## 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

<ol> <li>Job Title: TV / FM - Traffic Specialist</li> </ol>	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
<ol><li>Job Title: TV / FM - Maintenance Engineer</li></ol>	Date Filled: July 13, 2020	Recruitment Source: Word of Mouth
<ol><li>Job Title: TV / FM - General Manager</li></ol>	Date Filled: September 08, 2020	Recruitment Source: Word of Mouth
<ol><li>Job Title: TV / FM - Marketing Manager</li></ol>	Date Filled: October 26, 2020	Recruitment Source: Word of Mouth
<ol><li>Job Title: TV / FM - Maintenance Engineer</li></ol>	Date Filled: January 04, 2021	Recruitment Source: Word of Mouth
<ol><li>Job Title: FM - Radio Staff Producer</li></ol>	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
<ol><li>Job Title: TV / FM - Marketing &amp; Event Specialist</li></ol>	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 Posta	alCode 1	Felephone Fax	Email / Website / Location
CMU Human Resources web site								www.jobs.cmich.edu
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177	joanne.tippett@comcast.com
HACU	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Hero2Hired	Indexed through other postings							
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Indeed.com	Indexed through other postings							
INVESTVets								michael.poyma@va.gov
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681 veterans@isabellacounty.org
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932 hudsona@michigan.gov
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Michigan Association of Broadcasters								www.michmab.com
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317 awalker@mmiomline.com
M-Live	Kevin Walker, Account Executive						216-999-3713	kwalker@advancelocal.com www.mlive.com/jobs
MOAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
NABET								horac1me@cmich.edu
Pure Michigan Talent Connect (Michigan Works)	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com / www.michworks.org
Saginaw Chippewa Indian Tribe								chneyome@sagchip.org
StudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
The National Labor Exchange/US Jobs	Indexed through other postings							
VA Vocational Rehab and Employment								dell.mccaslin@va.gov
Veterans Advantage Job and Career Network	Indexed through other postings							
Veterans Resource Center								<u>veterans@cmich.edu</u>
2 Job Title: TV//EM_Marketing Specialist/TV/ Producer								

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

Organization Name	Contact Name & Title	Address#1	Address#2	City	State Post	talCode T	elephone Fax	Email / Website / Location
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Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177	joanne.tippett@comcast.com
HACU	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
HERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Hero2Hired	Indexed through other postings							
HigherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Indeed.com	Indexed through other postings							
INVESTVets								michael.poyma@va.gov
Isabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681 veterans@isabellacounty.org
MCDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925	989-773-2932 hudsona@michigan.gov
MEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248	www.jobtarget.com
Michigan Association of Broadcasters								www.michmab.com
Mid-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-1317 awalker@mmiomline.com
M-Live	Kevin Walker, Account Executive						216-999-3713	kwalker@advancelocal.com www.mlive.com/jobs

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			WCMU -TV and WCM	U - FM					
		Covering	the Period From 6/01/	/2020 to 5/31/2021					
IOAA - Military Officers Association of America IABET	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com horac1me@cmich.edu
ure Michigan Talent Connect (Michigan Works) aginaw Chippewa Indian Tribe	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com / www.michworks.org chneyome@sagchip.org
udentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ne National Labor Exchange/US Jobs A Vocational Rehab and Employment	Indexed through other postings								dell.mccaslin@va.gov
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Job Title: TV / FM - Maintenance Engineer									
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sabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		joanne.tippett@comcast.com
ACU	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ERC (Higher Education Recruitment Consortium) ero2Hired	Octavia Cathey, Client Support Representative Indexed through other postings						860-271-7248		www.jobtarget.com
ligherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
deed.com IVESTVets	Indexed through other postings								michael.poyma@va.gov
abella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235		veterans@isabellacounty.org
ICDC-Michigan Rehab. Services IEA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative	2258 Enterprise Dr Suite 2		Mt. Pleasant	МІ	48858	989-773-5925 860-271-7248		<u>hudsona@michigan.gov</u> <u>www.jobtarget.com</u>
ichigan Association of Broadcasters id-Michigan Industries		2426 Performent Pr		Mt. Pleasant	МІ	48858	989-773-6918	000 770 404	www.michmab.com awalker@mmiomline.com
-Live	Kevin Walker, Account Executive	2426 Parkway Dr.		Mil. Pleasant	IVII	40000	216-999-3713		walker@mmornine.com kwalker@advancelocal.com www.mlive.com/iobs
DAA - Military Officers Association of America BET	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com horac1me@cmich.edu
ure Michigan Talent Connect (Michigan Works) aginaw Chippewa Indian Tribe	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com / www.michworks.org chneyome@sagchip.org
tudentAffairs.com ne National Labor Exchange/US Jobs	Octavia Cathey, Client Support Representative Indexed through other postings						860-271-7248		www.jobtarget.com
A Vocational Rehab and Employment									dell.mccaslin@va.gov
eterans Advantage Job and Career Network eterans Resource Center	Indexed through other postings								veterans@cmich.edu
Job Title: TV / FM - General Manager									
rganization Name	Contact Name & Title	Address#1	Address#2	City	State Pos	stalCode	Telephone	Fax	Email / Website / Location_
rand Rapids Press	Frank Fabiano Jr., Client Success Manager						866-937-1867		ffabianojr@localig.com
insing State Journal	Frank Fabiano Jr., Client Success Manager						866-937-1867		ffabianojr@localiq.com
iginaw News	Kevin Walker, Account Executive						216-999-3713		kwalker@advancelocal.com
averse City Record Eagle	Jamie Holmes	120 West Front Street		Traverse City	MI	49684	231-946-2000	231-946-8273	
etroit Free Press	Frank Fabiano Jr., Client Success Manager						866-937-1867		ffabianoir@localiq.com
MU Human Resources web site							000 074 7040		www.jobs.cmich.edu
urrent.Org	Octavia Cathey, Client Support Representative			0 10 11		10500	860-271-7248		www.jobtarget.com / www.jobs.current.org/jobs
sabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		joanne.tippett@comcast.com
ACU ERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
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aherEdJobs.com	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
deed.com	Indexed through other postings						000-211-1240		www.jobtarget.com
IVESTVets	indexed anough outer postings								michael.poyma@va.gov
abella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-668	veterans@isabellacounty.org
ICDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925		hudsona@michigan.gov
IEA - Marine Corps Executive Association of Marine for Life dichigan Association of Broadcasters	Octavia Cathey, Client Support Representative Dan Kelley	·					860-271-7248		www.jobtarget.com dkelley@michmab.com / www.michmab.com/careers
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		2426 Parkway Dr.		Mt. Pleasant	MI	40000	303-113-0310	000 110 101	awaiter annionnine contr
lid-Michigan Industries I-Live	Kevin Walker, Account Executive	2426 Parkway Dr.		Mt. Pleasant	IVII	40000	216-999-3713		kwalker@advancelocal.com www.mlive.com/jobs
Ald-Michigan Industries A-Live AOAA - 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		Rockville	MD	40000			

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		Covering	WCMU -TV and WCM the Period From 6/01						
Pure Michigan Talent Connect (Michigan Works)	Octavia Cathey, Client Support Representative	Covering		/2020 10 5/3 1/2021			860-271-7248		www.jobtarget.com / www.michworks.org
Saginaw Chippewa Indian Tribe	Olavia Galiley, Gieli Guppor Representative						000-271-7240		chneyome@sagchip.org www.StudentAffairs.com
/A Vacational Labor Exchange/US Jobs /A Vacational Rehab and Employment	Indexed through other postings								dell.mccaslin@va.gov
/eterans Advantage Job and Career Network /eterans Resource Center	Indexed through other postings								veterans@cmich.edu
. Job Title: TV / FM - Marketing Manager									
Organization Name	Contact Name & Title	Address#1	Address#2	City	State Postal	Code	Telephone I	Fax_	Email / Website / Location
CMU Human Resources web site									www.jobs.cmich.edu
visabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		joanne.tippett@comcast.com
Brand Rapids Press	Frank Fabiano Jr., Client Success Manager						866-937-1867		ffabianojr@localiq.com
ACU	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ERC (Higher Education Recruitment Consortium) ero2Hired	Octavia Cathey, Client Support Representative Indexed through other postings						860-271-7248		www.jobtarget.com
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deed.com	Indexed through other postings								<u></u>
VESTVets	5 . 5								michael.poyma@va.gov
sabella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235		31 veterans@isabellacounty.org
CDC-Michigan Rehab. Services		2258 Enterprise Dr Suite 2		Mt. Pleasant	MI	48858	989-773-5925		32 hudsona@michigan.gov
EA - Marine Corps Executive Association of Marine for Life	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
chigan Chronicle	Linda Moragne, Senior Account Executive	1452 Randolph St. Suite 400		Detroit	MI	48226	313-752-3587		linda.moragne@michronicle.com
d-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918	989-773-131	7 awalker@mmiomline.com
Live	Kevin Walker, Account Executive						216-999-3713		kwalker@advancelocal.com www.mlive.com/jobs
DAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
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A Vocational Rehab and Employment	Indexed through other postings								dell.mccaslin@va.gov
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ACU	Octavia Cathey, Client Support Representative	1003 LASIEITI DE		Granu Rapids	IVII	49000	860-271-7248		www.jobtarget.com
							860-271-7248		www.jobtarget.com
RC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						000-211-1240		www.jobtarget.com
	Octavia Cathey, Client Support Representative Indexed through other postings								
ero2Hired	Indexed through other postings						860-271-7248		www.iobtarget.com
pro2Hired gherEdJobs.com	Indexed through other postings Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ero2Hired gherEdJobs.com deed.com	Indexed through other postings						860-271-7248		www.jobtarget.com michael.poyma@va.gov
ero2Hired gherEdJobs.com deed.com VESTVets	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings	200 N. Main Street		Mt, Pleasant	MI	48858	860-271-7248 989-772-0911 ext 235	989-775-668	michael.poyma@va.gov
ero2Hired gherEdJobs.com deed.com VESTVets abella County Veteran's Office	Indexed through other postings Octavia Cathey, Client Support Representative	200 N. Main Street 2258 Enterprise Dr Suite 2		Mt. Pleasant Mt. Pleasant	MI MI	48858 48858			
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ero2Hired gherEdJobs.com Jeed.com VESTVets abella County Veteran's Office 2DC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director				МІ	48858	989-772-0911 ext 235 989-773-5925		michael.poyma@va.gov 31 veterans@isabellacounty.org 32 hudsona@michigan.gov
ero2Hired gherEdJobs.com Jeed.com VESTVets abella County Veteran's Office CDC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life chigan Association of Broadcasters	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director						989-772-0911 ext 235 989-773-5925	989-773-293	michael.poyma@va.gov 31 veterans@isabellacounty.org 22 hudsona@michigan.gov www.jobtarget.com
ero2Hired gherEdJobs.com deed.com VESTVets abella County Veteran's Office CDC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life ichigan Association of Broadcasters d-Michigan Industries -Live	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director Octavia Cathey, Client Support Representative Kevin Walker, Account Executive	2258 Enterprise Dr Suite 2		Mt. Pleasant	МІ	48858	989-772-0911 ext 235 989-773-5925 860-271-7248 989-773-6918 216-999-3713	989-773-293	michael.poyma@va.gov veterans@isabellacounty.org by hudsona@michigan.gov www.jobtarget.com www.michmab.com awalker@mmiomline.com kwalker@advancelocal.com www.mlive.com/jobs
ERC (Higher Education Recruitment Consortium) ero2Hired igherEdJobs.com ideed.com VESTVets abella County Veteran's Office ICDC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life lichigan Association of Broadcasters lichigan Industries HLive ICANC - Military Officers Association of America	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director Octavia Cathey, Client Support Representative	2258 Enterprise Dr Suite 2		Mt. Pleasant	МІ	48858	989-772-0911 ext 235 989-773-5925 860-271-7248 989-773-6918	989-773-293	michael.poyma@va.gov 31 veterans@isabellacounty.org 32 hudsona@michigan.gov www.jobtarget.com www.michmab.com 17 awalker@mmiomline.com_ kwalker@advancelocal.com_www.mlive.com/jobs_ www.jobtarget.com_
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ero2Hired gherEdJobs.com Jeed.com VESTVets abella County Veteran's Office CDC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life chigan Association of Broadcasters d-Michigan Industries Live DAA - Military Officers Association of America BET Ire Michigan Talent Connect (Michigan Works) ginaw Chippewa Indian Tribe	Indexed through other postings Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director Octavia Cathey, Client Support Representative Kevin Walker, Account Executive Octavia Cathey, Client Support Representative	2258 Enterprise Dr Suite 2		Mt. Pleasant	МІ	48858	989-772-0911 ext 235 989-773-5925 860-271-7248 989-773-6918 216-999-3713	989-773-293	michael.poyma@va.gov         veterans@isabellacounty.org         22 hudsona@michigan.gov         www.jobtarget.com         www.nichmab.com         17 awalker@mmiomline.com         kwalker@advancelocal.com         www.jobtarget.com         horac1me@cmich.edu         www.jobtarget.com / www.michworks.org         chneyome@sagchip.org
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			EEO PUBLIC FILE R WCMU -TV and WCM						
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Job Title: FM - Radio Staff Producer			0						
r <u>ganization Name</u> MU Human Resources web site	Contact Name & Title	Address#1	Address#2	City	State Postal	Code 1	Telephone	<u>Fax</u>	Email / Website / Location www.jobs.cmich.edu
Disabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	МІ	49508	616-532-2177		joanne.tippett@comcast.com
ACU	Octavia Cathey, Client Support Representative	4009 Lastern SL		Granu Napius	IVII	49300	860-271-7248		www.jobtarget.com
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ideed.com	Indexed through other postings						000 211 1240		
IVESTVets									michael.poyma@va.gov
abella County Veteran's Office	Jan Welch, Director	200 N. Main Street		Mt. Pleasant	MI	48858	989-772-0911 ext 235	989-775-6681	veterans@isabellacounty.org
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d-Michigan Industries		2426 Parkway Dr.		Mt. Pleasant	MI	48858	989-773-6918		awalker@mmiomline.com
-Live	Kevin Walker, Account Executive						216-999-3713		kwalker@advancelocal.com www.mlive.com/jobs
OAA - Military Officers Association of America	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
IABET ure Michigan Talent Connect (Michigan Works)	Octavia Cathey Client Support Perrogentation						860-271-7248		horac1me@cmich.edu www.jobtarget.com / www.michworks.org
ure Michigan Talent Connect (Michigan Works) aqinaw Chippewa Indian Tribe	Octavia Cathey, Client Support Representative						000-271-7248		www.jobtarget.com / www.michworks.org chneyome@sagchip.org
tudentAffairs.com	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ne National Labor Exchange/US Jobs	Indexed through other postings								<u> </u>
A Vocational Rehab and Employment									dell.mccaslin@va.gov
eterans Advantage Job and Career Network eterans Resource Center	Indexed through other postings								veterans@cmich.edu
Job Title: TV / FM - Education Engagement Coordinator									
organization Name	Contact Name & Title	Address#1	Address#2	City	State Postal	Code 1	<u>Felephone</u>	Fax	Email / Website / Location
MU Human Resources web site									www.jobs.cmich.edu
isabled American Veterans	Joanne Tippett	4809 Eastern SE		Grand Rapids	MI	49508	616-532-2177		joanne.tippett@comcast.com
ACU	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
ERC (Higher Education Recruitment Consortium)	Octavia Cathey, Client Support Representative						860-271-7248		www.jobtarget.com
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gherEdJobs.com deed.com VESTVets abella County Veteran's Office CDC-Michigan Rehab. Services	Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director	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	989-775-6681 989-773-2932	michael.poyma@va.gov veterans@isabellacounty.org hudsona@michigan.gov
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gherEdJobs.com deed.com VESTVets abella County Veteran's Office CDC-Michigan Rehab. Services EA - Marine Corps Executive Association of Marine for Life id-Michigan Industries OAA - Military Officers Association of America ure Michigan Talent Connect (Michigan Works) aginaw Chippewa Indian Tribe udentAffairs.com te Job Network te National Labor Exchange/US Jobs A Vocational Rehab and Employment terans Advantage Job and Career Network eterans Resource Center Job Title: TV / FM - Marketing & Event Specialist terans Resources web site sabled American Veterans ACU	Octavia Cathey, Client Support Representative Indexed through other postings Jan Welch, Director Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Octavia Cathey, Client Support Representative Indexed through other postings Indexed through other postings <u>Contact Name &amp; Title</u> Joanne Tippett Octavia Cathey, Client Support Representative	2258 Enterprise Dr Suite 2 2426 Parkway Dr. <u>Address#1</u>	<u>Address#2</u>	Mt. Pleasant Mt. Pleasant <u>Citv</u>	MI MI <u>State Postal</u>	48858 48858 <u>Code</u> <u>1</u>	989-772-0911 ext 235 989-773-5925 860-271-7248 989-773-6918 860-271-7248 860-271-7248 860-271-7248 860-271-7248 860-271-7248 860-271-7248	989-775-6681 989-773-2932 989-773-1317 <u>Fax</u>	michael.poyma@va.gov veterans@isabellacounty.org hudsona@michigan.gov www.jobtarget.com www.jobtarget.com www.jobtarget.com / www.michworks.org chneyome@saqchip.org www.jobtarget.com www.jobtarget.com dell.mccaslin@va.gov veterans@cmich.edu Email / Website / Location_ www.jobs.cmich.edu joanne.tippett@comcast.com www.jobtarget.com
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			LIC FILE REPORT V and WCMU - FM				
			From 6/01/2020 to 5/31/2021				
INVESTVets							michael.poyma@va.gov
Isabella County Veteran's Office MCDC-Michigan Rehab. Services MEA - Marine Corps Executive Association of Marine for Life	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 <u>veterans@isabellacounty.org</u> 989-773-2932 <u>hudsona@michigan.gov</u> www.jobtarget.com
Mid-Michigan Industries M-Live MOAA - Military Officers Association of America	Kevin Walker, Account Executive Octavia Cathey, Client Support Representative	2426 Parkway Dr.	Mt. Pleasant	MI	48858	989-773-6918 216-999-3713 860-271-7248	989-773-1317 awalker@mmiomline.com kwalker@advancelocal.com www.mlive.com/jobs www.jobtarget.com
NABET Pure Michigan Talent Connect (Michigan Works) Saginaw Chippewa Indian Tribe StudentAffairs.com	Octavia Cathey, Client Support Representative					860-271-7248	horac1me@cmich.edu www.jobtarget.com / www.michworks.org chneyome@sagchip.org www.jobtarget.com
The National Labor Exchange/US Jobs VA Vocational Rehab and Employment Veterans Advantage Job and Career Network	Indexed through other postings					000-271-7240	dell.mccaslin@va.gov
Veterans Resource Center	maaxaa uurougu ouror posuliys						veterans@cmich.edu
C: Total Number of Persons Interviewed For Al	II Full-Time Vacancies Filled During the Pa	st Year					45
<ol> <li>Job Title: TV / FM - Traffic Specialist</li> <li>Job Title: TV / FM - Marketing Specialist/TV Producer</li> <li>Job Title: TV / FM - Maintenance Engineer</li> </ol>							6 3 2
<ol> <li>Job Title: TV / FM - General Manager</li> <li>Job Title: TV / FM - Marketing Manager</li> <li>Job Title: TV / FM - Marketing Manager</li> </ol>							4 5 2
<ol> <li>Job Title: FM - Radio Staff Producer</li> <li>Job Title: TV / FM - Education Engagement Coordinator</li> <li>Job Title: TV / FM - Marketing &amp; Event Specialist</li> </ol>							7 9 7
D: Total Number of Interviewees For All Full-Ti	me Vacancies Filled During the Past Year	by Recruitment Source					45
1. Job Title: TV / FM - Traffic Specialist							
Word of Mouth CMU Website Other Website							2 2 2
<ol> <li>Job Title: TV / FM - Marketing Specialist/TV Producer Word of Mouth Other Website</li> </ol>							2 1
<ol> <li>Job Title: TV / FM - Maintenance Engineer Word of Mouth Other Website</li> </ol>							1 1
<ol> <li>Job Title: TV / FM - General Manager Word of Mouth CMU Website Other Website</li> </ol>							1 2 1
<ol> <li>Job Title: TV / FM - Marketing Manager Word of Mouth</li> </ol>							2
CMU Website Other Website							1 2
<ol> <li>Job Title: TV / FM - Maintenance Engineer Word of Mouth</li> </ol>							2
7. Job Title: FM - Radio Staff Producer Word of Mouth CMU Website Other Website							3 1 3
8. Job Title: TV / FM - Education Engagement Coordinator							5

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

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Word of Mouth CMU Website Other Website

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

Word of Mouth CMU Website Other Website

#### 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).