



Annual FCC – EEO Public File Report
May 21, 2025 through May 20, 2026
Employment Unit consists of WTVS
And 90.9 WRCJ-FM (Operated Under Management Agreement)

I. Recruitment for All Full-time Vacancies

Detroit PBS (DPBS) shares each full-time vacancy within the station via email. Vacancy information is also widely disseminated (as noted in II below) and all position vacancies are posted to the Detroit PBS Website www.detroitpbs.org/.

II. Notification to Community Groups

A. Routine Recruitment Outreach – As a regular practice, notices are sent to local organizations that have requested vacancy information for each full-time permanent opening. All such job announcements encourage those seeking information to refer to Detroit PBS’s Website for additional information.

B. Job Specific Recruitment – For each vacant position, Human Resources, along with the department head, identify what paid advertisements, Websites or trade publications will be used in addition to the sources listed in the Recruitment Sources.

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

A. Internship Program

The Detroit Public Media (WTVS) internship program is designed to give qualified students, volunteers and members of the community an opportunity to gain an enhanced understanding of television production and station operations through meaningful and challenging work assignments and allows WTVS to participate in the educational process by providing a practical, first-hand television work experience.

Internships are administered on a quarterly basis, based on department capacity. The rotation of interns aids WTVS in providing exposure of the television medium to a greater number of communications and journalism students and others.

Our internships were administered on the following basis:

Quarter	Number of Interns (based on internship start date)
Fiscal Year 2025 – 4 th Quarter (April 2025 – June 2025)	7 SE 4/29/2025-8/13/2025 DE 5/5/2025-8/8/2025 DE 5/13/2025-8/19/2025 BW 5/13/2025-8/19/2025 SR 5/20/2025-8/20/2025 AS 5/20/2025-8/13/2025 MS 6/17/2025-9/9/2025
Fiscal Year 2026 – 3 rd Quarter (Jan 2026 – March 2026)	2 BC 1/20/2026-4/28/2026 ES 1/14/2026-4/8/2026

Information regarding internships is available on the station website and has been distributed to area universities.

During the reporting period, there were a total of 2 students interned in the Great Lakes Now Department, 1 student interned in the One Detroit Department, 4 students interned in the Multiplatform Marketing Department, and 2 students interned in the Education/Michigan Learning Channel Department. All the students who interned came from a variety of local and national universities and colleges, such as, Grand Valley State University, University of Michigan-Dearborn, Ithaca College, University of California-Davis, Wayne State University, and Michigan State University- including the Knight Center for Environmental Journalism.

C. Employee Training Programs

- Detroit PBS offers several benefits that encourage employees to advance their education and careers, including training that may qualify employees for promotion and tuition reimbursement.
- Employees reported the following training:

Class	Date	Number of Employees
Key Updates to the Code of Ethics and What They Mean for You (webinar)	5/22/2025	1
Protrack 7 & Station Operations	7/8/2025	1
Protrack 7 & Station Operations	7/8/2025, 7/15-7/17/2025, 7/23/25, 8/20/25, 8/25/25	1
Local News Crisis and the Impact on Michigan Communities summit	7/22/2025	1

Inforum's IRL Mentorship Event	7/23/2025	1
Pledge Training	7/30/2025	1
SMPTE 2110 Training Bootcamp for Dept 13 Workshop	8/6/2025	13
EIDR & SIX Training	8/19/2025, 8/26/2025	1
AI Professional Development Training at DEC	9/3/2025	1
Grow Your Agency Fund: Strategic Insights from the Yvonne Fund (webinar)	9/4/2025	1
MI Environmental Council	9/12-9/13/2025	1
DEC Young Leader Conference	9/25/2025	1
Detroit Philanthropy Networking Breakfast	9/25/2025	2
Meeting the Moment: How Funders and Nonprofits Can Work Together (seminar)	9/25/2025	1
About Each Other--and How Seriously We Ought to Take What They Say (webinar)	9/30/2025	1
Fundraising trends with The Chronicle of Philanthropy (webinar)	10/16/2025	1
Connect Macomb Networking Event	11/12/2025	1
Trac Media	1/7-1/9/2026	1
DEC Meeting Michigan Economic Outlook 2026 (seminar)	1/13/2026	1
Research Roundup: Why Michigan Needs the MEG (webinar)	3/17/2026	1
Ask the CEO: A Conversation with Heather Gerken of the Ford Foundation (webinar)	4/1/2026	1
MSB Leadership Summit	4/7-4/10/2026	1
Relationships, Readiness, and Funding Decisions (seminar)	4/21/2026	1
NAB	4/19-4/22/2026	1
PBS Annual Meeting	5/5-5/7/2026	6

Section 1: Full time Job Openings Filled

Time Period Covered: May 21, 2025 to May 20, 2026

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Manager, Multiplatform Marketing Hired: 10/20/2025 Recruitment Sources: 1-3; 25	Social Media: LinkedIn	9
Manager, Education Communications & Digital Strategy Hired: 05/18/2026 Recruitment Sources: 1-15, 17-20, 24,25	Social Media: LinkedIn	35

Social Media Specialist Hired: 05/18/2026 Recruitment Sources: 1-15, 17-21, 24,25	Website	5
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Time Period covered: May 21, 2025 to May 20, 2026
Stations in Employment Unit: WTVS/WRCJ

Recruitment Source (Name, Address, Telephone Number, Contact Name, Web/E-mail address)	Total Number of Interviewees This source has provided during this period
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1.	Station Website Postings Detroit PBS www.detroitpbs.org	4
2.	Internal Station Postings/Emails Detroit PBS atattan@detroitpbs.org	3
3.	Detroit PBS Social Media (LinkedIn, Facebook, Twitter) Detroit PBS Facebook: https://www.facebook.com/detroitpbs/ X/Twitter: https://twitter.com/Detroit_PBS Threads: https://www.threads.net/@detroitpbs LinkedIn: https://www.linkedin.com/company/detroitpbs/	LinkedIn: 30
4.	Aquinas College saintsforhire@aquinas.edu	
5.	Davenport University livonia.cs@davenport.edu	
6.	Detroit Urban League shelita.richmond@deturbanleague.org	
7.	Eastern Michigan University sbooth1@emich.edu ; emu_cmta@emich.edu	
8.	Henry Ford Community College careers@hfcc.edu	

9.	MSU morrisvi@vps.msu.edu hanson39@msu.edu	
10.	Southeastern Michigan Indians Inc. semii1975@yahoo.com	
11.	The Fitness Fellowship International emufitnessfellowship@gmail.com	
12.	Michigan Rehabilitation Services Hargrave, Terry (DHS) < hargravet1@michigan.gov >	
13.	American Indian Services Inc amerinserv@ameritech.net	
14.	Specs Howard nshiner@specshoward.edu	
15.	Wayne State perry.farrell@wayne.edu	
16.	Free Online Sources:	
17.	Michigan Talent Bank https://jobs.mitalent.org/signin/	1
18.	Culture Source https://culturesource.org/post-job-members/	
19.	Michigan Assc. Broadcasters www.Michmab.com	
20.	TV Jobs http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi	
21.	Greater Public Jobline http://greaterpublic.org/job-line	
22.	Michigan Diversity Council http://www.diversityfirstjobs.com	
23.	Internships.com http://www.internships.com/employer	
24.	Society Broadcast Engineers http://www.sbe.org/sections/jl_submit.php	
25.	INDEED https://employers.indeed.com/m#post-job	9

26.	Handshake (internships) https://app.joinhandshake.com/	
27.	Specs Howard Internships only	
28.	Washtenaw Community College (Internships) https://washtenaw-csm.symplicity.com/employers/index.php?s=home&PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92	
29.	Schoolcraft College https://www.collegecentral.com/schoolcraft/	
30.	Fee Based Sources:	
31.	Michigan Nonprofit Association https://www.mnaonline.org/jobcenterform.aspx	
32.	LinkedIn	
33.	Public Relations Society of America http://www.prsadetroit.org/job-opportunities-2/	
34.	Women in Communication http://jobtarget.womcom.org/employer/pricing/	
35.	Journalism Jobs http://journalismjobs.com/post_job_new.cfm	
36.	Simplyhired simplyhired.com	
37.	Inforum Center for Leadership Development https://www.inforummichigan.org/job-postings	
38.	current magazine jobs.current.org	
39.	Michigan Graphic Design Association http://detroit.aiga.org/	
40.	Associate of Fundraising Professionals https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item	
41.	National Association of African Americans in Human Resources http://naaahrcareerconnections.org/recruiters	

42.	National Black MBA Association http://my.nbmbaa.org/recruiters	
43.	National Association of Black Journalists	
44.	media Jobs Connection http://mediajobsconnection.poynter.org/?sslid=MzQ3Mbi0MTUwNzUGAA&sseid=MzY2trA0NbMEAA&jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7 http://michigan.jobing.com/recruiting	
45.	Public Media Jobs http://jobs.current.org/home/index.cfm?site_id=14538	
46.	Tech jobs http://www.dice.com/common/content/postJobs/index2.jsp	
47.	Upwork for freelancers https://www.upwork.com/	
48.	Employee Diversity http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs	
49.	The Society of Environmental Journalists https://www.sej.org/post-job-sejorg	
50.	Planned Giving Roundtable of Southeast Michigan https://www.plannedgivingroundtable.org/resources/opportunities.html	
51.	Public Media Journalists Association https://jobs.pmja.org/employer/login/?goto=%2F%2Fjobs%2Fpost%2Fprocess%5Fproduct%2Ecfm%3Fextre%3D1%26site%5Fid%3D23919	
52.	NETA https://www.netaonline.org/form/job-listing	
53.	Idealist	

54.	Referrals/Word of Mouth	
55.	The Associations of LGBTQ Journalists JobBoard@nlgja.org	
56.	Public Media Business Association	
57.	PRNDI Chris Diers <cpaigediers@gmail.com>	
58.	Referral	1
59.	Glassdoor	1 ¹

¹ Candidates listed Glassdoor as recruitment source for Manager, Multiplatform Marketing even though DPBS had not used that particular recruitment source for this vacancy.