

2026-ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report is to comply with Section 73.2080(C) (6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station, for the purpose of the EEO Rules:

Call Sign	Community
WHMI-FM	Howell, MI
Mailing Address:	Telephone number:
P.O. Box 935	517-546-0860
Howell, MI 48844	Contact Person/Title:
	Connie Bailey/Office Manager
	Email Address:
	cbailey@whmi.com

The information contained in the Annual EEO Report covers the time period from June 1, 2025 to May 31, 2026 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains 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, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified;
3. The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all 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 community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in the station's public inspection file on 6/1/2026, and posted on the stations' website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: June 1, 2025 to May 31, 2026

Stations In Employment Unit: WHMI-FM

Full-Time Positions Filled by Job Title And Date Filled	Recruitment Source of Hire	Total Number of Interviews From all Sources for this Position
Account Executive 2/16/26	WHMI Facebook	11x

All Recruitment sources listed in Section 2 were used to recruit for each full-time vacancy listed in Section 1.

Total Number of People Interviewed for All Job Positions 11x

Section 2: Recruitment Sources

Time Period Covered: 6/1/2025 – 5/31/2026

Stations in Employment Unit: WHMI-FM

Recruitment Source: Name, Address, Phone Number, Contact Person	Total Number of Interviewees Source Has Provided	Full-Time Positions for Which This Source was Utilized
The Livingston Daily Press & Argus Kathleen Reilly, Account Executive Office: 586-977-7668 Fax: 313-496-4992 Email: kareilly@dnps.com	5	Account Executive
Krol Communications c/o WHMI-FM Office Bulletin Board	0	Account Executive
Krol Communications c/o WHMI-FM Website	0	Account Executive
Krol Communications c/o WHMI-FM Radio	4	Account Executive
Krol Communications c/o WHMI-FM Job Board	0	Account Executive
Krol Communications c/o WHMI Facebook	1	Account Executive
Lawrence Technological University https://ltu.handshake.com	0	Account Executive
*University of MI-Flint/Aimi Moss, Director 285 University Pavillion 303 E. Kearsley Street Flint, MI 48502 Fax: 810-762-3024	0	Account Executive

University of MI-Ann Arbor/Laverne Cotham Dept of Comm Studies 105 S. State Street Ann Arbor, MI 48109	0	Account Executive
Lansing Community College P.O. Box 40010 Lansing, MI 48901	0	Account Executive
Cleary University Career Services 3750 Cleary Howell, MI 48843 careerservices@cleary.edu	0	Account Executive
MI State University/Becky Hoppenstand Student Services Bldg 556 E. Circle Drive RM 113 E. Lansing, MI 48824	0	Account Executive
*CMU Mt. Pleasant, MI Fax: 517-337-8065	0	Account Executive
*Washtenaw Community College Ypsilanti, MI Career Connection	0	Account Executive
Michigan Talent Bank	0	Account Executive
MAB Website	0	Account Executive
Employee Referral	1	Account Executive
Inside Radio Insideradio.com	0	Account Executive

Added 10-16-2019

All Access Media Group
24955 Pacific Coast Highway C303
Malibu, CA 90265
Website: allaccess.com
Go to jobs to post a position

0 Account Executive

The Lund Consultants
P.O. Box 1654
Burlingame, CA 94011
650-692-7777
Email: johnlund@lundradio.com

0 Account Executive

RTDNA
www.rtdna.org

0 Account Executive

RadiInsight
Radioinsight.com

0 Account Executive

*Indicates sources that have requested notification of job openings.

REMOVED following sources on 5/16/24

-ALL ACCESS MEDIA GROUP

-THE LUND CONSULTANTS

-INSIDE RADIO

-RTDNA

ADDED following sources on 5/16/24

RadiInsight

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: June 1, 2025 to May 31, 2026

Stations in Employment Unit: WHMI-FM

Description of Activity:

1) Job Shadow

On Wednesday, November 5th, 2025, three students from Pinckney High School, participated in a Job Shadow from 10am to 1pm. Emily Marone, Senior Account Executive and Mike Scott, Program Director hosted the job shadow. Initial portion highlighted each department and what their responsibilities are at WHMI.

Tour of the radio station and departments (including Sales, On-Air, Production and News studios.)

Sat-in during production session with Dion Clark. Met with Emily Marone, Senior Account Executive, Lori Rigato, Midday Air Personality, Nik Rajkovic, News Director and Mike Scott, Program Director.

2) Scholarship

WHMI-FM has implemented a \$1000 academic scholarship program for local high school students. Upper level station management established the scholarship criteria, assessed the eligible entries and awarded the spring 2026 scholarship to a senior at Brighton High School who will be attending Syracuse University in the fall of 2026 to study Business and Journalism.

3) Station Self-Assessment:

On Thursday, March 19th, 2026, Rod Krol, President, Kris Krol, Business Manager, Richard Renko, General Manager, Mike Scott, Program Director and Connie Bailey, Office Manager, met to discuss the stations effectiveness in making sure that the Wide Dissemination being conducted is bringing in a diverse pool of applicants. Since last year's annual assessment, we had an opening for Account Executive. For the Account Executive position, we had eleven interviews and the referral source was WHMI Facebook. For the Account Executive position, The Livingston Daily Press & Argus produced five referrals, WHMI-FM Radio produced four referrals, one referral from WHMI Facebook and one from a WHMI Employee referral. We will continue to evaluate our recruitment resources going forward. We will keep the master recruitment list in-tact. In addition, we assessed the following:

1. Whether we regularly convey our EEO program to employees and applicants. The station has EEO notices posted on our bulletin board, on job applications, in on air announcements and located on the station web site. In compliance.
2. Our seniority practices, to ensure that they are not discriminatory. In compliance.
3. Our salary and benefits programs, to ensure they provide equal pay for equal work and are not in any discriminatory manner. In compliance.
4. Promotions, to ensure they are not based on any discriminatory practices. In compliance.
5. Whether we have avoided any indication in our recruiting advertisements that there is any preference for persons of particular race, national origin or gender. In compliance.
6. Union agreements, if they exist, to make sure that they provide for equal opportunities for all. Not applicable.
7. Selection techniques, to avoid tests or other hiring evaluation techniques that could be discriminatory in effect. In compliance.

4) Station Tour

On Thursday, December 11, 2025 six students and four adults from Brighton, Hartland & Whitmore Lake home-based schools took part in a tour of the WHMI facilities.

The Station Tour was conducted by Mike Scott, Program Director, the Tour took place between 1:00 PM-2:00 PM and included all departments of WHMI-FM including: Air Studio, News Department, Production facilities, Sales and Administrative departments.

5) Station Tour

On Wednesday, January 14, 2026 five students and four adults from a Brighton home-based school, took part in a tour of the WHMI facilities. The tour was conducted by Mike Scott, Program Director.

The tour took place between 1:00 PM-2:00 PM and included all departments of WHMI-FM including: Air Studio, News Department, Production facilities, Sales and Administrative departments.

6) Station Tour

On Thursday, April 9, 2026 two adults from New Horizons Rehab Center, took part in a tour of the WHMI facilities. The tour was conducted by Mike Scott, Program Director. The tour took place between 1:00 PM-2:00 PM and included all departments of WHMI-FM including: Air Studio, News Department, Production facilities, Sales and Administrative departments.

7) Job Fair

On Tuesday, February 17 2026 WHMI-FM participated in a community Career Fair hosted by Cleary University comprised of several area businesses and local agencies, to explore Career opportunities available in the Broadcasting field. Mike Scott and Dan Martin represented WHMI.

8) Job Fair

On Wednesday, March 18, 2026 WHMI-FM participated in a community/student Career Fair hosted by Lakeland High School, comprised of several area businesses and local agencies to explore Career opportunities available in the Broadcasting field.