

EEO PUBLIC FILE REPORT  
WCMU -TV and WCMU - FM  
Covering the Period From 6/01/2020 to 5/31/2021

A. Full Time Vacancies Filled During the Past Year

1. Job Title: TV / FM - Traffic Specialist	Date Filled: June 15, 2020	Recruitment Source: Word of Mouth
2. Job Title: TV / FM - Marketing Specialist/TV Producer	Date Filled: June 15, 2020	Recruitment Source: Word of Mouth
3. Job Title: TV / FM - Maintenance Engineer	Date Filled: July 13, 2020	Recruitment Source: Word of Mouth
4. Job Title: TV / FM - General Manager	Date Filled: September 08, 2020	Recruitment Source: Word of Mouth
5. Job Title: TV / FM - Marketing Manager	Date Filled: October 26, 2020	Recruitment Source: Word of Mouth
6. Job Title: TV / FM - Maintenance Engineer	Date Filled: January 04, 2021	Recruitment Source: Word of Mouth
7. Job Title: FM - Radio Staff Producer	Date Filled: February 15, 2021	Recruitment Source: Word of Mouth
8. Job Title: TV / FM - Education Engagement Coordinator	Date Filled: May 03, 2021	Recruitment Source: Word of Mouth
9. Job Title: TV / FM - Marketing & Event Specialist	Date Filled: May 03, 2021	Recruitment Source: CMU Website

B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: TV / FM - Traffic Specialist

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippet	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippet@comcast.com">joanne.tippet@comcast.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Hero2Hired	Indexed through other postings								
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	<a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a>
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:hudsona@michigan.gov">hudsona@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Michigan Association of Broadcasters									<a href="http://www.michmab.com">www.michmab.com</a>
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
M-Live	Kevin Walker, Account Executive						216-999-3713		<a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
NABET									<a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a>
Pure Michigan Talent Connect (Michigan Works)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.michworks.org">www.michworks.org</a>
Saginaw Chippewa Indian Tribe									<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
StudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
The National Labor Exchange/US Jobs	Indexed through other postings								
VA Vocational Rehab and Employment									<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Advantage Job and Career Network	Indexed through other postings								
Veterans Resource Center									<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

2. Job Title: TV / FM - Marketing Specialist/TV Producer

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippet	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippet@comcast.com">joanne.tippet@comcast.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
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Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	<a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a>
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:hudsona@michigan.gov">hudsona@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Michigan Association of Broadcasters									<a href="http://www.michmab.com">www.michmab.com</a>
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
M-Live	Kevin Walker, Account Executive						216-999-3713		<a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a>

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MOAA - Military Officers Association of America NABET	Octavia Cathey, Client Support Representative	860-271-7248	<a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a>
Pure Michigan Talent Connect (Michigan Works) Saginaw Chippewa Indian Tribe StudentAffairs.com	Octavia Cathey, Client Support Representative	860-271-7248	<a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.michworks.org">www.michworks.org</a> <a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a>
The National Labor Exchange/US Jobs VA Vocational Rehab and Employment	Octavia Cathey, Client Support Representative Indexed through other postings	860-271-7248	<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Advantage Job and Career Network Veterans Resource Center	Indexed through other postings		<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

3. Job Title: TV / FM - Maintenance Engineer

<u>Organization Name</u>	<u>Contact Name &amp; Title</u>	<u>Address#1</u>	<u>Address#2</u>	<u>City</u>	<u>State</u>	<u>PostalCode</u>	<u>Telephone</u>	<u>Fax</u>	<u>Email / Website / Location</u>
CMU Human Resources web site Disabled American Veterans HACU HERC (Higher Education Recruitment Consortium) Hero2Hired HigherEdJobs.com Indeed.com INVESTVets	Joanne Tippet Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177 860-271-7248 860-271-7248 860-271-7248		<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a> <a href="mailto:joanne.tippet@comcast.com">joanne.tippet@comcast.com</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a>
Isabella County Veteran's Office MCDC-Michigan Rehab. Services MEA - Marine Corps Executive Association of Marine for Life Michigan Association of Broadcasters Mid-Michigan Industries	Jan Welch, Director Octavia Cathey, Client Support Representative	200 N. Main Street 2258 Enterprise Dr Suite 2		Mt. Pleasant Mt. Pleasant	MI MI	48858 48858	989-772-0911 ext 235 989-773-5925 860-271-7248	989-775-6681 989-773-2932	<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a> <a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a> <a href="mailto:HUDSONA@michigan.gov">HUDSONA@michigan.gov</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="http://www.michmab.com">www.michmab.com</a>
M-Live MOAA - Military Officers Association of America NABET Pure Michigan Talent Connect (Michigan Works) Saginaw Chippewa Indian Tribe StudentAffairs.com The National Labor Exchange/US Jobs VA Vocational Rehab and Employment Veterans Advantage Job and Career Network Veterans Resource Center	Kevin Walker, Account Executive Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Indexed through other postings Indexed through other postings	2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918 216-999-3713 860-271-7248 860-271-7248	989-773-1317	<a href="http://awalker@mmlonline.com">awalker@mmlonline.com</a> <a href="http://kwalker@advancelocal.com">kwalker@advancelocal.com</a> <a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.michworks.org">www.michworks.org</a> <a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a>

4. Job Title: TV / FM - General Manager

<u>Organization Name</u>	<u>Contact Name &amp; Title</u>	<u>Address#1</u>	<u>Address#2</u>	<u>City</u>	<u>State</u>	<u>PostalCode</u>	<u>Telephone</u>	<u>Fax</u>	<u>Email / Website / Location</u>
Grand Rapids Press Lansing State Journal Saginaw News Traverse City Record Eagle Detroit Free Press CMU Human Resources web site Current.Org Disabled American Veterans HACU HERC (Higher Education Recruitment Consortium) Hero2Hired HigherEdJobs.com Indeed.com INVESTVets	Frank Fabiano Jr., Client Success Manager Frank Fabiano Jr., Client Success Manager Kevin Walker, Account Executive Jamie Holmes Frank Fabiano Jr., Client Success Manager Octavia Cathey, Client Support Representative Joanne Tippet Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings	120 West Front Street		Traverse City	MI	49684	866-937-1867 866-937-1867 216-999-3713 231-946-2000 866-937-1867	231-946-8273	<a href="mailto:ffabianojr@localiq.com">ffabianojr@localiq.com</a> <a href="mailto:ffabianojr@localiq.com">ffabianojr@localiq.com</a> <a href="mailto:kwalker@advancelocal.com">kwalker@advancelocal.com</a> <a href="mailto:ffabianojr@localiq.com">ffabianojr@localiq.com</a> <a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.jobs.current.org/jobs">www.jobs.current.org/jobs</a> <a href="mailto:joanne.tippet@comcast.com">joanne.tippet@comcast.com</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a>
Isabella County Veteran's Office MCDC-Michigan Rehab. Services MEA - Marine Corps Executive Association of Marine for Life Michigan Association of Broadcasters Mid-Michigan Industries	Jan Welch, Director Octavia Cathey, Client Support Representative Dan Kelley	200 N. Main Street 2258 Enterprise Dr Suite 2		Mt. Pleasant Mt. Pleasant	MI MI	48858 48858	989-772-0911 ext 235 989-773-5925 860-271-7248	989-775-6681 989-773-2932	<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a> <a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a> <a href="mailto:HUDSONA@michigan.gov">HUDSONA@michigan.gov</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="http://www.michmab.com/careers/job-ban">www.michmab.com/careers/job-ban</a>
M-Live MOAA - Military Officers Association of America Public Media Business Association	Kevin Walker, Account Executive Octavia Cathey, Client Support Representative Alisa Jackson, Member Services Specialist	2426 Parkway Dr. 1300 Piccard Drive, Suite LL 14		Mt. Pleasant Rockville	MI MD	48858	989-773-6918 216-999-3713 860-271-7248 240-844-3612	989-773-1317	<a href="http://awalker@mmlonline.com">awalker@mmlonline.com</a> <a href="http://kwalker@advancelocal.com">kwalker@advancelocal.com</a> <a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a> <a href="http://www.jobtarget.com">www.jobtarget.com</a> <a href="mailto:ajackson@pmbaonline.org">ajackson@pmbaonline.org</a> / <a href="http://www.pmbaonline.org/industryjob">www.pmbaonline.org/industryjob</a>

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Saginaw Chippewa Indian Tribe			<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
StudentAffairs.com			<a href="http://www.StudentAffairs.com">www.StudentAffairs.com</a>
The National Labor Exchange/US Jobs	Indexed through other postings		
VA Vocational Rehab and Employment			<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Advantage Job and Career Network	Indexed through other postings		
Veterans Resource Center			<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

5. Job Title: TV / FM - Marketing Manager

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippett@comcast.com">joanne.tippett@comcast.com</a>
Grand Rapids Press	Frank Fabiano Jr., Client Success Manager						866-937-1867		<a href="mailto:ffabianojr@localiq.com">ffabianojr@localiq.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Hero2Hired	Indexed through other postings								
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	<a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a>
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:HUDSONA@michigan.gov">HUDSONA@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Michigan Chronicle	Linda Moragne, Senior Account Executive	1452 Randolph St. Suite 400		Detroit	MI	48226	313-752-3587		<a href="mailto:linda.moragne@micchronicle.com">linda.moragne@micchronicle.com</a>
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
M-Live	Kevin Walker, Account Executive						216-999-3713		<a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
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Saginaw Chippewa Indian Tribe									<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
StudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
The National Labor Exchange/US Jobs	Indexed through other postings								
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Veterans Advantage Job and Career Network	Indexed through other postings								
Veterans Resource Center									<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

6. Job Title: TV / FM - Maintenance Engineer

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippett@comcast.com">joanne.tippett@comcast.com</a>
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Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
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MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:HUDSONA@michigan.gov">HUDSONA@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Michigan Association of Broadcasters		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
Mid-Michigan Industries							216-999-3713		<a href="http://www.advancelocal.com">www.advancelocal.com</a> <a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a>
M-Live	Kevin Walker, Account Executive						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative								<a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a>
NABET									<a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.michworks.org">www.michworks.org</a>
Pure Michigan Talent Connect (Michigan Works)									<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
Saginaw Chippewa Indian Tribe	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
StudentAffairs.com	Indexed through other postings								
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VA Vocational Rehab and Employment									
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7. Job Title: FM - Radio Staff Producer

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippett@comcast.com">joanne.tippett@comcast.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Hero2Hired	Indexed through other postings								
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
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MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:hudsona@michigan.gov">hudsona@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Michigan Association of Broadcasters									<a href="http://www.michmab.com">www.michmab.com</a>
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
M-Live	Kevin Walker, Account Executive						216-999-3713		<a href="http://kwalker@advancelocal.com">kwalker@advancelocal.com</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
NABET									<a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a>
Pure Michigan Talent Connect (Michigan Works)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Saginaw Chippewa Indian Tribe									<a href="http://www.michworks.org">www.michworks.org</a>
StudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
The National Labor Exchange/US Jobs	Indexed through other postings								<a href="http://www.jobtarget.com">www.jobtarget.com</a>
VA Vocational Rehab and Employment									
Veterans Advantage Job and Career Network	Indexed through other postings								<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Resource Center									<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

8. Job Title: TV / FM - Education Engagement Coordinator

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippett@comcast.com">joanne.tippett@comcast.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Hero2Hired	Indexed through other postings								
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Indeed.com	Indexed through other postings								
INVESTVets									<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	<a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a>
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:hudsona@michigan.gov">hudsona@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Pure Michigan Talent Connect (Michigan Works)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Saginaw Chippewa Indian Tribe									<a href="http://www.michworks.org">www.michworks.org</a>
StudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
The Job Network	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
The National Labor Exchange/US Jobs	Indexed through other postings								<a href="http://www.jobtarget.com">www.jobtarget.com</a>
VA Vocational Rehab and Employment									
Veterans Advantage Job and Career Network	Indexed through other postings								<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Resource Center									<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

9. Job Title: TV / FM - Marketing & Event Specialist

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email / Website / Location
CMU Human Resources web site									<a href="http://www.jobs.cmich.edu">www.jobs.cmich.edu</a>
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		<a href="mailto:joanne.tippett@comcast.com">joanne.tippett@comcast.com</a>
HACU	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Hero2Hired	Indexed through other postings								
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Indeed.com	Indexed through other postings								

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INVESTVets								<a href="mailto:michael.poyma@va.gov">michael.poyma@va.gov</a>
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street	Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	<a href="mailto:veterans@isabellacounty.org">veterans@isabellacounty.org</a>
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2	Mt. Pleasant	MI	48858	989-773-5925	989-773-2932	<a href="mailto:hudsona@michigan.gov">hudsona@michigan.gov</a>
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative					860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
Mid-Michigan Industries		2426 Parkway Dr.	Mt. Pleasant	MI	48858	989-773-6918	989-773-1317	<a href="mailto:awalker@mmiomline.com">awalker@mmiomline.com</a>
M-Live	Kevin Walker, Account Executive					216-999-3713		<a href="mailto:kwalker@advancelocal.com">kwalker@advancelocal.com</a> <a href="http://www.mlive.com/jobs">www.mlive.com/jobs</a>
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative					860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
NABET								<a href="mailto:horac1me@cmich.edu">horac1me@cmich.edu</a>
Pure Michigan Talent Connect (Michigan Works)								<a href="http://www.jobtarget.com">www.jobtarget.com</a> / <a href="http://www.michworks.org">www.michworks.org</a>
Saginaw Chippewa Indian Tribe								<a href="mailto:chneyome@sagchip.org">chneyome@sagchip.org</a>
StudentAffairs.com	Octavia Cathey, Client Support Representative					860-271-7248		<a href="http://www.jobtarget.com">www.jobtarget.com</a>
The National Labor Exchange/US Jobs	Indexed through other postings							
VA Vocational Rehab and Employment								<a href="mailto:dell.mccaslin@va.gov">dell.mccaslin@va.gov</a>
Veterans Advantage Job and Career Network	Indexed through other postings							
Veterans Resource Center								<a href="mailto:veterans@cmich.edu">veterans@cmich.edu</a>

C: Total Number of Persons Interviewed For All Full-Time Vacancies Filled During the Past Year45

1. Job Title: TV / FM - Traffic Specialist	6
2. Job Title: TV / FM - Marketing Specialist/TV Producer	3
3. Job Title: TV / FM - Maintenance Engineer	2
4. Job Title: TV / FM - General Manager	4
5. Job Title: TV / FM - Marketing Manager	5
6. Job Title: TV / FM - Maintenance Engineer	2
7. Job Title: FM - Radio Staff Producer	7
8. Job Title: TV / FM - Education Engagement Coordinator	9
9. Job Title: TV / FM - Marketing & Event Specialist	7

D: Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year by Recruitment Source45

1. Job Title: TV / FM - Traffic Specialist	
Word of Mouth	2
CMU Website	2
Other Website	2
2. Job Title: TV / FM - Marketing Specialist/TV Producer	
Word of Mouth	2
Other Website	1
3. Job Title: TV / FM - Maintenance Engineer	
Word of Mouth	1
Other Website	1
4. Job Title: TV / FM - General Manager	
Word of Mouth	1
CMU Website	2
Other Website	1
5. Job Title: TV / FM - Marketing Manager	
Word of Mouth	2
CMU Website	1
Other Website	2
6. Job Title: TV / FM - Maintenance Engineer	
Word of Mouth	2
7. Job Title: FM - Radio Staff Producer	
Word of Mouth	3
CMU Website	1
Other Website	3
8. Job Title: TV / FM - Education Engagement Coordinator	

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Word of Mouth	2
CMU Website	4
Other Website	3
9. Job Title: TV / FM - Marketing & Event Specialist	
Word of Mouth	1
CMU Website	2
Other Website	4

E: Outreach Activities: A brief description of all outreach activities designed to inform the public of employment opportunities in broadcasting performed during the past ye

**10 - Training Students in Station Promotions (participation in events or programs with educational institutions relating to broadcasting careers):**  
Under the supervision of the Senior Producer / Marketing Specialist, CMU students learn many aspects of public relations, including preparing press releases, drafting copy, and assisting with other promotion efforts. These students many times are majoring in public relations and use their experience at CMU Public Television to enhance their coursework.

**10 - Training Students in Live and Pre-taped TV Broadcasts (participation in events or programs with educational institutions relating to broadcasting careers):**  
Through a partnership between CMU Public Television and the Broadcast & Cinematic Arts department at Central Michigan University, Students gain valuable experience and knowledge about various broadcast related jobs. Students get the opportunity to gain experience in various areas of production during tapings of locally produced programs.

**10 - Training Students in FM News Stories and On-Air Broadcast (participation in events or programs with educational institutions relating to broadcasting careers)**  
Under the supervision of the Radio staff, CMU students learn to identify news stories, conduct interviews in person and via phone, write and produce news stories for local on-air use and how to pitch stories for national consideration. Students also learn to work the board for weekend and evening shows, announce breaks and underwriting credits, weather forecasts and limited news breaks.

**8 - Internal Training Program to Enable Personnel to Acquire Skills for Higher-Level Positions:**  
Have in place a basic hiring structure to allow for the hiring of entry-level personnel and establish a graduated system whereby station employees could attain promotions based on pre-determined, quantifiable criteria. Two separate tracts were established for Directors and Producers. The levels were set at Level I, II, and III with requirements set for moving within those levels.

**3 - Hosting a Job Fair**  
2/2/21 - Central Michigan University. Participated in the Public Relations Student Society of America (PRSSA) Internship Fair. Provided information about careers in broadcast journalism and broadcasting. Provided information about opportunities for CMU students to work at and/or participate in internships with WCMU.

Please note: WCMU in Mount Pleasant, MI is located in a smaller market (outside of metropolitan areas of 250,000 population or more) and therefore is required to engage in 2 initiatives during each 2 year period per 47 CFR 73.2080(c)(2).