

# EEO PUBLIC FILE REPORT

FOR

## STATION WJRT Flint Michigan

This EEO Public File Report  
Covers the One-Year Period  
Ending on May 31<sup>st</sup>, 2025

### 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 31<sup>st</sup>, 2025, 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
Producer	1-55	55
Producer	1-11,13-49, 51-54	54
Producer	1-11,13-49, 51-53, 56-57	56
Sales Assistant	1-11,13-49, 51-53, 56	56
MMJ	1-4,5-9,11,13-49, 51-53,57	57
MMJ	1-4,5-9,11,13-49, 51-54,57	54
Assistant News Director	Internal Promotion of Full Time Employee	
Assignment Editor	Internal Promotion of Full Time Employee	
Traffic Assistant	Internal Promotion of Full Time Employee	

**WJRT-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2024 – May 31, 2025**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 <a href="mailto:lisahairston@msn.com">lisahairston@msn.com</a>	Y	0
3	YMCA Job Plus 310 E. Third Street Flint, Mi 48503 Attn: Peggy Cooper Phone: 810-238-7621 <a href="mailto:Peggycooper@ywcaflint.org">Peggycooper@ywcaflint.org</a>	Y	0
4	Flint Strive 1108 Lapeer Rd Flint, Mi 48503 Attn: Sherri Walter Phone: 810-232-5661 <a href="mailto:vjones@FlintStrive.com">vjones@FlintStrive.com</a>	Y	0
5	American Meteorological Society 45 Beacon St Boston, MA 02108-3693 Attn: Beth Farley Phone: 617-226-3910 <a href="mailto:bfarley@ametsoc.org">bfarley@ametsoc.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Career Builders 200 N LaSalle St. Suite 900 Chicago, IL 60601 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Attn: Aaron Brumfield <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a>	N	0
7	Baker College of Flint 1050 W. Bristol Rd Flint, Mi 48507 Attn: Niki Perkins Phone: 810-766-4201 <a href="mailto:niki.perkins@baker.edu">niki.perkins@baker.edu</a>	N	0
8	Bay Area Chambers of Commerce 901 Saginaw St Bay City, MI 48708 Attn: Leann Harrison Phone: 989-893-4567 <a href="mailto:chamber@baycityarea.com">chamber@baycityarea.com</a>	N	0
9	Chinese Association of Greater Detroit PO box 1343 Troy, MI 48099 Attn: Da-Zong Wang Phone: 313-845-3101 <a href="mailto:info@acadetroit.org">info@acadetroit.org</a>	N	0
10	Collective Talent Michaelsmedia.com 1721 Richardson Place Tampa, FL 33606 Attn: Michael Bille Phone: 813-254-9695 <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	N	0
11	Davison High School 1250 N Oak Rd Davison, MI 48423 Attn: Randy Scott Phone: 810-591-3531 <a href="mailto:rscott@davisonschools.org">rscott@davisonschools.org</a>	Y	0
12	Delta College - Career Services 1961 Delta Rd University Center, MI 48710 <a href="https://www.collegecentral.com/Delta">https://www.collegecentral.com/Delta</a> Attn: Dawn little Phone: 989-686-9443 <a href="mailto:dawnlittle@delta.edu">dawnlittle@delta.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Central Michigan Job Board 1200 S Franklin St Mount Pleasant, MI 48859 Phone: 989-774-4000 <a href="mailto:bca@cmich.edu">bca@cmich.edu</a>	N	0
14	MAB Job Bank 222 N Chestnut Street Lansing, MI 48933 <a href="http://www.michmab.com">www.michmab.com</a> Attn: Dan Kelley Phone: 517-484-5810 <a href="mailto:jobbank@michmab.com">jobbank@michmab.com</a>	Y	0
15	ABC12.com ALLEN MEDIA BROADCASTING Corporate Website <a href="https://allenmediabroadcasting.com/careers/wjrt.html">https://allenmediabroadcasting.com/careers/wjrt.html</a>	N	8
16	Handshake <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
17	Pure Michigan (mitalent) better MI 711 N. Saginaw St Flint, MI 48503 <a href="https://www.mitalent.org">https://www.mitalent.org</a> Attn: Eric Swanson Phone: 800-761-2724	N	0
18	Job Bank Emmy online NATAS Mi Chapter <a href="https://jobbankemmyonline.org/index/php">https://jobbankemmyonline.org/index/php</a>	N	0
19	TV Jobs PO Box 4116 Oceanside, CA 92052 <a href="https://www.tvjobs.com">https://www.tvjobs.com</a> Attn: Mark Holloway <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Diocese of Saginaw/Hispanic Office 5800 Weiss St Saginaw, MI 48603 Attn: Costilla Phone: 989-797-6604 <a href="mailto:Lgayton@diosag.org">Lgayton@diosag.org</a>	Y	0
21	Central Michigan University Broadcast & Cinematic Arts 1200 S Franklin St Mount Pleasant, MI48859 <a href="http://www.cmich.edu">www.cmich.edu</a> Attn: Lara Granger <a href="mailto:SCJM@cmich.edu">SCJM@cmich.edu</a>	Y	0
22	AZ State University Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, AZ85004 Attn: Karen Bordeleau <a href="mailto:cronkitecareers@asu.edu">cronkitecareers@asu.edu</a>	Y	0
23	Association for Women in Communications of Detroit PO Box 1962 Troy, MI 48099 Attn: Jane Miller Phone: 248-369-0622 <a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>	Y	0
24	Davenport University Midland 3555 East Patrick Rd Midland, MI48642 Attn: John Jones Phone: 989-835-5588	N	0
25	Ferris State University 1201 S State St Big Rapids, Mi49307 <a href="http://www.ferris.edu">www.ferris.edu</a> <a href="mailto:FerrisCAPS@ferris.edu">FerrisCAPS@ferris.edu</a>	Y	0
26	Grand Rapids Urban League 745 Eastern SE Grand Rapids, MI 49507 Attn: Elzie Honicutt Phone: 616-245-7026 <a href="mailto:cdtriggs@grurbanleague.org">cdtriggs@grurbanleague.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	GST Michigan Works 1184 Cleaver Rd Suite 900 Caro, MI 48723 Aattn: Kathy Leslie Phone: 989-673-8103 <a href="mailto:kleslie@gstmiworks.org">kleslie@gstmiworks.org</a>	Y	0
28	Lawrence Tech 21000 W. 10 Mile Rd Southfield. MI48075 <a href="http://www.ltu.edu">www.ltu.edu</a> <a href="mailto:LTUOCS@LTU.Edu">LTUOCS@LTU.Edu</a>	Y	0
29	Northwood University 4000 Whiting Dr Midland, MI48640 Attn: Debbie Schummer 989-837-4335 <a href="mailto:pooles@northwood.edu">pooles@northwood.edu</a>	Y	0
30	University of Michigan Flint- Career Development 285 University Pavilion 303 E. Kearsley St Flint, MI 48502 Attn: Antonio Riggs Phone: 810-762-3085 <a href="mailto:anriggs@umich.edu">anriggs@umich.edu</a>	Y	0
31	Ohio Center for Broadcasting Columbus Campus 5330 E Main St Suite 200 Columbus, OH43213 Phone: 614-230-0461 <a href="mailto:amiller@beonair.com">amiller@beonair.com</a>	Y	0
32	Rick Gevers & Associates 355 E Ohio St 303 Indianapolis, IN 46204 <a href="http://www.rickgevers.com">www.rickgevers.com</a> Attn: Rick Gevers Phone: 317-635-7912 <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>	Y	0
33	Grand Valley State University 206 Student Services Center 1 Campus Dr Allendale, MI 49401 Attn: Judy DeBoer Phone: 616-331-6859	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Michigan State University 113 Student Services Bldg E. Lansing, MI 48824 <a href="https://careernetwork.msu.edu/careercenter">https://careernetwork.msu.edu/careercenter</a> Attn: Phil Gardner Phone: 517-355-9510	N	0
35	University of Michigan Ann Arbor 515 E Jefferson St Ann Arbor, MI 48109 Phone: 734-764-7460	N	0
36	Saginaw Valley State University Wicks Hall 270 7400 Bay Rd University Center, MI 48710 <a href="http://www.svsu.edu">www.svsu.edu</a> Attn: Mike Major Phone: 989-964-4954	N	0
37	Baker College of Owosso 1020 S Washington St Owosso, MI 48867 Attn: John Adams Phone: 989-729-3321 <a href="mailto:john.adams@baker.edu">john.adams@baker.edu</a>	N	0
38	First Ward Community Services 1410 North Twelfth St Saginaw, MI 48601 Attn: Caryn Dalton Phone: 989-753-0360 <a href="mailto:cdalton@firstward.us">cdalton@firstward.us</a>	N	0
39	Flint Saginaw Association of Black Journalists PO Box 864 Flint, MI 48501 Attn: Ebony Smith <a href="mailto:nabjsaginawflint@gmail.com">nabjsaginawflint@gmail.com</a>	N	0
40	Genesee Career Institute 5081 Torrey Rd Flint, MI 48507 Attn: Jenny Jackson Phone: 810-591-4098 <a href="mailto:jmackson@geneseeisd.org">jmackson@geneseeisd.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Hispanic American Council 930 Lake Suite #A Kalamazoo, MI 49001 Attn: Sharon Rodriguez Phone: 269-385-6279 <a href="mailto:elconcilio@elconciliokzoo.org">elconcilio@elconciliokzoo.org</a>	N	0
42	Job Corps Center Flint Genesee 2400 N Saginaw Street Flint, MI48502 Attn: Thressa Green-Bradley Phone: 810-294-4470 <a href="mailto:business@jobcorps.gov">business@jobcorps.gov</a>	N	0
43	Kettering University Cooperative Edu Career Serv 1700 W Third Ave Flint, MI 48504 Attn: Doug Bourassa Phone: 810-762-9648 <a href="mailto:dbourassa@kettering.edu">dbourassa@kettering.edu</a>	N	0
44	Michigan Tech University 1400 Townsend Dr Houghton, MI 49931 <a href="http://www.mtu.edu">www.mtu.edu</a> Phone: 906-487-1885 <a href="mailto:career@mtu.edu">career@mtu.edu</a> / <a href="mailto:kcmannin@mtu.edu">kcmannin@mtu.edu</a>	N	0
45	Mott Community College Latino Club 1401 E Court St Flint, MI 48503 Attn: Carlos Cisneros Phone: 810-762-5125 <a href="mailto:carlos.cisneros@mcc.edu">carlos.cisneros@mcc.edu</a>	N	0
46	University of Michigan Flint Times Newspaper 381 University Center Flint, MI48502 Phone: 810-762-3475 <a href="mailto:michigantimes@gmail.com">michigantimes@gmail.com</a>	N	0
47	Walsh College 3838 Livernois Rd Troy, MI 48083 Attn: Elizabeth Barnes Phone 248-823-1625 <a href="mailto:careerservices@walshcollege.edu">careerservices@walshcollege.edu</a>	N	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Mediagig now 300 South Riverside Plaza suite 800 Chicago, IL 60606 <a href="http://www.mediagignow.com">www.mediagignow.com</a> Phone: 336-553-0620 <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>	N	0
49	Saginaw Community Action Committee 2824 Perkins St Saginaw, MI48601 Attn: Zinobia Jackson Phone: 989-753-7741 <a href="mailto:zjackson@saginawcac.org">zjackson@saginawcac.org</a>	N	0
50	Talent Dynamics 2390 East Camelback Rd. Suite 120 PMB 1182 Phoenix, AZ 85016 <a href="https://www.talentedynamics.com">https://www.talentedynamics.com</a> Attn: Julie Pumphrey Phone: 214-630-9590 <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a>	N	0
51	Michigan Works Association 2500 Kerry Street Suite 210 Lansing MI 48912 Phone: 517-371-1100	N	0
52	Michigan Works Great Lakes Bay 1600 N Michigan Rm 400 Saginaw, MI 48602 Attn: Kristen Wenzel Phone: 989-754-1144 <a href="mailto:kristenw@michiganworks.com">kristenw@michiganworks.com</a>	N	0
53	MidMichigan Community College 1375 Clare Ave Harrison, MI 48625 Attn: Mary Battaglia Phone: 989-386-6629 <a href="mailto:careercenter@midmich.edu">careercenter@midmich.edu</a>	N	0
54	MAB Job Fair	N	2
55	Internal Promotion / ReHire	N	4
56	Referral / Industry Colleague	N	3
57	Linked-In	N	5
58	Indeed	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			22

**WJRT-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2024 – May 31, 2025**

**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
4	Event	On September 6 <sup>th</sup> , 2024, one of our main anchors hosted the ribbon cutting for the miracle league ballpark for special needs athletes in Mundy Township.
4	Event	On September 13 <sup>th</sup> , 2024, one of our main anchors attended cooking with chief's fundraiser for Voice for Children Advocacy Center. The fundraiser involved all local Genesee County police and fire chiefs cooking and competing to raise money for abused children.
4	Event	On September 28 <sup>th</sup> , 2024, one of our main anchors hosted the Community Foundation of Greater Flint's Art of Philanthropy Awards. The awards are given to honor those in the Genesee County community for their philanthropic efforts. It was attended by roughly 100 people at the Flint Institute of Arts.

4	Event	On October 1 <sup>st</sup> , 2024, one of our main anchors emceed The Shelter of Flint event fundraiser and we were a media sponsor. ABC12 created a video for the presentation about the client who benefits from supporters.
10	Tour	On October 18 <sup>th</sup> , 2024, we hosted a group from the Wanda Foundation Academy, which included 18 students, 9 chaperones, and 3 teachers. Students engaged with our News Director, and one of our main Anchor/Reporter by asking insightful questions about the news industry. They also watched the noon news live.
10	Job Shadow	On October 23 <sup>rd</sup> , 2024, a senior student from Flint Kearsley came for a job shadowing opportunity. They spent the morning with our Executive Producer gaining valuable insights into news production. They also had an enlightening discussion with one of our main Anchor/Reporter about the journey to becoming an anchor. They were also able to watch the noon news live.
4	Event	On November 7 <sup>th</sup> , 2024, one of our main anchors helped Elga Credit Union Foundation for Impact host their 3 <sup>rd</sup> annual Raise the Purse event, benefiting Hurley Children's Hospital. Raise the Purse is a live auction of stylish designer bags. All proceeds from the auction go towards the Neonatal Intensive Care Unit (NICU).
1	Career Fair	On November 7 <sup>th</sup> , 2024, we participated in a career Fair at Ford Field.

1	Career Fair	On November 18 <sup>th</sup> , 2024, we participated in the career fair at Great Lakes Broadcast & Sports Media Academy in Detroit.
10	Job Shadow	On November 21 <sup>st</sup> , 2024, a Michigan State University student did a job shadow with several producers in the newsroom and met with anchors. They also watched the noon newscast from the control room.
10	Job Shadow	On February 19 <sup>th</sup> , 2025, a Vassar High School student job shadowed producers to learn how a newscast is put together. Also spent time with one of our meteorologists because they plan to attend Central Michigan University for meteorology.
10	Job Shadow	On February 20 <sup>th</sup> , 2025, a Michigan State University student spoke with producers and reporters about what it's like to work in a professional newsroom. This shadow day led to an interview a few months later for an open position.
10	Job Shadow	On February 28 <sup>th</sup> , 2025, an Eastern Michigan University student met with producers and anchors. They shared interest in anchoring one day and spoke with anchors at length about how they progressed in their careers.

10	Station Tour	On April 26 <sup>th</sup> , 2024, 15 students from the Great Lakes Bay Home School Group spent time in the Newsroom and Studio. One of our Meteorologist answered questions.
1	Career Fair	On March 20 <sup>th</sup> , 2025, we participated in the MAB Foundation Media Career Fair at the Michigan Student Broadcast Awards luncheon.
10	Job Shadow	On April 11 <sup>th</sup> , 2025, a student from Wayne State University shadowed. This was after being introduced at an MAB career fair, they came to ABC12 to shadow producers and on-air talent. They watched some of the noon newscast from the control room as well as the studio. Then they connected with one of our main tv anchors and asked questions about a career in TV.
10	Job Shadow	On April 25 <sup>th</sup> , 2025, a student from Western Michigan University did a job shadowing ABC12 on-air talent and spoke with producers. They asked excellent questions about the station's history and culture.
10	Job Shadow	On April 25 <sup>th</sup> , 2025, a student from Western Michigan University came to shadow producers and on-air talent. They were very interested in the work that goes on behind the scenes to create the newscast that goes over the air.

10	Tour/Shadow	On April 25 <sup>th</sup> , 2025, Community Ties South out of Saginaw were here for one hour with nine individuals with special needs and three chaperones. They went through the control room and the studio.
10	Job Shadow	On May 1 <sup>st</sup> , 2025, a student from Michigan State University shadowed producers. They also wanted information on what it is like to put together hour-long newscasts and what qualities and experience to look for in candidate searches.
10	Job Shadow	On May 13 <sup>th</sup> , 2025, a Michigan State student did a job shadow at the station. They are interested in sports reporting. They will get an in-depth look at the work that is down behind the scenes to produce a sportscast.

14	HR Training Seminar	<p>On May 13<sup>th</sup>, 2025, the Business Manager attended the Valley Society for Human Resources Management's HR Labor and Employment Law Legal Update seminar. The Seminar covered recent labor and employment law developments. Provided with detail about the new laws and regulations businesses must contend with. Relevant case law to provide real world examples of what to do when faced with a volatile situation involving an employee. This presentation was comprised of four segments. Traditional case law updates focus on key legal decisions involving labor and employment matters. The panel covered the Pregnant Workers Fairness Act and the regulations likely to impact operations and drastically expand the concept of workplace accommodation. The EEOC's proposed guidance on workplace harassment was reviewed to better address such issues in the workplace</p>
10	Tour/Shadow	<p>On May 23<sup>rd</sup>, 2025, a middle school from Bad Axe did a station tour. They met with one of our meteorologists in the studio to learn about forecasting the weather.</p>

\* 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.