exhibit 2(b)(iii)-1 is a revised EEO Public File Report, covering the June 1, 2021 to May 31, 2022 period, in a more customary format. If requested by the EEO staff, MMG will upload this revised Report to the Stations' online public inspection files. However, MMG recognizes that such uploads may not be necessary (and could cause confusion), given that the more recent EEO Public File Report, covering the June 1, 2022 to May 31, 2023 period, already has been uploaded to the Stations' public inspection files.

As indicated on the attached EEO Public File Report for the June 1, 2022 to May 31, 2023 period, MMG hired: (C) a Morning Show Co-Host/Digital Specialist (hire date: January 18, 2023); and (D) a Marketing Specialist/Sales (hire date: March 23, 2023). Attached as Exhibit 2(b)(iii)-2 is available documentation supporting the recruitment undertaken for the Marketing Specialist/Salesperson filled on July 6, 2021 and the On-air personality/Marketing Specialist filled on July 15, 2021; attached as Exhibit 2(b)(iii)-3 is available documentation supporting the recruitment undertaken for the Morning Show Co-Host/Digital Specialist filled on January 18, 2023; and attached as Exhibit 2(b)(iii)-4 is available documentation supporting the recruitment undertaken for the Marketing Specialist/Sales filled on March 23, 2023.

**2b(iv): Provide the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.**

Response: The total number of interviewees and referral source for each interviewee for all full-time Unit vacancies filled during the 2021-22 and 2022-23 periods is provided within each such report, which are attached as Exhibits 2(b)(i)-1 and 2(b)(iii)-1, respectively.

**2(b)(v): Provide dated documentation demonstrating performance of the Unit's recruitment initiatives during the period covered by the above-noted EEO Public File Reports. Specify the Unit personnel involved in each such recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period.**



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Response: In February 2022, the Unit's Morning Show Co-Host participated as a judge in the 2022 Michigan Student Broadcast Awards. Due to administrative oversight, this recruitment initiative inadvertently was not set forth as part of the Stations' 2021-2022 EEO Public File Report. However, it has been included as part of the revised 2021-2022 EEO Public File Report, which is included as Exhibit 2(b)(iii)-1 attached hereto. Attached as Exhibit 2(b)(v)-1 is available documentation associated with the Unit's participation in that program.

Attached as Exhibit 2(b)(v)-2 is available documentation associated with the Unit's participation in a job fair hosted by Hillsdale College on October 20, 2022 (Unit Personnel involved: General Manager).

Attached as Exhibit 2(b)(v)-3 is available documentation associated with the Unit's establishment of the Jamie McKibbin Memorial Scholarship Fund in 2022-2023 (Unit Personnel involved: President/Owner of MMG and General Manager).

Attached as Exhibit 2(b)(v)-4 is available documentation associated with the Unit's participation in a job fair hosted by the Michigan Association of Broadcasters Great Lakes Broadcast and Sports Media Academy on December 7, 2022 (Unit Personnel involved: Operations Manager and Promotions Director).

Attached as Exhibit 2(b)(v)-5 is available documentation associated with the Unit's participation in a career fair hosted by Western Community Schools on May 12, 2023 (Unit Personnel involved: Operations Manager).

The Unit currently has 14 full-time employees and the population of the market in which any of the Stations operates is less than 250,000. Accordingly, the Unit is required to perform two initiatives within each two-year period. As indicated in the Reports and the attached documents, the Unit satisfied that requirement.

**2(b)(vi): Disclose any pending or resolved complaints involving the Unit filed during the Unit's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.**

Response: There are no pending or resolved complaints involving the Unit filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.



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**2(b)(vii): During the Unit's current license term, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies how the Unit has informed employees and job applicants of its EEO policies and program.**

Response: The Unit's managerial staff regularly meets to discuss various topics. These meetings usually cover employment and other EEO-related matters. Ultimately, the Unit's General Manager is responsible for overseeing EEO compliance. In addition to ensuring that notices regarding full time job openings are widely distributed to diverse groups throughout the area, the General Manager is responsible for providing information regarding the Unit's EEO policies to employees and persons applying for new positions with the Unit. The Unit considers applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status. In addition, generally, advertisements publicizing vacancies inform job applicants that MMG is an equal opportunity employer.

**2(b)(viii): During the Unit's current license term, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.**

Response: The Unit's managerial staff has routine ongoing conversations regarding FCC EEO policies. The annual EEO reports are reviewed by senior management each year, and the General Manager ensures that the Unit's postings are up to date. As a result of these reviews, the Unit recognizes that although its recruitment program is effective, there is some room for improvement. The Unit always undertakes at least two recruitment initiatives during each two-year period, and strives to exceed that goal.

**2(b)(ix): During the Unit's current license term, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.**

Response: Periodically, the Unit's managerial staff members review all compensation packages for MMG's employees to ensure that such packages are fair and comply with the Unit's compensation system. Each year at budget time, the Unit's General Manager reviews the Unit's benefits, seniority practices, promotions and selection techniques to ensure that they provide equal opportunity and do not have a discriminatory effect. When positions are open, they are widely announced, including on the Stations themselves, which ensures that every employee has the opportunity to apply for a promotion or transfer to another department. The Unit's manager charged with reviewing the Stations' EEO



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program also periodically reviews the Unit's interview process and job application template to ensure that its hiring and interview guidelines are adequate.

The Unit has no agreements with any union.

**2(b)(x):** If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080 of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program.

Response: Not applicable.

**(3) – (4) Time Brokerage.**

Response: Not applicable.

I hereby certify that the foregoing response is accurate and complete to the best of my knowledge, information and belief. Should you have any questions regarding the foregoing response, please contact our attorney, Mark B. Denbo, at 202-350-9656 or [mdenbo@fccworld.com](mailto:mdenbo@fccworld.com).

Sincerely,

DocuSigned by:

*KATINA MCKIBBIN*

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Katina McKibbin  
President

Attachments

**EXHIBIT 2(b)(i) - 1**  
**2021-22 EEO Public File Report**



## 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

**EEO Coordinator: Katina McKibbin, President**  
McKibbin Media Group, Inc., 1700 Glenshire Dr., Jackson MI 49201  
Phone: 517-787-9546; Email: [kmckibbin@k1053.com](mailto:kmckibbin@k1053.com)

### 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](http://www.k1053.com), [www.wkhm.com](http://www.wkhm.com), [www.foxsports1019.com](http://www.foxsports1019.com),  
[www.959thepowercow.com](http://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.

**EXHIBIT 2(b)(i) - 2**  
**2022-23 EEO Public File Report**



**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:**

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>
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.

**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:** 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:**

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>
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:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
<b>Hillsdale College Journalism and Media Job Fair</b>	<b>10/20/2022</b>	<b>Hillsdale College job fair for students interested in media and broadcasting – occurred on-campus in Hillsdale, MI</b>
<b>Great Lakes Broadcast and Sports Media Academy Job Fair</b>	<b>12/7/2022</b>	<b>Participated in Michigan Assoc. of Broadcasters Great Lakes Broadcast and Sports Media Academy Job Fair – occurred at Ford Field in Detroit, MI.</b>
<b>Scholarship Fund</b>	<b>6/1/22-1/6/23</b>	<p><b>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.</b></p> <p><b>The scholarship fund is designed to assist students interested in pursuing a career in broadcasting.</b></p>
<b>Western Schools Job Fair</b>	<b>5/12/23</b>	<b>Participated in a career fair at Western Community Schools in Jackson County, MI.</b>

**EXHIBIT 2(b)(iii)-1**  
**Revised 2021-22 EEO Public File Report**

**EEO ANNUAL PUBLIC FILE REPORT**  
**MCKIBBIN MEDIA GROUP, INC.**

**1. Full-Time Jobs Filled From June 1, 2021 to May 31, 2022**

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

**Title of Position:** Marketing Specialist/Sales

**Date Filled:** July 6, 2021

**Recruitment Source That Referred The Individual Hired:** Personal Referral

**Total Number of People Interviewed for Vacancy:** 2

**List All Recruitment Source(s) Used to Fill Vacancy:**

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>
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
Referral	N/A	N/A	1
Station Promo Spots	Dennis Worden	1700 Glenshire Dr. Jackson, MI 49201 517-787-9546	1

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

## 1. Full-Time Jobs Filled From June 1, 2021 to May 31, 2022

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

**Title of Position:** On-air personality/Marketing Specialist

**Date Filled:** July 15, 2021

**Recruitment Source That Referred The Individual Hired:** Personal Referral

**Total Number of People Interviewed for Vacancy:** 1

**List All Recruitment Source(s) Used to Fill Vacancy:**

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>
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
Referral	N/A	N/A	1

**2. Recruitment Initiatives Implemented From June 1, 2021 to May 31, 2022:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
Participation in program sponsored by educational institutions relating to career opportunities in broadcasting	February 2022	The Stations' Morning Show Co-Host participated as a judge in the 2022 Michigan Student Broadcast Awards. He provided valuable feedback to students and assisted in helping to coach and mentor them in their journeys to become broadcasters in the State of Michigan

# **EXHIBIT 2(b)(iii)-2**

**Marketing Specialist/Salesperson filed on July 6, 2021 and  
On-air personality/Marketing Specialist filed on July 15,  
2021**



MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 1522-01205  
 Description: RECRUITING-SALES  
 Date Entered: 6/8/2021  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO  
 , USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
6/9/2021	6/24/2021	WIBM	Midnight to Midnight	Weekly	:30	80	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 6/9/2021    Order End Date: 6/24/2021    Spots: 80    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

**Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO / 1522-01205 :**

		<u>Spot Count</u>	<u>Net Billing</u>
June	2021	80	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By: \_\_\_\_\_

Accepted for PROMO By: \_\_\_\_\_

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 Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 1522-01206  
 Description: RECRUITING-SALES  
 Date Entered: 6/8/2021  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO  
 , USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
6/9/2021	6/24/2021	WKHM-AM	Midnight to Midnight	Weekly	:30	80	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 6/9/2021    Order End Date: 6/24/2021    Spots: 80    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

**Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO / 1522-01206 :**

		<i>Spot Count</i>	<i>Net Billing</i>
June	2021	80	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By: \_\_\_\_\_

Accepted for PROMO By: \_\_\_\_\_

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 Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 1522-01207  
 Description: RECRUITING-SALES  
 Date Entered: 6/8/2021  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO  
 , USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 6/9/2021	6/24/2021	WKHM-FM	Midnight to Midnight	Weekly	:30	80	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 6/9/2021    Order End Date: 6/24/2021    Spots: 80    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

**Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO / 1522-01207 :**

Month	Year	Spot Count	Net Billing
June	2021	80	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By: \_\_\_\_\_

Accepted for PROMO By: \_\_\_\_\_

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 Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 1522-01208  
 Description: RECRUITING-SALES  
 Date Entered: 6/8/2021  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO  
 , USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 6/9/2021	6/24/2021	WKHM-HD2	Midnight to Midnight	Weekly	:30	80	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 6/9/2021    Order End Date: 6/24/2021    Spots: 80    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

**Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO / 1522-01208 :**

Month	Year	Spot Count	Net Billing
June	2021	80	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By: \_\_\_\_\_

Accepted for PROMO By: \_\_\_\_\_

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 Please Sign and Return One Copy

# **EXHIBIT 2(b)(iii)-3**

**Morning Show Co-Host/Digital Specialist filed on January  
18, 2023**

**Morning Show Co-host and Digital/Social/Promotion Event assistant**

**McKibbin Media Group is looking for a Co-host for the K-105.3 Morning show.**

As a member of the amazing team at McKibbin Media you will work with our great Co-host Jenny Lewis. Your Daily activities will include: Daily show prep, Commercial production, assisting with imaging, Client Remotes, podcast development and more.

**You will also work with the** promotions director with events, social and digital for McKibbin Media Group. You will work at our big events like the Fall Festival and Bridal Fair. Assist with social media management, WKHM Job Board, Post news stories on WHKH.com and help with the overall content of McKibbin Media Websites in Jackson. You will work in collaboration with the Promotions Director, Local Sales Manager and General Manager to help to create, execute and train sales

If you have on air Talent and love the digital space, then this position is the perfect one for you! McKibbin Media offers competitive compensation, benefits and the opportunity to work with a fun, outgoing and creative team! Please send cover letter, resume and a mp3 file of a recent on air check to Dennis Worden, General Manager: [dworden@k1053.com](mailto:dworden@k1053.com)

10/24/22 -

Ran on  
MichMAS +  
McKibbin Media  
SITES



ON AIR NOW  
Talkback Jackson with  
Steve Boyle  
Mon-Fri 1000 AM - 12:00 PM

HOME

LISTEN LIVE ▶

EVENTS

CONTESTS

PROGRAMMING

HIGH SCHOOL SPORTS ARCHIVE

CONTACT

**STUDIO SPONSOR**



**County National Bank**  
*Banking that stays in the community*

# Jobs Board Self Service Payment

## WKHM Jobs Payment

After you have entered your Job listings, please use the form below to send your payment. Job listings will NOT be posted until payment is complete. Thank you

Your Name \*

First

Last

Your Email \*

Company Name

Billing Address

Street Address

Hosted a  
job board  
for  
Community  
on  
WKHM.com  
in  
2021

VIBRANT TRADITIONAL INSTRUMENTAL MUSIC

## IRISH FESTIVAL



### UPCOMING EVENTS

SAT 06

2nd Annual Kentucky Derby Party  
May 6 @ 5:00 pm - 9:00 pm

Veritas  
Jackson MI

SAT

Atmospheric Indie with Frances

# **EXHIBIT 2(b)(iii)-4**

**Marketing Specialist/Sales filled on March 23, 2023**



**RUN DATES: 9/16/22 – 10/9/22**

Form Name Submit a Job Opening

IP Address 68.191.44.151

Browser/Agent Mozilla/5.0 (Macintosh; Intel Mac OS X 10.15; rv:104.0) Gecko/20100101 Firefox/104.0

Job Title of Opening Marketing Consultant

Location McKibbin Media Group - Jackson Michigan

Job Type Full-Time

Job Category Sales

Enter a Description of the Job Opening: Marketing Consultant, Advertising Sales

McKibbin Media Group is looking for a savvy, highly motivated sales professional to join our team selling our traditional, digital and event marketing solutions to local small-to-medium sized businesses (SMBs). Our family of radio stations include: Jackson's Hit Music, K-105.3, NewsTalk 970 WKHM, Fox Sports Radio, and The Power Cow 95.9 WIBM (Country). Our company also owns stations in neighboring, Hillsdale, Michigan.

Our ideal candidate will be goal oriented, is a relentless hunter, driving to win new businesses, and has a track record of exceeding monthly goals. If you are passionate about selling, have a deep knowledge of marketing principles and products, and possess excellent presentation and closing skills - then we'd love to talk to you!

Requirements (Experience, Education, Etc.):

- Two years of past sales experience is preferred.
- Strong understanding of local marketing/sales and digital media.
- A demonstrated record of success in a fast paced, goal-oriented environment.
- Strong skills in planning, communicating, organizing, and developing customer relationships.
- Ability to develop a strategic sales plan.
- Proficient in prospecting high potential accounts and setting up appointments with key decision makers with the ability to secure appointments weekly with qualified prospects.
- Demonstrates effective listening skills and able to deliver compelling advertising presentations.
- Ability to present a marketing/sales plan that addresses client objectives and reaches the target audience.
- Effectively able to overcome client objections and articulate the value of recommended solutions.
- Strong problem solving and analytical ability are essential.

How to apply: Please send cover letter and Resume to Dennis Worden [dworden@k1053.com](mailto:dworden@k1053.com)

Application Deadline 10/9/2022

Application email/URL [dworden@k1053.com](mailto:dworden@k1053.com)

Company Letters WKHM AM/FM, The Power Cow and Fox Sports Radio

Company Name McKibbin Media Group

Website [www.k1053.com](http://www.k1053.com)

Logo MMG.jpg

Added: Equal Opportunity Employer

**RUN DATES: 10/24/22 – 11/12/22**

Form Name Submit a Job Opening

IP Address 32.221.167.222

Browser/Agent Mozilla/5.0 (Macintosh; Intel Mac OS X 10.15; rv:106.0) Gecko/20100101 Firefox/106.0

Job Title of Opening On-Air Personality and Digital/Social/Promotion Event assistant

Location Jackson, Michigan

Job Type Full-Time

Job Category Programming,Promotions

Enter a Description of the Job Opening: On-Air Personality and Digital/Social/Promotion Event assistant  
McKibbin Media Group is looking for a Co-host for the K-105.3 Morning show and other on air shifts. Join the amazing team at McKibbin Media and work with our fun and talented on air staff. Your daily activities will include: show prep, commercial production, assisting with imaging, client remotes, podcast development and more. You will also work with the Promotions Director on events, and developing and implementing social and digital strategies for McKibbin Media Group. You will work at our big events like the Fall Festival and Wedding Expo. Assist with social media management, post news stories on wkhm.com and help with the overall content of McKibbin Media's websites in Jackson. Collaborate with the Promotions Director, Local Sales Manager and General Manager to help create, execute and train our sales professionals. If you have a passion and talent for working on-air and love working in the digital space, this position is perfect for you! McKibbin Media offers competitive compensation, benefits and the opportunity to work with a fun, outgoing and creative team! Please send cover letter, resume and a mp3 file of a recent aircheck to Dennis Worden, General Manager: [dworden@k1053.com](mailto:dworden@k1053.com)

Requirements (Experience, Education, Etc.): Experienced on-air personality with skills in Social, digital and promotion.

How to apply: Please email General Manager Dennis Worden [dworden@k1053.com](mailto:dworden@k1053.com)

Application Deadline 11/12/2022

Application email/URL [dworden@k1053.com](mailto:dworden@k1053.com)

Company Letters WKHM AM/FM, The Power Cow and Fox Sports Radio

Company Name McKibbin Media Group

Website www.k1053.com

Logo k1053.png

Added: Equal Opportunity Employer

**RUN DATES: 12/6/22 – 12/31/22**

Form Name Submit a Job Opening

IP Address 32.221.167.222

Browser/Agent Mozilla/5.0 (Macintosh; Intel Mac OS X 10.15; rv:107.0) Gecko/20100101 Firefox/107.0

Job Title of Opening Marketing Consultant

Location Jackson, Michigan

Job Type Full-Time

Job Category Sales

Enter a Description of the Job Opening: Radio sales job executive responsible for developing, closing and maintaining advertising accounts for the radio stations. Other duties include preparing and doing follow up on media schedules, production, proposals and completing all CRM and management required report

Requirements (Experience, Education, Etc.): McKibbin Media Group is looking for a savvy, highly motivated sales professional to join our team selling our traditional, digital and event marketing solutions to local small-to-medium sized businesses (SMBs). Our family of radio stations include: Jackson's Hit Music, K-105.3, NewsTalk 970 WKHM, Fox Sports Radio, and The Power Cow 95.9 WIBM (Country). Our company also owns stations in neighboring, Hillsdale, Michigan. Our ideal candidate will be goal oriented, is a relentless hunter, driving to win new businesses, and has a track record of exceeding monthly goals. If you are passionate about selling, have a deep knowledge of marketing principles and products, and possess excellent presentation and closing skills - then we'd love to talk to you! Our Ideal Candidate: • Has an understanding of marketing/sales and how to help customers grow their businesses • Is self-motivated and results oriented • Has an outgoing, resilient personality • Enjoys the thrill of the hunt by bringing in new business Qualifications: • Two years of past sales experience is preferred. • Strong understanding of local marketing/sales and digital media. • A demonstrated record of success in a fast paced, goal-oriented environment. • Strong skills in planning, communicating, organizing, and developing customer relationships. • Ability to develop a strategic sales plan. • Proficient in prospecting high potential accounts and setting up appointments with key decision makers with the ability to secure appointments weekly with qualified prospects. • Demonstrates effective listening skills and able to deliver compelling advertising presentations. • Ability to present a marketing/sales plan that

addresses client objectives and reaches the target audience. • Effectively able to overcome client objections and articulate the value of recommended solutions. • Strong problem solving and analytical ability are essential. We offer a competitive pay structure based on experience along with a full benefits package.

How to apply: Applicants should apply by sending a cover letter and resume to Dennis Worden, McKibbin Media Group, General Manager [dworden@k1053.com](mailto:dworden@k1053.com). Please include salary requirements and salary history.

Application Deadline 12/31/2022

Application email/URL [dworden@k1053.com](mailto:dworden@k1053.com)

Company Letters WKHM AM/FM, The Power Cow and Fox Sports Radio

Company Name McKibbin Media Group

Website [www.k1053.com](http://www.k1053.com)

Logo MMG.jpg

ADDED: Equal Opportunity Employer

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 2184-01192  
 Description: SALES POSITION PROMO  
 Date Entered: 1/10/2023  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO 2

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1/11/2023	1/17/2023	WKHM-HD2	06:00:00 to Midnight	Weekly	:30	35	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 1/11/2023    Order End Date: 1/17/2023    Spots: 35    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO 2 / 2184-01192 :			<u>Spot Count</u>	<u>Net Billing</u>
January	2023		35	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By:

Accepted for PROMO 2 By:

-----

Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 2184-01193  
 Description: SALES POSITION PROMO  
 Date Entered: 1/10/2023  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO 2

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 1/11/2023	1/17/2023	WKHM-FM	06:00:00 to Midnight	Weekly	:30	37	0.00	0.00	5	5	5	5	5	6	6

**Order Start Date: 1/11/2023    Order End Date: 1/17/2023    Spots: 37    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO 2 / 2184-01193 :		
January	2023	37
		37
		\$0.00
		\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By:

Accepted for PROMO 2 By:

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 -----  
 Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 2184-01194  
 Description: SALES POSITION PROMO  
 Date Entered: 1/10/2023  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO 2

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 1/11/2023	1/17/2023	WKHM-AM	06:00:00 to Midnight	Weekly	:30	49	0.00	0.00	7	7	7	7	7	7	7
2 1/11/2023	1/17/2023	WKHM-AM	Midnight to 06:00:00	Weekly	:30	21	0.00	0.00	3	3	3	3	3	3	3

**Order Start Date: 1/11/2023    Order End Date: 1/17/2023    Spots: 70    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO 2 / 2184-01194 :			<u>Spot Count</u>	<u>Net Billing</u>
January	2023		70	\$0 00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By:

Accepted for PROMO 2 By:

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Please Sign and Return One Copy

MCKIBBIN MEDIA GROUP INC  
 1700 GLENSHIRE  
 JACKSON, MI 49201 USA

Order #: 2184-01195  
 Description: SALES POSITION PROMO  
 Date Entered: 1/10/2023  
 P.O.#:  
 Salesperson: Goldsen, Sue  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

PROMO 2

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1/11/2023	1/17/2023	WIBM	06:00:00 to Midnight	Weekly	:30	35	0.00	0.00	5	5	5	5	5	5	5

**Order Start Date: 1/11/2023    Order End Date: 1/17/2023    Spots: 35    Total Charges: \$0.00**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Projected Calendar Month/End-Of-Schedule Billing Totals for PROMO 2 / 2184-01195 :		
Month	Year	Net Billing
January	2023	\$0.00

Confirmed & Accepted for MCKIBBIN MEDIA GROUP INC By:

Accepted for PROMO 2 By:

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Please Sign and Return One Copy



### Candidates

**Awaiting review**  
0

**Total (excluding rejected)**  
1

[2 Rejected](#)

### Job description

#### Radio Sales Job Description

A radio sales job executive is responsible for developing, closing and maintaining advertising accounts for the radio stations. Other duties include preparing and doing follow up on media schedules, production, proposals and completing all CRM and management required reports for the company.

#### Full Job Description

McKibbin Media Group is looking for a savvy, highly motivated sales professional to join our team selling our traditional, digital and event marketing solutions to local small-to-medium sized businesses (SMBs). Our family of radio stations include: Jackson's Hit Music, K-105.3, NewsTalk 970 WKHM, Fox Sports Radio, and The Power Cow 95.9 WIBM (Country). Our company also owns stations in neighboring, Hillsdale, Michigan.

Our ideal candidate will be goal oriented, is a relentless hunter, driving to win new businesses, and has a track record of exceeding monthly goals. If you are passionate about selling, have a deep knowledge of marketing principles and products, and possess excellent presentation and closing skills - then we'd love to talk to you!

Our Ideal Candidate:

knowledge of marketing principles and products, and possess excellent presentation and closing skills - then we'd love to talk to you!

Our Ideal Candidate:

- Has an understanding of marketing/sales and how to help customers grow their businesses
- Is self-motivated and results oriented
- Has an outgoing, resilient personality
- Enjoys the thrill of the hunt by bringing in new business

Qualifications:

- Two years of past sales experience is preferred.
- Strong understanding of local marketing/sales and digital media.
- A demonstrated record of success in a fast paced, goal-oriented environment.
- Strong skills in planning, communicating, organizing, and developing customer relationships.
- Ability to develop a strategic sales plan.
- Proficient in prospecting high potential accounts and setting up appointments with key decision makers with the ability to secure appointments weekly with qualified prospects.
- Demonstrates effective listening skills and able to deliver compelling advertising presentations.
- Ability to present a marketing/sales plan that addresses client objectives and reaches the target audience.
- Effectively able to overcome client objections and articulate the value of recommended solutions.
- Strong problem solving and analytical ability are essential.

We offer a competitive pay structure based on experience along with a full benefits package. Applicants should apply by sending a cover letter and resume to Dennis Worden, McKibbin Media Group, General Manager.



## Jobs Board Self Service Payment

### WKHM Jobs Payment

After you have entered your Job listings, please use the form below to send your payment. Job listings will NOT be posted until payment is complete. Thank you

Your Name \*

Last

Your Email \*

Company Name

Billing Address

Street Address

Hosted a job board for Community on WKHM.com in 2021

VIBRANT TRADITIONAL INSTRUMENTAL MUSIC

## IRISH FESTIVAL



### UPCOMING EVENTS

**SAT 06**  
 2nd Annual Kentucky Derby Party  
 May 6 @ 5:00 pm - 9:00 pm  
 Veritas  
 Jackson MI

**SAT**  
 Atmospheric Indie with Frances

# **EXHIBIT 2(b)(v) - 1**

**Michigan Student Broadcast Awards – February 2022**



**2021-2022**

*Michigan Association of Broadcasters Foundation*

- Chair  
Trisha Peterson  
WJNR/WOBE/WHTO
- Vice Chair  
Seth Resler  
Jacobs Media
- Secretary/Treasurer  
Caleb Gordon  
Liggett Communications
- Immediate Past Chair  
Kristin Burns  
Futuri Media Detroit
- President  
Sam Klemet, MAB
  
- Dena Blair  
Washtenaw Community College
- Dan Boers  
WXMI-TV Fox 17
- Marla Drutz  
WDIV-TV, Graham Media
- Rebecca Falk  
Audacy, Inc.
- Eric Hammerstrom  
Marquette Senior High School
- Mark Libke  
McKibbin Media Group
- Kevin Oswald  
Midwest Communications
- Annie Scaramuzzino  
Audacy, Inc.
- Jason Springer  
Rockford High School
- Sheri Stuart  
WBKB-TV
- Karla Vanderhorst  
WXMI Fox 17
- August Wallace  
Cumulus Media
- Jon Whiting  
Michigan State University
- MAB Liaison  
Scott Shigley  
Liggett Communications

February 4, 2022

Dennis Wordon  
McKibbin Media Group  
1700 Glenshire Dr.  
Jackson, MI 49201

Dear Dennis Wordon,

A representative from McKibbin Media Group recently participated as a judge in the 2022 Michigan Student Broadcast Awards. We had 495 entries from high school and college broadcasting students statewide. This representative provided valuable feedback to these students and assisted in helping to coach and mentor them in their journey to become a professional broadcaster in Michigan.

Our records show that the following people assisted in the 2022 Michigan Student Broadcast Awards:  
**Scott Clow**

Representing the following call letters:  
**WKHM-FM, WKHM-AM, WIBM-AM, WCSR-AM, WCSR-FM**

The information about the 2022 Michigan Student Broadcast Awards was widely disseminated and marketed to high school and college students, who represent future job seekers, in Michigan.

For Stations – As you know, participation in education opportunities may or may not count as an ‘other’ item with regards to obtaining EEO credits. Any questions should be directed to your legal counsel, or, if you are a current MAB member, you can contact MAB’s legal counsel, David Oxenford.

The MAB Foundation asks that you place this letter and any other potential materials your station used, with your EEO records.

Sincerely,

A handwritten signature in black ink that reads "Rachel Krause". The signature is written in a cursive, flowing style.

Executive Director  
MAB/MAB Foundation

**EXHIBIT 2(b)(v) - 2**  
**Job Fair (Hillsdale College – October 20, 2022)**

## **Dennis Worden**

---

**Subject:** Hillsdale College Journalism & Media Job Fair  
**Location:** Grewcock Student Union, Commons Hillsdale College, Hillsdale, MI  
**Start:** Thu 10/20/2022 10:30 AM  
**End:** Thu 10/20/2022 3:30 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Sharon Rupp

We are very excited to welcome you on campus tomorrow, Thursday, October 20, 2022, beginning at 10:30 A.M. Please remember to bring a table cloth (to fit on a 9 foot table) and additional promotional retractable banners, etc. to assist in your recruitment efforts. Refreshments will be provided. We also have a sign-in sheet for each table to track student interest. Feel free to reach out with questions (989) 944-1832. Sharon

Journalism & Media Mini Job Fair Schedule.

**10:30-11:00:** Table set-up

**11:00-3:00:** Fair

**3:00-3:30:** Table Break-down

The Formal Lounge will be available during this time frame for a break, coats, extra supplies or one-on-one conversations if you would like to talk to a student in a quiet space. Coffee, water, hot chocolate and snacks will also be provided.

Please see the campus map attached. You may park anywhere on campus however, the most convenient parking to access Grewcock Student Union is the Dow Hotel parking lot (lot 6 & 11). An alternate lot is across from the Searle Center (Lot 10). Thank you!

### **Lead College Representatives:**

Sharon Kinsler-Rupp  
C: (989) 944-1832  
[skahn@hillsdale.edu](mailto:skahn@hillsdale.edu)

Jennifer Lutz  
[jlutz@hillsdale.edu](mailto:jlutz@hillsdale.edu)

Tom Lanzi, Career Coach  
[tlanzi@hillsdale.edu](mailto:tlanzi@hillsdale.edu)

**EXHIBIT 2(b)(v) - 3**  
**Jamie McKibbin Scholarship Fund**





katina mckibbin <katina.mckibbin@gmail.com>

**Jamie McKibbin Memorial Scholarship**

6 messages

sue@goldsen.com <sue@goldsen.com>

Wed, May 4, 2022 at 9:16 AM

To: Katina M McKibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>, Bruce Goldsen <bgoldsen@k1053.com>, Rachel Krause <krause@michmab.com>, Sam Klemet <sam@michmab.com>

Hello all

Thanks for the great conversation yesterday, Sam and Rachel.

To follow up: This fall (2022) we will begin to solicit and recruit for applications for the Jamie McKibbin Memorial Scholarship.

The Scholarship Award is \$1,000.

As you know the staff at McKibbin media are doing a fundraising drive for the scholarship. Katina McKibbin will be sending you a \$5,000 check, please use \$4,000 to put into the fund and then \$1,000 of it will be the scholarship amount for this coming award which will be given out at the GLBC in 2023.

You will also receive another donation from Bruce and I which you can put into the fund.

Katina and Bruce and I will work on some criteria that she would like to see for the scholarship. And pass that along to you in the next couple of months.

Is it possible for Katina to also be a part of the selection process---like maybe you narrow it to 3 she reviews them and gives you her pick?

Glad we could get this rolling this coming year. We are hoping to see this fund grow, but in the meantime want to get the scholarship going so we will fund the annual award till such time that the fund can take care of it, in it's entirety. Should the annual scholarship award amount get changed by the committee and board, please let us know.

Best regards and here's to keeping Jamie's broadcast dreams alive through deserving students!

Sue

Sue Goldsen  
National and Regional Sales Manager



Rotary International  
PDG 2016-17 District 6400  
phone: 517 937 5343

Rachel Krause <krause@michmab.com>

Thu, May 5, 2022 at 9:27 AM

To: "sue@goldsen.com" <sue@goldsen.com>

Cc: Katina M McKibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>, Bruce Goldsen <bgoldsen@k1053.com>, Sam Klemet <sam@michmab.com>, Jennifer Clark <jennifer@michmab.com>, Claire Corr <claire@michmab.com>

Hi Everyone,

5/2/23, 3:21 PM

Gmail - Jamie McKibbin Memorial Scholarship

Thank you, Sue, for this comprehensive review of our plan. I am confirming that we will begin to solicit scholarship applications this fall, and will award a \$1000 scholarship to the student of Katina's choice at the Media Show in March. The additional \$4000 to be received will go towards Jamie's scholarship fund in the Founders Club.

For competitive scholarships, we usually ask for the following. Please feel free to review and send additional requirements/criteria as desired:

- Cover Letter
- Resume
- 2 letters of recommendation
- 200-300 word essay outlining career goals

The deadline for applications will be in early January. Once the timeline is set, I will contact Dennis and Katina with that information and other items needed to promote the scholarship opportunity.

Thank you again for offering this solution to begin awarding a scholarship in Jamie's honor. And, our thoughts are with the entire McKibbin Media Group family as you remember and celebrate Jamie's upcoming birthday.

Best,  
Rachel

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters  
www.michmab.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

[Quoted text hidden]

Thu, May 5, 2022 at 12:20 PM

**Sam Klemet** <sam@michmab.com>

To: Rachel Krause <krause@michmab.com>

Cc: "sue@goldsen.com" <sue@goldsen.com>, Katina M McKibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>, Bruce Goldsen <bgoldsen@k1053.com>, Jennifer Clark <jennifer@michmab.com>, Claire Corr <claire@michmab.com>

Sue and Bruce - thank you for your support. We appreciate the thought and detail in ensuring the scholarship is impactful and best represents Jamie's life and contributions to the industry.

As Rachel mentioned, we will continue to keep you in the know if changes are made to the program and will make sure Katina is involved in the decision making for the winner.

Thank you!

Sam Klemet

**President & CEO | Michigan Association of Broadcasters**

222 N. Chestnut Street | Lansing, MI 48933

Cell | 248.229.6898  
Email | sam@michmab.com  
*Advocate. Educate. Innovate. Celebrate*

[Quoted text hidden]

Fri, May 6, 2022 at 8:20 AM

**katina mckibbin** <katina.mckibbin@gmail.com>

To: Sam Klemet <sam@michmab.com>

Cc: Rachel Krause <krause@michmab.com>, "sue@goldsen.com" <sue@goldsen.com>, Dennis Worden <dworden@k1053.com>, Bruce Goldsen <bgoldsen@k1053.com>, Jennifer Clark <jennifer@michmab.com>, Claire Corr <claire@michmab.com>, Ashley Smith <asmith@k1053.com>

Good morning,

I just wanted to say thank you to everyone who has helped out with Jamie's scholarship and this new campaign. I know that he would be honored to have this scholarship named after him and he would be touched by everyone who helps and donates!

I look forward to continuing his legacy and to being able to award a deserving student with a scholarship next year.

Thanks again,  
Katina McKibbin

5/2/23, 3:21 PM

Gmail - Jamie McKibbin Memorial Scholarship

[Quoted text hidden]

---

Ashley Smith <asmith@k1053.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Fri, May 6, 2022 at 8:55 AM

Katina,

It's my pleasure & honor to be involved in the process. Just let me know if there is anything else I can do to help!!

---

**Ashley Smith**

She/Her

**Promotions Director**

**McKibbin Media Group - Jackson**

(517) 787-9546 | asmith@k1053.com



**MCKIBBIN MEDIA GROUP**

mckibbinmediagroup.com

[Quoted text hidden]

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katina mckibbin <katina.mckibbin@gmail.com>  
To: Ashley Smith <asmith@k1053.com>

Fri, May 6, 2022 at 11:32 AM

I'm sure you thought of this, but let's make sure the scholarship info gets posted to Social Media as well as the websites.

I think the donation links will be very helpful to this cause!

[Quoted text hidden]

5/2/23, 3:20 PM

Gmail - Link to apply for Jamie's scholarship



katina mckibbin <katina.mckibbin@gmail.com>

**Link to apply for Jamie's scholarship**

5 messages

katina mckibbin <katina.mckibbin@gmail.com>

Tue, Oct 4, 2022 at 4:33 PM

To: Dennis Worden <dworden@k1053.com>, Ashley Smith <asmith@k1053.com>, Juli Morgan <djjulimorgan@gmail.com>

Let's put this on the MMG page and station pages, please.

<https://www.michiganmedia.com/jamie-mckibbin-scholarship/>

Ashley Smith <asmith@k1053.com>

Wed, Oct 5, 2022 at 9:09 AM

To: katina mckibbin <katina.mckibbin@gmail.com>

Cc: Dennis Worden <dworden@k1053.com>, Juli Morgan <djjulimorgan@gmail.com>

Good morning!

I have added this to the MMG website and the 4 Jackson station sites. Let me know if you need help adding it to the Hillsdale site as well.

Thank you,

---

**Ashley Smith**  
**Promotions Director**  
**McKibbin Media Group - Jackson**  
(517) 787-9546 | asmith@k1053.com



MCKIBBIN MEDIA GROUP

mckibbinmediagroup.com

[Quoted text hidden]

Juli Morgan <djjulimorgan@gmail.com>

Wed, Oct 5, 2022 at 5:15 PM

To: Ashley Smith <asmith@k1053.com>

Cc: katina mckibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>

Great - can you send me a link to where you have it posted, so I can make ours look similar? Thank you!

Sincerely,  
Juli Morgan  
Sales Manager/Middays  
McKibbin Media Group - Hillsdale  
(517) 437-4444 | www.radiohillsdale.com



This message is intended only for the use of the individual or entity to which it is addressed. It may contain proprietary information that is privileged, confidential, and/or contain individually identifiable health information that is exempt from disclosure under law and protected by the federal law, the Health Insurance Portability and Accountability Act (HIPAA) of 1996. If the reader of this message is not the recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you are not the intended recipient, please delete the information from your system and contact the sender. Although reasonable precautions have been taken to ensure that no viruses are present, the sender makes no warranty or guarantee with respect thereto. The sender is not responsible for any loss or damage arising from the receipt or use of this e-mail or attachments thereto.

[Quoted text hidden]

5/2/23, 3:20 PM

Gmail - Link to apply for Jamie's scholarship

Ashley Smith <asmith@k1053.com>  
To: Juli Morgan <djjulimorgan@gmail.com>  
Cc: katina mckibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>

Thu, Oct 6, 2022 at 9:08 AM

Sure thing - you can't miss it at mckibbinmediagroup.com, it scrolls right across the home page.

On the other 4 sites, I placed it on the right rail sidebar:

K1053.com  
959thepowercow.com  
foxsports1019.com  
WKHM.com

Thanks!

---  
**Ashley Smith**  
**Promotions Director**  
**McKibbin Media Group - Jackson**  
(517) 787-9546 | asmith@k1053.com



[Quoted text hidden]

Juli Morgan <djjulimorgan@gmail.com>  
To: Ashley Smith <asmith@k1053.com>  
Cc: katina mckibbin <katina.mckibbin@gmail.com>, Dennis Worden <dworden@k1053.com>

Fri, Oct 7, 2022 at 7:03 PM

Taken care of, it's on the top menu of ours. Thank you!

Sincerely,  
Juli Morgan  
Sales Manager/Middays  
McKibbin Media Group - Hillsdale  
(517) 437-4444 | www.radiohillsdale.com



This message is intended only for the use of the individual or entity to which it is addressed. It may contain proprietary information that is privileged, confidential, and/or contain individually identifiable health information that is exempt from disclosure under law and protected by the federal law, the Health Insurance Portability and Accountability Act (HIPAA) of 1996. If the reader of this message is not the recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you are not the intended recipient, please delete the information from your system and contact the sender. Although reasonable precautions have been taken to ensure that no viruses are present, the sender makes no warranty or guarantee with respect thereto. The sender is not responsible for any loss or damage arising from the receipt or use of this e-mail or attachments thereto.

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5/2/23, 3:19 PM

Gmail - Jamie's Scholarship



katina mckibbin &lt;katina.mckibbin@gmail.com&gt;

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**Jamie's Scholarship**

16 messages

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Rachel Krause <krause@michmab.com>

Tue, Jan 17, 2023 at 1:20 PM

Hi, Rachel. I am looking forward to reading the applications for Jamie's scholarship! Dennis said you would be emailing them soon. What is the deadline for me to tell you the winner?

Thanks,  
Katina

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**Rachel Krause** <krause@michmab.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Tue, Jan 17, 2023 at 1:26 PM

Hi Katina,  
I am going to get you the names today and if you could have the winner to me by February 1st that would be great. Stay tuned for the applications.

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters  
MichiganMedia.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

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**Rachel Krause** <krause@michmab.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>  
Cc: Claire Corr <claire@michmab.com>

Tue, Jan 17, 2023 at 4:27 PM

Hi Katina,  
We received 4 applications for Jamie's scholarship. They're all saved on the page below, which is password protected:  
<https://www.michiganmedia.com/mabf-scholarships/jamie-mckibbin-memorial-broadcasting-scholarship/jamie-mckibbin-memorial-scholarship-applications/>  
**PW: McKibbin**

All applications include contact information, resume, written explanation of community involvement, and 2 letters of recommendation. Some also chose to submit their school transcripts.

Could you let me know your 1st and 2nd choice by February 1st?

Thanks!

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters  
MichiganMedia.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Rachel Krause <krause@michmab.com>

Wed, Jan 18, 2023 at 10:31 AM

Thanks, Rachel. I will work on this soon.

Sent from my iPhone

5/2/23, 3:19 PM

Gmail - Jamie's Scholarship

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Rachel Krause <krause@michmab.com>

Tue, Jan 24, 2023 at 10:22 AM

Hello. Here are the #1 and #2 choices for Jamie's scholarship. Thank you!

#1: Calvin Keyes  
#2: Seth Polmanteer  
[Quoted text hidden]

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**Rachel Krause** <krause@michmab.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Tue, Jan 24, 2023 at 10:26 AM

Katina - Thanks for sending this. Are you OK with awarding the scholarship to #2 Seth? We had a committee meet yesterday to review applications for other scholarships, and Calvin is on the list for 2 of them. If you'd prefer to go with Calvin, that is OK, just let me know what you think.

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters  
MichiganMedia.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Rachel Krause <krause@michmab.com>

Tue, Jan 24, 2023 at 10:31 AM

Yes, it is fine to go with Seth. Thank you.  
[Quoted text hidden]

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**Rachel Krause** <krause@michmab.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Tue, Jan 24, 2023 at 10:38 AM

Thanks Katina. We are hosting a scholarship meet and greet breakfast on March 15 ahead of the Great Lakes Media Show in Lansing. We would love for you to attend but I know you have a busy teaching schedule. Do you think you'll be able to make it up here? Or, would you like to have someone else attend in your place if needed?

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters  
MichiganMedia.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Rachel Krause <krause@michmab.com>

Fri, Feb 3, 2023 at 9:58 AM

Hi. I'm not sure if I will attend, but I would like someone to represent us there. Can you save us a spot?  
[Quoted text hidden]

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**Rachel Krause** <krause@michmab.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Mon, Feb 6, 2023 at 2:10 PM

Sure - As soon as you know who will be attending, please let me know!

Thanks

**Rachel Krause**  
Executive Director of Programs  
Michigan Association of Broadcasters

5/2/23, 3:19 PM

Gmail - Jamie's Scholarship

MichiganMedia.com  
517-484-7444 - office  
517-484-7447 - direct  
630-336-9190 - cell

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Dennis Worden <dworden@k1053.com>

Fri, Feb 10, 2023 at 8:39 AM

Will you let Rachel know who will be attending the breakfast for the scholarship winner soon, please? Happy Friday! How has the week gone?

[Quoted text hidden]

**Dennis Worden** <dworden@k1053.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Fri, Feb 10, 2023 at 11:48 AM

Will do.

Yesterday was a little rough, but today has been great! Trying to get my attitude and mental state in a better place, which I am. Thanks for the lamp. Really makes a difference I think. We'll have more to discuss on Tuesday for sure!

Have a great weekend and enjoy the Super Bowl on Sunday!

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Dennis Worden <dworden@k1053.com>

Fri, Feb 10, 2023 at 12:43 PM

Ok, sorry about this, but can we go back to Wednesday for next week?

Sorry yesterday was rough! You can call me at anytime.

Superbowl . . . ?? LOL :-

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**Dennis Worden** <dworden@k1053.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Fri, Feb 10, 2023 at 1:14 PM

Yeah Wednesday next week works for me. It's the biggest football game of the year! At least watch the commercials lol

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**katina mckibbin** <katina.mckibbin@gmail.com>  
To: Dennis Worden <dworden@k1053.com>

Wed, Feb 15, 2023 at 8:33 AM

Just checking to see if you have let her know who will be going to the breakfast yet?

----- Forwarded message -----  
From: **katina mckibbin** <katina.mckibbin@gmail.com>  
Date: Fri, Feb 10, 2023 at 8:39 AM  
Subject: Fwd: Jamie's Scholarship  
To: Dennis Worden <dworden@k1053.com>  
[Quoted text hidden]

**Dennis Worden** <dworden@k1053.com>  
To: katina mckibbin <katina.mckibbin@gmail.com>

Wed, Feb 15, 2023 at 8:56 AM

Not yet. I'm meeting with the group today at 9:45 a.m. to discuss whose going. I will let her know today



# **EXHIBIT 2(b)(v) - 4**

**Job Fair (Michigan Association of Broadcasters Great Lakes  
Broadcast and Sports Media Academy – December 7, 2022)**



## MICHIGAN ASSOCIATION OF BROADCASTERS FOUNDATION

**2022-2023**

**CHAIR**

Seth Resler  
Jacobs Media Strategies

**VICE CHAIR**

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(Iron Mountain)

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MAB

Rebecca Falk  
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Midwest Communications  
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Mark Libke  
McKibbin Media Group  
(Jackson/Hillsdale)

Glen Okonoski  
Ferris State University  
(Big Rapids)

Annie Scaramuzzino  
Audacy Detroit

Jason Springer  
Rockford High School  
(Rockford)

Danielle Tier  
Bloomfield Hills High  
School (Bloomfield Hills)

Karla Vanderhorst  
WXMI-TV Fox 17,  
E.W. Scripps  
(Grand Rapids)

August Wallace  
Cumulus Media (Flint)

**MAB LIAISON**

Mike Murri  
WXYZ/WMYD-TV (Detroit)

December 12, 2022

McKibbin Media Group, Inc  
Jared Hammond  
1700 Glenshire Dr  
Jackson MI 49201

Dear Jared Hammond,

Thank you for your participation in the 2022 MAB Foundation Media Career Fair at the Great Lakes Broadcast & Sports Media Academy at Ford Field in Detroit on December 7, 2022. Over 600 students and business-minded professionals registered to attend this career outreach event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your company/station(s):  
Jared Hammond, Ashley Smith

Representing the following call letters:  
WIBM-AM, WCSR-AM, WCSR-FM, WKHM-AM, WKHM-FM

The information about the MAB Foundation Media Career Fair was widely disseminated and marketed, including distribution to high schools, colleges, and universities statewide.

*For Stations* - As you know, participation in the career fair may count towards one of the Outreach Prong 3 – Menu Option Initiatives with regards to obtaining EEO credits. Any questions should be directed to your legal counsel, or, if you are a current MAB member, you can contact MAB's legal counsel, David Oxenford.

The MABF asks that you place this letter, other enclosed items as well as any other promotional materials your station used, and affidavits of any PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your recruiting efforts.

Sincerely,

*Rachel Krause*

Rachel Krause  
Executive Director of Programs  
Michigan Association of Broadcasters/MAB Foundation

# **EXHIBIT 2(b)(v) - 5**

**Career Fair (Western Community Schools – May 12, 2023)**

# CERTIFICATE OF APPRECIATION

Western High School wishes to express our sincere gratitude for your participation with our 2023 Career Fair. Your time, energy, and efforts to educate our students are deeply appreciated!

*Jared Vickers*

Dr. Jared Vickers, Principal



*Aisleen Pack*

Mrs. Aisleen Pack, Assistant Principal