

EEO PUBLIC FILE REPORT

FOR

STATION WJRT Flint Michigan

This EEO Public File Report
Covers the One-Year Period
Ending on May 31st, 2026

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WJRT's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31st, 2026, the station filled the following full-time vacancies:

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Director	1-50, 54	13
IT Manager	1-50, 53	15
Producer	1-50, 54	13
Producer	1-50, 54	13
Producer	1-50, 54	13
News Coordinating Producer	1-50	13
Weekend Evening Anchor/MMJ	1-50	13
Photographer/Editor	1-50	13
Sports Anchor/Reporter	1-50, 53	53
MMJ	1-50	13
Traffic Assistant	1-50, 52	52
Sales Assistant	1-50, 54	13

WJRT-TV
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	MI DEPT. OF CIVIL RIGHTS/FLINT & SAGINAW 3054 W Grand Blvd #3-600 Detroit, MI 48202-6054 Attn: Ms. Bobbie Curtis 810-760-2805	Y	0
2	Action Management Corp 915 S Grand Traverse Flint, MI 48202-1026 Attn: Lisa Hairston Phone: 810-234-2828 lisahairston@msn.com	Y	0
3	YMCA Job Plus 310 E. Third Street Flint, MI 48503 Attn: Peggy Cooper Phone: 810-238-7621 Peggycooper@ywcaflint.org tiacoles@ywcaflint.org	Y	0
4	Flint Strive 1108 Lapeer Rd Flint, MI 48503 Attn: Sherri Walter Phone: 810-232-5661 vjones@FlintStrive.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	Career Builders 200 N LaSalle St. Suite 900 Chicago, IL 60601 www.careerbuilder.com Attn: Aaron Brumfield sbgresumes@sbgstv.com	N	0
6	Baker College of Flint 1050 W. Bristol Rd Flint, MI 48507 Attn: Niki Perkins Phone: 810-766-4201 niki.perkins@baker.edu	N	0
7	Bay Area Chambers of Commerce 901 Saginaw St Bay City, MI 48708 Attn: Leann Harrison Phone: 989-893-4567 chamber@baycityarea.com	N	0
8	Chinese Association of Greater Detroit PO box 1343 Troy, MI 48099 Attn: Da-Zong Wang Phone: 313-845-3101 info@acadetroit.org	N	0
9	Davison High School 1250 N Oak Rd Davison, MI 48423 Attn: Randy Scott Phone: 810-591-3531 rscott@davisonschools.org	Y	0
10	Delta College - Career Services 1961 Delta Rd University Center, MI 48710 https://www.collegecentral.com/Delta Attn: Dawn little Phone: 989-686-9443 dawnlittle@delta.edu	Y	0
11	Central Michigan Job Board 1200 S Franklin St Mount Pleasant, MI 48859 Phone: 989-774-4000 bca@cmich.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	MAB Job Bank 222 N Chestnut Street Lansing, MI48933 www.michmab.com Attn: Dan Kelley Phone: 517-484-5810 jobbank@michmab.com	Y	0
13	ABC12.com ALLEN MEDIA BROADCASTING Corporate Website https://allenmediabroadcasting.com/careers/wjrt.html	N	34
14	Handshake https://app.joinhandshake.com	N	0
15	Pure Michigan (mitalent) better MI 711 N. Saginaw St Flint, Mi 48503 https://www.mitalent.org Attn: Eric Swanson Phone: 800-761-2724	N	1
16	Job Bank Emmy online NATAS Mi Chapter https://jobbankemmyonline.org/index/php	N	0
17	TV Jobs PO Box 4116 Oceanside, CA92052 https://www.tvjobs.com Attn: Mark Holloway info@tvjobs.com admin@tvjobs.com	N	0
18	Diocese of Saginaw/Hispanic Office 5800 Weiss St Saginaw, MI 48603 Attn: Costilla Phone: 989-797-6604 Lgayton@diosag.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Central Michigan University Broadcast & Cinematic Arts 1200 S Franklin St Mount Pleasant, MI48859 www.cmich.edu Attn: Lara Granger SCJM@cmich.edu	Y	0
20	AZ State University Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, AZ85004 Attn: Karen Bordeleau cronkitecareers@asu.edu	Y	0
21	Association for Women in Communications of Detroit PO Box 1962 Troy, MI 48099 Attn: Jane Miller Phone: 248-369-0622 info@womcomdetroit.org	Y	0
22	Davenport University Midland 3555 East Patrick Rd Midland, MI48642 Attn: John Jones Phone: 989-835-5588	N	0
23	Ferris State University 1201 S State St Big Rapids, MI 49307 www.ferris.edu FerrisCAPS@ferris.edu	Y	0
24	Grand Rapids Urban League 745 Eastern SE Grand Rapids, MI 49507 Attn: Elzie Honicutt Phone: 616-245-7026 cdtriggs@grurbanleague.org	Y	0
25	GST Michigan Works 1184 Cleaver Rd Suite 900 Caro, MI 48723 Aattn: Kathy Leslie Phone: 989-673-8103 kleslie@gstmiworks.org	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Lawrence Tech 21000 W. 10 Mile Rd Southfield. MI48075 www.ltu.edu LTUOCS@LTU.Edu	Y	0
27	Northwood University 4000 Whiting Dr Midland, MI48640 Attn: Debbie Schummer 989-837-4335 pooles@northwood.edu	Y	0
28	University of Michigan Flint- Career Development 285 University Pavilion 303 E. Kearsley St Flint, MI 48502 Attn: Antonio Riggs Phone: 810-762-3085 anriggs@umich.edu	Y	0
29	Ohio Center for Broadcasting Columbus Campus 5330 E Main St Suite 200 Columbus, OH43213 Phone: 614-230-0461 amiller@beonair.com	Y	0
30	Rick Gevers & Associates 355 E Ohio St 303 Indianapolis, IN 46204 www.rickgevers.com Attn: Rick Gevers Phone: 317-635-7912 rick@rickgevers.com	Y	0
31	Grand Valley State University 206 Student Services Center 1 Campus Dr Allendale, MI 49401 Attn: Judy DeBoer Phone: 616-331-6859	N	0
32	Michigan State University 113 Student Services Bldg E. Lansing, MI 48824 https://careernetwork.msu.edu/careercenter Attn: Phil Gardner Phone: 517-355-9510	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Michigan Ann Arbor 515 E Jefferson St Ann Arbor, MI48109 Phone: 734-764-7460	N	0
34	Saginaw Valley State University Wicks Hall 270 7400 Bay Rd University Center, MI 48710 www.svsu.edu Attn: Mike Major Phone: 989-964-4954	N	0
35	Baker College of Owosso 1020 S Washington St Owosso, MI 48867 Attn: John Adams Phone: 989-729-3321 john.adams@baker.edu	N	0
36	First Ward Community Services 1410 North Twelfth St Saginaw, MI 48601 Attn: Caryn Dalton Phone: 989-753-0360 cdalton@firstward.us	N	0
37	Flint Saginaw Association of Black Journalists PO Box 864 Flint, MI 48501 Attn: Ebony Smith nabjsaginawflint@gmail.com	N	0
38	Genesee Career Institute 5081 Torrey Rd Flint, MI 48507 Attn: Jenny Jackson Phone: 810-591-4098 jmackson@geneseeisd.org	N	0
39	Hispanic American Council 930 Lake Suite #A Kalamazoo, MI 49001 Attn: Sharon Rodriguez Phone: 269-385-6279 elconcilio@elconciokzoo.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Job Corps Center Flint Genesee 2400 N Saginaw Street Flint, MI48502 Attn: Thressa Green-Bradley Phone: 810-294-4470 business@jobcorps.gov	N	1
41	Kettering University Cooperative Edu Career Serv 1700 W Third Ave Flint, MI 48504 Attn: Doug Bourassa Phone: 810-762-9648 dbourassa@kettering.edu	N	0
42	Michigan Tech University 1400 Townsend Dr Houghton, MI 49931 www.mtu.edu Phone: 906-487-1885 career@mtu.edu / kcmannin@mtu.edu	N	0
43	Mott Community College Latino Club 1401 E Court St Flint, MI 48503 Attn: Carlos Cisneros Phone: 810-762-5125 carlos.cisneros@mcc.edu	N	0
44	University of Michigan Flint Times Newspaper 381 University Center Flint, MI48502 Phone: 810-762-3475 michigantimes@gmail.com	N	0
45	Walsh College 3838 Livernois Rd Troy, MI 48083 Attn: Elizabeth Barnes Phone 248-823-1625 careerservices@walshcollege.edu	N	0
46	Mediagig now 300 South Riverside Plaza suite 800 Chicago, IL 60606 www.mediagignow.com Phone: 336-553-0620 customerservice@mediagignow.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Saginaw Community Action Committee 2824 Perkins St Saginaw, MI48601 Attn: Zinobia Jackson Phone: 989-753-7741 zjackson@saginawcac.org	N	0
48	Michigan Works Association 2500 Kerry Street Suite 210 Lansing MI 48912 Phone: 517-371-1100	N	0
49	Michigan Works Great Lakes Bay 1600 N Michigan Rm 400 Saginaw, MI 48602 Attn: Kristen Wenzel Phone: 989-754-1144 kristenw@michiganworks.com	N	0
50	MidMichigan Community College 1375 Clare Ave Harrison, MI 48625 Attn: Mary Battaglia Phone: 989-386-6629 careercenter@midmich.edu	N	0
51	MAB Job Fair	N	0
52	Internal Promotion / ReHire	N	1
53	Referral / Industry Colleague	N	3
54	Linked-In	N	9
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			50

WJRT-TV
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026

II. RECRUITMENT INITIATIVES

MENU OPTION ACTIVITIES

WJRT has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Career Fair	On November 6 th , 2025 we participated in a career fair at Ford Field
10	Job Shadow	On June 6 th , 2025 a Central Michigan University student came into the newsroom for a job shadow. Their goal is to become a news anchor, but she has experience in many parts of the TV business, so the newsroom showed her all aspects of life in the business.
10	Job Shadow	On January 2 nd , 2026 we had a job shadow in the Newsroom. It is a student at Walled Lake Western. They asked great questions about the TV business and were very attentive. They talked with the Assistant News Director and some producers, and had an extended conversation with one of our main anchors about making it on-air in this business.

10	Job Shadow	On January 5 th , 2026 We a student from Grand Valley State Job Shadow in the newsroom. They have been watching ABC12 since childhood and had a distinct interest in learning about our operation. We showed him how producers stack shows, and he got to speak with several producers as they worked on their scripts.
1	Career Fair	On March 26 th , 2026 we participated in a Career Fair at the Student Broadcast Awards in Lansing Michigan.
10	Station Tour	On March 31 st , 2026 we had a station tour from the Genesee Intermediate School District's Jobs for Michigan's Graduates program. The group of seven 11 th and 12 th graders got to see the station and all of the jobs available here. They asked great questions about what qualifications and prerequisites we look for as we search for candidates. They got to talk with our anchors and watched the Noon newscast both from the studio and the control room.
10	Job Shadow	On April 8 th , 2026 we had a Central Michigan University senior join us in the newsroom for a job shadow. We had them shadow several producers, who answered their questions about producing the "real world". They also got a tour of the station's facilities and saw the programs that producers use.
14	HR Training Seminar	On May 12 th , 2026, the Business Manager attended the annual Valley Society for Human Resources Management's HR Labor and Employment Law Legal Update seminar. The Seminar covered recent labor and employment law developments.

10	Job Shadow	On May 15 th , 2026 we had a Central Michigan University senior job shadow in the newsroom.
----	------------	--------------------------------------------------------------------------------------------------------

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.