

Annual EEO Public File Report
Board of Trustees, Michigan State University – East Lansing, MI
WKAR-TV, WKAR-FM, WKAR-AM
For the period of June 1, 2025-May 31, 2026

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Board of Trustees, Michigan State University’s East Lansing, Michigan Employment Unit (“SEU”). This SEU is comprised of the following stations: **WKAR-TV** licensed to EAST LANSING, MICHIGAN; **WKAR-FM** licensed to EAST LANSING, MICHIGAN; **WKAR-AM** licensed to EAST LANSING, MICHIGAN. This report has been placed in the public inspection files of these stations and posted to their websites, prior to June 1, 2026.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, and contact person (if applicable).
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment sourced utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 that follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Position for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hire began working. A person was deemed “interviewed” whether he or she was interviewed in- person, over the telephone or by e-mail.

Appendix 1
Annual EEO Public File Report
Board of Trustees, Michigan State University – East Lansing, Michigan
Covering the Period from June 1, 2025 to May 31, 2026

Stations Comprising Station Employment Unit:
WKAR-TV, WKAR-FM, WKAR-AM

Vacancy Information

Full Time Position by Job Title	Date of Hire	Recruitment Source Used for Hire	Total # Of Interviews from All Sources	Sources Notified of Opening
News Director/Managing Editor	06/04/25	LinkedIn	7	2, 8, 9, 10, 11, 12, 15, 16, 18, 19, 21, 23, 26, 27, 28, 29, 35, 37, 41, 42, 44
TOTAL NUMBER OF PERSONS INTERVIEWED DURING CURRENT PERIOD			7	

Annual EEO Public File Report

Board of Trustees, Michigan State University – East Lansing, Michigan

Covering the Period from June 1, 2026 to May 31, 2026

Stations Comprising Station Employment Unit: **WKAR-TV, WKAR-FM, WKAR-**

AM

Recruitment Source Information

	Recruitment Source	Total # of Interviewees this source provided	Full Time Positions for which source was utilized
1	Asian American Journalist Association	0	News Director/Managing Editor
2	Corporation for Public Broadcasting	2	News Director/Managing Editor
3	Current	0	News Director/Managing Editor
4	Diversityworking.com	0	News Director/Managing Editor
5	Facebook - WKAR	0	News Director/Managing Editor
6	Greater Public	0	News Director/Managing Editor
7	Indeed.com	0	News Director/Managing Editor
8	Indigenous Journalists Association	0	News Director/Managing Editor
9	Journalismjobs.com	1	News Director/Managing Editor
10	LinkedIn	4	News Director/Managing Editor
11	Michigan Association of Broadcasters	0	News Director/Managing Editor
12	Michigan State University HR	0	News Director/Managing Editor
13	National Association for Multi-Ethnicity in Communications	0	News Director/Managing Editor
14	National Association of Black Journalists	0	News Director/Managing Editor
15	National Association of Hispanic Journalists	0	News Director/Managing Editor
16	National Educational Telecommunications Association	0	News Director/Managing Editor
17	Public Media Journalists Association	0	News Director/Managing Editor
18	Radio Television Digital News Association	0	News Director/Managing Editor
19	The Association of LGBTQ Journalists	0	News Director/Managing Editor
20	The Job Network.com	0	News Director/Managing Editor
21	WKAR.org	0	News Director/Managing Editor
	Total Interviews	7	

NOTIFICATION LIST
June 1, 2024 to May 31, 2025

	Source	Website	Email
1	All Access - Radio positions	www.allaccess.com	
2	Asian American Journalist Association	www.aaja.org	national@aaja.org
3	Association of Fundraising Professionals	https://afpglobal.org/	
4	Association of Fundraising Professionals-Capital Area Chapter	https://community.afpglobal.org/afpmicapitalareachap	afp_cac@yahoo.com
5	CASE Career Central	www.jobtarget.com	
6	Chronicle of Philanthropy	https://hire.philanthropy.com/	jobs@chronicle
7	Colleg of Comm Arts @ MSU	www.cas.msu.edu	hoxseys@msu.edu
8	Corportation for Public Broadcasting	https://www.cpb.org/	
9	Current	https://jobs.current.org/employer/pricing/	classified@current.org
10	Diversityworking.com	https://www.diversityworking.com/employerZone/pos	steven.garcia@diversityworking.com
11	Facebook - WKAR	https://www.facebook.com/WKARPUBLICMEDIA	
12	Greater Public	https://www.greaterpublic.org/jobs/	
13	Handshake - student jobs	https://msu.joinhandshake.com	
14	HigherEdjobs.com	www.higheredjobs.com	sales@higheredjobs.com
15	Indeed.com	www.indeed.com	Aggregate website
16	Indigenous Journalists Association	https://indigenousjournalists.org	
17	National Academy of Television Arts & Sciences	https://jobbank.emmyonline.org/	
18	JournalismJobs.com	www.journalismjobs.com	infoWjournalismjobs.com
19	LinkedIn - WKAR	www.linkedin.com	
20	Mi Talent (Michigan Works)	www.mitalent.org	
21	Michigan Association Of Broadcasters	https://michmab.com/	dkelley@michmab.com
22	Michigan Non-Profit Association	www.mnaonline.org	
23	Michigan State University HR	jobs.msu.edu	
24	Musical America	https://jobs.musicalamerica.com/jobs/	
25	National Action Council for Minorities in Engineering	https://careers.nacme.org	
26	National Association for Multi-Ethnicity in Communications	https://namic.site-ym.com/networking	
27	National Association of Black Journalists	http://nabjcareers.org	info@nabjcareers.org
28	National Association of Hispanic Journalists	https://www.nahjcareers.org/	info@nahjcareers.org
29	National Educational Telecommunications Association (NETA)	http://www.netaonline.org/Professional-Development/Public-TV-Careers	
30	Native American Journalist Association	https://naja.wildapricot.org/NAJA-store	Now Indigenous Journalists Association i
31	Non Profit Times	www.nptimes.com	
32	Organization of Black Designers	http://obd.org	
33	Producers Guild of America	https://producersguild.org/	
34	Public Media Business Association - accounting/HR	www.pmbaonline.org	jwickline@pmbaonline.org
35	Public Media Journalists Association	https://pmja.org/	
36	Public Radio Association of Development Officers (PRADO)	https://www.pradoweb.org/	
37	Radio Television Digital News Association	http://www.rtdna.org/	
38	Society of Broadcast Engineers	https://www.sbe.org/sections/jobs_online.php	kjones@sbe.org
39	Sphinx Organization - music	https://www.sphinxmusic.org/job-postings	
40	Staff Me Up, Production Jobs in TV	https://staffmeup.com/	
41	The Association of LGBTQ Journalists nljja	https://www.nljja.org/	dillon@nljja.org
42	The Job Network.com	https://www.thejobnetwork.com/	support@pandologic.com
43	The State News (student newspaper) Ad for student hires	https://statenews.com/	
44	WKAR.org	www.wkar.org/inside/employment	jordann@wkar.org
45	Other		

Appendix 2

Board of Trustees, Michigan State University – East Lansing, Michigan

Covering the Period from June 1, 2025 to May 31, 2026

Stations Comprising Station Employment Unit: **WKAR-TV, WKAR-FM, WKAR-AM**

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Reporting Period:

Outreach: **Website Posting** www.wkar.org

Date: June 1, 2025 – May 31, 2026

Participating Employee(s): None

Event Sponsor: Michigan State University

Description of Activity: WKAR has an announcement posted on its website encouraging organizations that can refer job seekers to contact WKAR to be included in the mailing of our job openings.

Outreach: **Job/Career Fair**

Date: November 6, 2025

Participating Employee(s): Ashlee Smith, Sr. Director of Content and Education
Megan Matier, Director of Production

Event Sponsor: Michigan Association of Broadcasters Foundation

Description of Activity: Great Lakes Broadcast & Sports Academy Career Fair

WKAR hosted a table at the MAB Foundation Media Career Fair which was attended by over 1200 students and business-minded professionals. WKAR met with many people to share job opportunities, information on careers in broadcasting, and possible internship opportunities.

Outreach: **Station Tours**

Date: June 6, 2025

Participating Employee(s): Megan Matier, Director of Production

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of the WKAR TV and radio studios to 26 Spartan alumni while talking about WKAR's history and public media careers.

Date: July 2, 2025

Participating Employee(s): Brant Wells, Sr. Director of Station Operations

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of the WKAR TV and radio studios to a WKAR donor and his grandson. Careers in radio and television were shared.

Date: July 23, 2025

Participating Employee(s): Brant Wells, Sr. Director of Station Operations
Megan Matier, Director of Production

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of the WKAR TV and radio stations to 26 students in the MIPA broadcast news and sports broadcasting courses. Information about public media and careers in broadcasting were discussed.

Date: July 28, 2025

Participating Employee(s): Al Martin, Producer and Host

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of WKAR TV and radio studios to 15 students participating in the Visiting International Professionals Program. Information about the WKAR internship program and careers in radio and television were discussed.

Date: August 8, 2025

Participating Employee(s): Bobby Taylor, Video Production Technician and Experiential Learning Coordinator
Sarah Cherry, WKAR experiential learning intern

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of WKAR radio and television studios to 26 youth campers and 4 camp counselors from ABC Learning Academy of Jackson. Attendees learned about careers in media, WKAR's services and content.

Date: October 23, 2025

Participating Employee(s): Bobby Taylor, Video Production Technician and Experiential Learning Coordinator
Ben Nathan, WKAR experiential learning intern

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of WKAR television studios to 13 high school students and 8 counselors from Skyline Hight School, Troy Athens High School, and Huron High School. Careers in broadcasting and the video production process were discussed.

Date: February 21, 2026

Participating Employee(s): Brant Wells, Sr. Director of Station Operations
Megan Matier, Director of Production

Event Sponsor: WKAR Public Media

Description of Activity: Provided a tour of the WKAR television and radio studios to 19 students and 8 adults from Capital Christian Homeschool Community. The broadcasting process was explained and careers in broadcasting were discussed.

Outreach: **Internships**

Event Sponsor: WKAR

Participating Employee(s): Bobby Taylor, Video Production Technician and Experiential Learning Coordinator

Description of Activity: The WKAR Experiential Learning Program is about giving students the opportunity to learn about various aspects of Public Media, while primarily focusing on their own area of concentration. Students gain hands-on professional experience in their specific fields as it relates to their majors and area of study, while also developing a better understanding of the many different departments and teams that make up a Public Media Station.

Specific concentrations that are currently part of the program are:

- Content Production & Producing
- Communications
- Digital Engagement
- Events & Engagement
- Engineering & Technical Operations for Broadcast/Radio

- Education
- News Journalism

Summer Semester 2025 – 13 students

Fall Semester 2025 – 12 students (7 returned from previous semester)

Spring Semester 2026 – 13 students (2 returned from previous semester)

Summer Semester 2026 – 11 students (3 returned from previous semester)

Total of 38 individual students over the year.

Appendix 3

Board of Trustees, Michigan State University – East Lansing, Michigan

Covering the Period from June 1, 2025 to May 31, 2026

Stations Comprising Station Employment Unit: **WKAR-TV, WKAR-FM, WKAR-AM**

Station Studios and Office Location Address:

Board of Trustees, Michigan State University operates studio and office facilities at the following East Lansing, Michigan address:

404 Wilson Road, East Lansing, MI 48824. 517-884-4700 (WKAR-TV, WKAR-FM, WKAR-AM)

Appendix 4

Board of Trustees, Michigan State University – East Lansing, Michigan

Covering the Period from June 1, 2025 to May 31, 2026

Stations Comprising Station Employment Unit: **WKAR-TV, WKAR-FM, WKAR-AM**

Station Personnel Involved in Hiring Decisions

The following station personnel are responsible for hiring decisions made by our Station Employment Unit:

Shawn Turner, Director of Broadcasting/General Manager	517-884-4770 / ssturner@wkar.org
Stephanie DeClercq, Director of Finance & Budget	517-884-4713 / stephanie@wkar.org
Ashlee Smith, Sr. Director of Content & Education	517-884-4773 / ashlee@wkar.org
Bill Richards, Director of Communications	517-432-0013 / billr@wkar.org
Dave Mann, Director of Broadcast Technology	517-884-4749 / davemann@wkar.org
Brant Wells, Sr. Director of Station Operations	517-884-4712 / brant@wkar.org
Melanie McGuire, Sr. Director of Development	517-884-4730 / melanie@wkar.org

The following person is responsible for our Station Employment Unit's EEO efforts:

Jen Spitzley, Director of HR	517-353-4916 / spitzl39@msu.edu
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The following person is responsible for compiling our Station Employment Unit's EEO efforts:

Stephanie DeClercq, Director of Finance & Budget	517-884-4713 / declerc4@msu.edu
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