



McKibbin Media Group | Jackson • Hillsdale

September 7, 2022

EEO Staff, Policy Division, Media Bureau
Federal Communications Commission
445 12th Street S.W.
Washington, DC 20554

Dear Sir/Madam,

We received the request on August 19, 2022 to audit the Equal Employment Opportunity (EEO) program for **WCSR-FM, Hillsdale, Michigan (Facility No. 71298)**. In response to this request, provided below is an explanation regarding the annual EEO reporting requirements for the above named employment unit.

The employment unit ("Unit") associated with WCSR-FM also encompasses WCSR(AM), Hillsdale, Michigan (Facility No. 71299), which also is licensed to McKibbin Media Group, Inc. The Unit operates with fewer than five (5) full time employees, and is not required under the Commission's rules to maintain an EEO recruitment program due to the nature of its full-time workforce.

Below is a list of the four (4) full time employees assigned to the Unit. The employees are identified by job title, and the number of hours regularly assigned to work each week.

<u>Title</u>	<u>Hours Assigned</u>
Operations Manager	40 hours/week
Traffic/Sales Manager	40 hours/week
Administrative Assistant	40 hours/week
Marketing Consultant/Specialist	40 hours/week

In response to Item 2(b)(vi) of the Commission's letter, there are zero (0) pending or resolved complaints during the current license terms associated with either WCSR-FM or WCSR(AM) 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.

Should there be any questions regarding this response, please contact the undersigned, at katina.mckibbin@gmail.com.



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I certify that the foregoing response is accurate and complete to the best of my knowledge, information and belief.

Sincerely,

Katina McKibbin, Sole Shareholder