

EEO Public File Report

WCMU PUBLIC MEDIA

Mt. Pleasant, Michigan

Positions Filled 6/1/2022 to 5/31/2023

Full-Time Position	POSITION TITLE	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	LEAD MAINTENANCE ENGINEER RADIO	6/26/2022	9/5/2022	WORD OF MOUTH	1	1
2	HOST/PRODUCER REPORTER II	5/1/2022	11/15/2022	National Association of Black Journalists National Association of Hispanic Journalists Native American Journalists Association Asian American Journalists Association The Association of LGBTQ Journalists Corporation for Public Broadcasting Greater Public Current CMU website Disabled American Veterans (email) HERC (job target) Hero2Hired (indexed) HigherEdJobs.com (job target) Indeed.com (indexed) includes MOAA INVESTVets (email)	4	1

				Isabella County Veteran's Office (email) MCDC-MI Rehab Services (email) MEA – Marine Corps Executive Association Mid-Michigan Industries (email) Pure Michigan Talent Connect (job target) Saginaw Chippewa Indian Tribe (email) Studentaffairs.com (job target) The National Labor Exchange/US.jobs (indexed) VA Vocational Rehab and Employment (email) Veterans Advantage Job and Career Network (indexed) Veterans' Resource Center (email) Word of Mouth		
3	MAINENANCE ENGINEER	10/30/2022	1/16/2023	Indeed ZipRecruiter Michigan Association of Broadcasters CMU website Disabled American Veterans (email) HERC (job target) Hero2Hired (indexed) Higheredjobs.com (job target) Indeed.com (indexed) includes MOAA INVESTVets (email) Isabella County Veteran's Office (email) MCDC-MI Rehab Services (email) MEA – Marine Corps Executive Association Mid-Michigan Industries (email) Pure Michigan Talent Connect (job target) Saginaw Chippewa Indian Tribe (email) Studentaffairs.com (job target) The National Labor Exchange/US.jobs (indexed) VA Vocational Rehab and Employment (email) Veterans Advantage Job and Career Network (indexed) Veterans' Resource Center (email)	1	1

4	MAJOR GIFTS/PLANNED GIVING OFFICER	4/10/2023	5/17/2023	CMU website Disabled American Veterans (email) HERC (job elephant) Hero2Hired (indexed) Higheredjobs.com (job elephant) Indeed.com (indexed) includes MOAA INVESTVets (email) Isabella County Veteran's Office (email) MCDC-MI Rehab Services (email) Mid-Michigan Industries (email) Pure Michigan Talent Connect (job elephant) Saginaw Chippewa Indian Tribe (email) Studentaffairs.com (job elephant) The National Labor Exchange/US.jobs (indexed) VA Vocational Rehab and Employment (email) Veterans Advantage Job and Career Network (indexed) Veterans' Resource Center (email) Word of Mouth	1	1
5	DIR DEVELOP/PUBLIC MEDIA	3/12/2023	5/15/2023	Linkedin 30 days Public Relations Society of America (PRSA) 30 days NACE - Dept CURRENT - Dept CMU website Disabled American Veterans (email) HERC (job target) Hero2Hired (indexed) Higheredjobs.com (job target) Indeed.com (indexed) includes MOAA	1	1

INVESTVets (email)
Isabella County Veteran's Office (email)
MCDCC-MI Rehab Services (email)
MEA – Marine Corps Executive Association
Mid-Michigan Industries (email)
Pure Michigan Talent Connect (job target)
Saginaw Chippewa Indian Tribe (email)
Studentaffairs.com (job target)
The National Labor Exchange/US.jobs (indexed)
VA Vocational Rehab and Employment (email)
Veterans Advantage Job and Career Network (indexed)
Veterans' Resource Center (email)
Word of Mouth

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Covering the Period From 6/1/2022 to 5/31/2023

OUTREACH ACTIVITIES: A brief description of all outreach activities designed to inform the public of employment opportunities in broadcasting performed during the past year.

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| 1.) | 19-Aug-22 | Student Employment Job Fair | Sponsored by Student Employment Services, Central Michigan University, Mt. Pleasant, MI |
| | 24-Feb-23 | Broadcast & Cinematic Arts Job Fair | Sponsored by Broadcast & Cinematic Arts Dept., Central Michigan University, Mt. Pleasant, MI |
| 2.) | (Ongoing summers) Summer '22 | Ongoing internship program designed to assist student members of the university community in acquiring skills needed for broadcast employment. They are each placed at a location around the state for the summer to create local news stories. | |
| 3.) | 23-Jun-22 | Grandparents U - University Event | Grandparents and their grandchildren learn about asking good questions and grandchildren then put their skills to work interviewing Grandparents in our studio. |
| 4.) | Ongoing | 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. | |
| 5.) | Ongoing | 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 MEDIA to enhance their coursework. | |
| 5.) | Ongoing | Training Students in FM News Stories and On-Air Broadcast (participation in events or programs with educational institution 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. | |

Please Note: WCMU IN Mount Pleasant, MI is located in a smaller market (outside of metropolitan areas of 250,000 population or more) and there fore is required to engage in 2 initiatives during each 2 year period per 47 CFR 73.2020©(2).

INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT NAME	PHONE	ADDRESS	EMAIL
1	National Association of Black Journalists	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
2	National Association of Hispanic Journalists	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
3	Native American Journalists Association	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
4	Asian American Journalists Association	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
5	The Association of LGBTQ Journalists	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
6	Corporation for Public Broadcasting	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
7	Greater Public	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
8	Current	Mark Angeles	(203) 344-7524	601 Summer Street, Stamford, CT	m.angeles@jobtarget.com
9	CMU website				JOBS@CMICH.EDU
10	Disabled American Veterans (email)				paul@davmichigan.com
11	HERC (job target)	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
12	Hero2Hired (indexed)	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
13	HigherEdJobs.com (job target)	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
14	Indeed.com (indexed) includes MOAA	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
15	INVESTVets (email)	Michael Poyma			michael.poyma@va.gov
16	Isabella County Veteran's Office (email)		(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
17	LINKEDIN	Stefan Anderson	800-311-0563	5443 Fremontia Ln. San Diego, CA 92115	stefan@jobelevant.com
18	Michigan Association of Broadcasters	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
19	MCDC-MI Rehab Services (email)		(989) 773-5925		HUDSONA@michigan.gov
20	MEA – Marine Corps Executive Association	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
21	Mid-Michigan Industries (email)		(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
22	NACE				NACEWEB.ORG
23	Public Relations Society of America (PRSA) 30 days				PRSA.ORG
24	Pure Michigan Talent Connect (job target)	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
25	Saginaw Chippewa Indian Tribe (email)	Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
26	Studentaffairs.com (job target)	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com
27	The National Labor Exchange/US.jobs (indexed)				usnlx.com/postajob
28	VA Vocational Rehab and Employment (email)				dell.mccaslin@va.gov
29	Veterans Advantage Job and Career Network (indexed)				veteransadvantage.com
30	Veterans' Resource Center (email)	Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
31	WORD OF MOUTH				
32	ZipRecruiter	Mark Angeles	(203) 344-7523	600 Summer Street, Stamford, CT	m.angeles@jobtarget.com