

# EEO Public File Report

**WNMU(TV) & WNMU-FM, Marquette, MI**  
**June 1, 2025 – May 31, 2026**

## Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
0				There were no full-time positions filled during this year's filing period.		
* See Attached List of Recruitment Sources for Contact Information						

## Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	There were no full-time positions filled during this year's filing period.			

**Prong 3 Longer-Term Recruitment Initiatives  
Implemented During Previous Year**

*WNMU-TV/FM is located in a smaller market (outside of metropolitan areas of 250,000 population or more).*

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	8/25/2025 – 5/1/26	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Established annual scholarship program to award student interested in broadcasting career	Reviewed applications, selected and awarded scholarships to four Northern Michigan University students to produce student led Public Eye news live broadcast. 42 additional students participated in the production.	Mike Settles, TV Producer/Host, Tammy Wixtrom-Johnson FM Station Manager
2	2/23/26 – 4/1/26	Events or programs with educational institutions relating to career opportunities in broadcasting.	Explore broadcast opportunities with college students in media courses.	WNMU-TV staff collaborated with Northern Michigan University faculty to facilitate hands-on learning in conjunction with video production course taught in WNMU-TV local production Studio A.	Michael Lakenen, TV Producer/Director
3	9/1/25 – 5/31/26	Community events regarding broadcasting opportunities.	Explore broadcast opportunities with 8-18-year-old local youth.	WNMU-FM staff collaborate with U.P. Children’s Museum to teach production techniques. Students were able to produce stories for airing during this reporting period.	Tammy Wixtrom-Johnson FM Station Manager, Nicole Walton News Director, Hans Ahlstrom Program Director, Kurt Hauswirth Host/Announcer
4	6/1/25 – 5/31/26	Participation in other activities to provide opportunities in broadcasting careers	Advise NMU student run radio station.	Tammy Wixtrom Johnson shares advising duties of college radio station with a Northern Michigan University faculty member.	Tammy Wixtrom Johnson, FM Station Manager

5	4/7/26	Tours emphasizing broadcast career opportunities.	Partnered with NMU Class COM 100	Hands on station tour for 19 college students. Tour included teleprompter reading, and hands on broadcast production simulation.	Mike Lakenen Producer/Director TV
6	10/29/25 & 4/22/26	Participation in job fair.	Participated in local job fair to recruit student and staff positions.	Hosted a booth at job fair.	Robert Thomson, TV Station Manager, Tammy Wixtrom Johnson, FM Station Manager, Mike Lakenen, Producer/Director TV, Kurt Hauswirth, Producer/Host FM
7	9/3/24 & 5/3/25	Internship Program	Explore broadcast opportunities with college students.	15 Northern Michigan University students received hands-on broadcast-related experience (1 Radio & 14 TV). Student interns were involved with various aspects of media production including news, sports, and local productions.	Robert Thomson, TV Station Manager, Michael Lakenen, WNMU-TV Director/Producer, Mike Settles, WNMU-TV Host/Producer, Nicole Walsh, Graphic Designer/Communications, Jim Pelon, Traffic/Production Coordinator, Adam Diaz/Broadcast Systems
8	10/18/25 & 3/21/26	Tours emphasizing broadcast career opportunities.	Partner with Northern Michigan University in Wildcat Weekend recruitment effort.	Collaborated with NMU faculty to host prospective students and parents. Discussed academic and experiential learning opportunities at NMU and WNMU-TV/FM.	Robert Thomson, TV Station Manager, Michael Lakenen, TV Producer/Director
9	5/14/26	Events or programs with educational institutions relating to career opportunities in broadcasting.	Hosting Young Wildcat Scholars education and career exploration event.	Hosted three groups of sixth graders from NMU's nine charter schools. Students come from diverse backgrounds from all around Michigan. The focus was to show students the depth and breadth of careers in television and radio	Michael Lakenen, TV Producer/Director

				broadcasting and the education needed to get into the field.	
10	1/8/26	Community events regarding broadcasting opportunities.	Hosted Lake Superior Community Leadership Academy for exposure to local media.	Hosted 25 community leaders to inform and educate concerning broadcasting industry and career opportunities at WNMU-TV/FM and other local media.	Patrick Lakenen, General Manager WNMU-TV/FM, Tammy Wixtrom Johnson, FM Station Manager
11	4/21/26	Events or programs with educational institutions relating to career opportunities in broadcasting.	Participated in 2026 Career Day event for 1200 high school sophomores and juniors.	Provide students with valuable insights into various broadcast career paths, educational requirements, and opportunities.	Michael Lakenen, TV Producer/Director, Kurt Hauswirth Music Producer/Host
12	5/14/26	Community events regarding broadcasting opportunities.	Explore broadcast opportunities with 8-18-year-old local youth.	WNMU staff collaborate with Young Wildcat Scholars to tour the stations and teach production techniques. 60 students, over three sessions, were able to tour and produce a news production during this reporting period.	Tammy Wixtrom-Johnson FM Station Manager, Mike Lakenen Producer/Director TV, Jim Pelon Traffic Manager TV