

Annual EEO Public File Report June 1, 2025– May 31, 2026

WDET-FM, Detroit Wayne State University

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared by WDET and is required to be placed in the station’s public inspection file and posted to its website. The information covered in this Report covers the time period beginning June 1, 2025 and extending through May 31, 2026 (“the Applicable Period.”).

The FCC’s EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
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 source 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.

Full-Time Vacancies Filled During This Period

June 1, 2025 to May 31, 2026 Data

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
Director of Development, WDET Public Radio Filled: August 2025	Jobs.wayne.edu	5	1
WDET Digital Editor Filled: January 2026	Wdet.org	5	1
WDET Creative Producer/ Engineer Filled: April 2026	Wdet.org	2	1
Digital Content and Communities Assistant Filled: April 2026	Linkedin.com	5	1

Recruitment/ Referral Sources used to Seek candidates for Each Vacancy

WDET posted all full-time vacancies within the station on the WDET website and Wayne State University job board which serves as the official posting and application submission website for all job postings.

In addition to these websites, further sourcing efforts were taken by posting job descriptions on the following job posting webpages: Higher Ed Jobs, Google Jobs, Chronicle of Higher Education, Greater Public, Linked In, Indeed, Corporation for Public Broadcasting (CPB), HERCjobs.com, Pure Michigan Talent, Current (publicmediajobs.org), PRIMA, and The Ladders.

Job opening information is also posted to Local Veterans Employment Representative (LVER's) or Disabled Veterans Outreach Program Representative (DVOP's) and through the appropriate Career One Stop Center to assure VEVRAA/JVA compliance, Veterans Jobs custom-built portal for Federal contractors providing content to Military/ Veterans Job Seekers, Disability Jobs custom-built portal for Federal contractors providing content to Job Seekers with disabilities., Diversity Jobs custom-built portal for Federal contractors providing content to Diverse Job Seekers, Job Distribution to State Workforce Agencies, Career One Stops, Veterans and Disabled Veterans sites, OFCCP Reporting including job description, time and date stamp, and confirmation of delivery, Veteran portal to Alliance Partners for Military, Diversity and Disability Recruiting, Daily Job Alerts to the local Veterans offices for member's jobs.

All websites listed included hyperlinks mapping applicants back to the official Wayne State University job posting in which applicants submitted official applications and other related attachments.

Total number of persons interviewed for all full-time vacancies in the past year: 17

Total number of interviewees for all full-time vacancies filled during the past year per recruitment/ referral sources (All sourcing methods automatically route to WSU HR site regardless of referral sources):

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center 313-577-3000	Hr.wayne.edu	17

Supplemental Outreach and Recruitment Efforts

June 1, 2025– May 31, 2026

Participation in Events Educating the Community about Careers in Broadcasting

- Mary Zatina, General Manager, and Jerome Vaughn, News Director, host journalist from Belarus from Global Ties Detroit at WDET to discuss journalism in the United States – June 16, 2025
- Mary Zatina, General Manager discusses careers in broadcasting and her own career path on Enthusiastic Life podcast – October 20, 2025
- Mary Zatina, General Manager and Jerome Vaughn, News Director, host station tour and open conversation regarding radio station operations and career potential with Wayne State University Public Relations Student Society of America and Society of Professional Journalists local chapters – November 24, 2025
- Wesley Bennet, Membership Specialist hosts guests (Norris) for a tour of the station, recording audio messages and opportunities for careers in broadcasting – February 13, 2026
- Wesley Bennet, Membership Specialist hosts guests (Luscombe) for a tour of the station, recording audio messages and opportunities for careers in broadcasting – March 3, 2026
- Wesley Bennet, Membership Specialist hosts guests (Arora) for a tour of the station, recording audio messages and opportunities for careers in broadcasting – March 4, 2026
- Wesley Bennet, Membership Specialist hosts guests (Fontana) for a tour of the station, recording audio messages and opportunities for careers in broadcasting – March 6, 2026
- Wesley Bennet, Membership Specialist hosts guests (Sterritt) for a tour of the station, recording audio messages and opportunities for careers in broadcasting – July 18, 2025
- Entire WDET staff participated in Junior Warrior/Bring Your Child to Work Day with more than 60 children coming to the station for tours and to hear about careers in broadcast journalism – April 23, 2026
- Jerome Vaughn, News Director, represents WDET on Knight Foundation journalism panel – September 8, 2025

Events with Educational Institutions Relating to Careers in Broadcasting

WDET provides tours for groups or individuals who are interested in a career in radio broadcasting. WDET staff also had opportunities to speak to students of all ages about careers in radio as well as other Journalism inspired speaking engagements. A list of

employee participation with educational institutions is listed below.

- WDET hosted four high school students from Detroit Cristo Rey High School in a work study program September 2025 through May 2026 that provided real world work experience in various aspects of running a radio station with live programming, production and membership support
- Mary Zatina, General Manager discusses networking skills and broadcast career opportunities one-on-one with WSU student – June 2, 2025
- Mary Zatina, General Manger discusses broadcast opportunities for students in Wayne State University’s Honors College interested in stories related to the environment – June 4, 2025
- Diane Sanders, Manager – Strategic Initiatives spoke with a group of students in the University of Michigan Wolverine Pathways Program to discuss careers in journalism – November 15, 2025.
- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives hosted Detroit School of the Arts students to discuss careers in radio and station tour. April 29, 2026
- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives hosted high school students in a summer program “Future Leaders” to discuss careers in radio and station tour. June 24, 2026
- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives, coordinated with Dr. Watts, University of Vermont to partner with the Center for Community News that offers journalism students engagement opportunities November 18, 2025
- Mary Zatina, General Manger represents WDET while visiting Ronald Brown Academy in Detroit to discuss podcasting opportunities in broadcasting – July 10, 2025
- Music Host Don Was hosts candid question and answer session with Wayne State University Fine, Performing and Communication Arts students about things you can do with the love of music and a music degree – May 8, 2026
- WDET employees teach 5-day courses in podcasting to Detroit Public Schools students to build confidence, enhance communication skill and develop skills in digital storytelling, journalism, interviewing skills and editorial production techniques – June 23, 2025 – July 25, 2025
- Reporters Sascha Raiyn and Nargis Rahman representing WDET work with Raman Singh and Beth Falenski from the InterFaith Leadership Council of Metro Detroit (IFLC) about doing a Religious Journeys Storytelling Project; engaging 7th grade storytellers to write and report on stories about interfaith communities.after visits to the Islamic Center of the Western Suburbs (October 16, 2025), Eternal Mother Hindu

Temple (November 11, 2025), Temple Israel (December 18, 2025), Hartford Memorial Baptist Church (January 22, 2026), Gurwara Sahib Mata Tripta (February 4, 2026) and Zekelman Holocaust Center (March 3, 2026)

- Reporter Nargis Rahman spoke to a group of 18 youths from Detroit summer schools on community journalism and answered questions about WDET as part of the Detroit Writing Room Summer Camp – July 9, 2025
- Reporter Nargis Rahman spoke to WDET interns, who attend local colleges, about the importance of culturally relevant questions and stories to cover communities of color for Cultural Awareness Training – July 31, 2025
- Reporter Nargis Rahman participated in a Career Day at Frontier High School in Hamtramck, Michigan to teach high schoolers about careers in journalism and share work about being a reporter at WDET – March 26, 2026
- Reporter Sascha Raiyn mentors Marygrove High School student twice a month to produce sports stories for the Detroit Evening Report podcast and broadcast – September 2025 – May 2026
- Reporter Sascha Raiyn presented investigative journalism workshop for high school students for Watchdog U, an initiative by Eye on Michigan, a non-profit journalism program aimed at training the next generation of investigative reporters – November 25, 2025
- Reporter Nargis Rahman spoke to the WSU COM4250 - Reporting Race, Gender, and Culture class about reporting on diverse communities. About 20 students. Discussed tips and suggestions on how to find sources, navigating new subjects and understanding new cultures – December 4, 2025
- Reporter Nargis Rahman participated in a Career Day at Unity Academy in Warren, Michigan to teach elementary and middle school students about careers in journalism and share work about being a reporter at WDET – April 17, 2026
- David Leins, senior producer for The Metro, guest lecturer for Wayne State school of Communication on intro to podcasting and public media careers – March 30, 2026
- Tia Graham and Cary Junior II, hosts and producers of The Metro, Wayne State school of Communication, journalism class on public media careers – April 21, 2026
- Music Host Jon Moshier has informational interview on careers in public radio with Cranbrook student – March 15, 2026
- Quinn Klinefelter, Senior News Editor, delivered remarks to Ball State University administrators and students regarding financial and political challenges facing career journalists and his broadcasting career track – November 6, 2025
- Jerome Vaughn, News Director, speaks with students from Bowling Green State University about broadcast journalism and gives station tour – November 14, 2025

- Jerome Vaughn, News Director, speaks to broadcast students at Plymouth Canton High School about careers in broadcasting – November 20, 2025

Internship Program

WDET maintained an internship program targeted to journalism students through its news and production departments that provided 36 interns with substantial, real world journalism experience that would improve their ability to compete for full-time employment.

- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives partnered with Michigan Central to support the WDET Internship Program - October 2025
- Diane Sanders, Manager – Strategic Initiatives, coordinated with the WSU Honors College to continue the Environmental Reporting Internship partnership - May 5, 2025
- WDET partnered with Wayne State University Career Services to offer professional development workshops to interns. July 28-31, 2025.
- Diane Sanders, Manager – Strategic Initiatives worked with the Community Foundation of Southeast Michigan and the MI Justice Fund to continue the Fellowship opportunity in journalism for returning citizens
- Diane Sanders, Manager – Strategic Initiatives partnered with the May Mitchell Royal Family Foundation to continue the partnership for an internship opportunity in the Detroit Radio Information Service (DRIS), a radio reading service for the blind and print-handicapped
- Jerome Vaughn, News Director, speaks to Wayne State University students at Journalism Internship Fair – October 23, 2025

Providing Training to All Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination

Each year WDET staff complete harassment prevention training. In the spring of 2026, all management level personnel completed the Vector Solutions course Discrimination Awareness in the Workplace (Full Course) administered by Wayne State University's Office of Equal Opportunity.

Training for Station Personnel

WDET offers training to employees through a variety of on-site and off-site programs including conferences, seminars, and tuition reimbursement through Wayne State University. WDET staff attended various trainings and participated in professional development opportunities throughout the applicable period.