

Person Hired	Staff Level	Start Date	Title	Type of Hire	Position #
Jones, Alvin	BH-1H	9/3/2024	Radio Reporter/Producer I	NEW HIRE	44110
Kirklin, Joseph	BH-4H	9/30/2024	Lead Transmission Engineer	RE-ENTRY TO CMU	30620
Westover, Richard	P&A - Salary	10/1/2024	General Manager/Public Broadcasting	CHANGE ORG. ASSIGNMENT/PROMOTION	68280
Gibson, Jaden	BH-1H	10/7/2024	Host/Producer & Radio Operations Assistant I	NEW HIRE	43610
Rheaume, Andrew	BH-3H	10/14/2024	Maintenance Engineer	NEW HIRE	30600
Mankiewicz, Jamie	BH-3H	1/6/2025	Multimedia Producer/Journalist I/II/III	NEW HIRE	68230

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

<u>Employee Group</u>	<u>Pay Level</u>	<u>Employee's Name</u>	<u>Start Date</u>	<u>Position #</u>	<u>Position Title</u>	<u>Recruitment source indicated by applicant</u>
BR	1H	Alvin Jones	09/03/2024	44110	Radio Reporter/Producer I	Indeed

<u>Advertising Sources</u>	<u>Contact Name</u>	<u>Phone</u>	<u>Address</u>	<u>Email</u>
CMU website	Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
Asian American Journalists Association	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
National Association of Black Journalists	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
National Association of Hispanic Journalists	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Indigenous Journalists Association	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
The Association of LGBTQ+ Journalists	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Public Media Journalists Association	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Radio Television Digital News Association	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Corporation for Public Broadcasting	Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Greater Public	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Public Media Content Collective	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
HERC (jobelevphant)	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Higheredjobs.com (jobelevphant)	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Pure Michigan Talent Connect (jobelevphant)	Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Disabled American Veterans (email)				paul@davmichigan.com
INVESTVets (email)	Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)		(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCDC-MI Rehab Services (email)		(989) 773-5925		HUDSONA@michigan.gov
Mid-Michigan Industries (email)		(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)	Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)				dell.mccaslin@va.gov
Veterans' Resource Center (email)	Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)				
Indeed (indexed)				
The National Labor Exchange/US.jobs (indexed)				
Veterans Advantage Job and Career Network (indexed)				

<u>Number of interview applicants</u>	<u>Source</u>
2	Indeed
1	Social Media
1	cpb.org
1	word of mouth
2	JournalismJob.com
7	<u>Total interview applicants</u>

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

<u>Employee Group</u>	<u>Pay Level</u>	<u>Employee's Name</u>	<u>Start Date</u>	<u>Position #</u>	<u>Position Title</u>	<u>Recruitment source indicated by applicant</u>
BR	4H	Joseph Kirklin	09/30/2024	30620	Lead Transmission Engineer	Word of mouth
Advertising Sources			Contact Name	Phone	Address	Email
CMU website			Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
Michigan Association of Broadcasters			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Society of Broadcast Engineers Job Bank			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Academiccareers.com (jobelevphant)			Stefan Anderson	(800) 311-0562		stefan@jobelevphant.com
HERC (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Higheredjobs.com (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Pure Michigan Talent Connect (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Disabled American Veterans (email)						paul@davmichigan.com
INVESTVets (email)			Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)				(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCDCC-MI Rehab Services (email)				(989) 773-5925		HUDSONA@MICHIGAN.GOV
Mid-Michigan Industries (email)				(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)			Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)						dell.mccaslin@va.gov
Veterans' Resource Center (email)			Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)						
Indeed (indexed)						
The National Labor Exchange/US.jobs (indexed)						
Veterans Advantage Job and Career Network (indexed)						
Number of interview applicants			Source			
1			Word of mouth			
1			<u>Total interview applicants</u>			

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

Employee Group	Pay Level	Employee's Name	Start Date	Position #	Position Title	Recruitment source indicated by applicant
P&A	N/A	Richard Westover	10/01/2024	68280	General Manager/Public Broadcasting	Word of mouth
Advertising Sources			Contact Name	Phone	Address	Email
CMU website			Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
PMBOnline.org			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
General Manager listserv			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Michigan Association of Broadcasters			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Public Media Jobs (jobs.current.org)			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Academiccareers.com (jobelephant)			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
HERC (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
HigherEdJobs.com (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
Pure Michigan Talent Connect (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
Disabled American Veterans (email)						paul@davmichigan.com
INVESTVets (email)			Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)				(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCDCC-MI Rehab Services (email)				(989) 773-5925		hudsona@michigan.gov
Mid-Michigan Industries (email)				(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)			Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)						dell.mccaslin@va.gov
Veterans' Resource Center (email)			Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)						
Indeed (indexed)						
The National Labor Exchange/US jobs (indexed)						
Veterans Advantage Job and Career Network (indexed)						
Number of interview applicants			Source			
1			Indeed			
1			Word of mouth			
1			HigherEdJobs.com			
3			<u>Total interview applicants</u>			

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

Employee Group	Pay Level	Employee's Name	Start Date	Position #	Position Title	Recruitment source indicated by applicant
BR	1H	Jaden Gibson	10/07/2024	43610	Host/Producer & Radio Operations Assistant I	Word of mouth
Advertising Sources			Contact Name	Phone	Address	Email
CMU website			Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
Corporation for Public Broadcasting			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Greater Public			Stefan Anderson	(800) 311-0562		stefan@jobelevphant.com
Michigan Association of Broadcasters			Stefan Anderson	(800) 311-0562		stefan@jobelevphant.com
Public Media Content Collective			Stefan Anderson	(800) 311-0562		stefan@jobelevphant.com
Academiccareers.com (jobelevphant)			Stefan Anderson	(800) 311-0562		stefan@jobelevphant.com
HERC (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Higheredjobs.com (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Pure Michigan Talent Connect (jobelevphant)			Stefan Anderson	(800) 311-0563		stefan@jobelevphant.com
Disabled American Veterans (email)			Stefan Anderson	(800) 311-0563		paul@davmichigan.com
INVESTVets (email)			Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)				(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCDCC-MI Rehab Services (email)				(989) 773-5925		HUDSONA@michigan.gov
Mid-Michigan Industries (email)				(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)			Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)						dell.mccaslin@va.gov
Veterans' Resource Center (email)			Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)						
Indeed (indexed)						
The National Labor Exchange/US jobs (indexed)						
Veterans Advantage Job and Career Network (indexed)						
Number of interview applicants			Source			
1			CMU website			
1			Word of mouth			
2			Total interview applicants			

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

<u>Employee Group</u>	<u>Pay Level</u>	<u>Employee's Name</u>	<u>Start Date</u>	<u>Position #</u>	<u>Position Title</u>	<u>Recruitment source indicated by applicant</u>
BR	3H	Andrew Rheahme	10/14/2024	30600	Maintenance Engineer	Word of mouth
Advertising Sources			Contact Name	Phone	Address	Email
CMU website			Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
Corporation for Public Broadcasting			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Greater Public			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
Michigan Association of Broadcasters			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
Public Media Content Collective			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
NABET/CWA Website			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
SBE.org			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
Academiccareers.com (jobelephant)			Stefan Anderson	(800) 311-0562		stefan@jobelephant.com
HERC (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
Higheredjobs.com (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
Pure Michigan Talent Connect (jobelephant)			Stefan Anderson	(800) 311-0563		stefan@jobelephant.com
Disabled American Veterans (email)						paul@davmichigan.com
INVESTVets (email)			Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)				(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCCDC-MI Rehab Services (email)				(989) 773-5925		HUDSONA@michigan.gov
Mid-Michigan Industries (email)				(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)			Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)						dell.mccaslin@va.gov
Veterans' Resource Center (email)			Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)						
Indeed (indexed)						
The National Labor Exchange/US.jobs (indexed)						
Veterans Advantage Job and Career Network (indexed)						
Number of interview applicants			Source			
2			Word of mouth			
2			<u>Total interview applicants</u>			

Public Broadcasting
Positions Filled 6/1/24 to 5/31/25

Employee Group	Pay Level	Employee's Name	Start Date	Position #	Position Title	Recruitment source indicated by applicant
BR	3H	Jamie Mankiewicz	01/06/2025	68230	Multimedia Producer/Journalist I/II/III	Word of mouth
Advertising Sources			Contact Name	Phone	Address	Email
CMU website			Employment Services	(989) 774-2010	109 Rowe Hall, Mt. Pleasant, MI 48859	emplsvcs@cmich.edu
Asian American Journalists Association			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
National Association of Black Journalists			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
National Association of Hispanic Journalists			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Indigenous Journalists Association			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
The Association of LGBTQ+ Journalists			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Radio Television Digital News Association			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Corporation for Public Broadcasters (CPB.org)			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Michigan Association of Broadcasters			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Public Media Content Collective			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Greater Public			Rick Westover	(989) 774-3105		westo1rr@cmich.edu
Academiccareers.com (joblephant)			Stefan Anderson	(800) 311-0562		stefan@joblephant.com
HERC (joblephant)			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Higheredjobs.com (joblephant)			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Pure Michigan Talent Connect (joblephant)			Stefan Anderson	(800) 311-0563		stefan@joblephant.com
Disabled American Veterans (email)						paul@davmichigan.com
INVESTVets (email)			Michael Poyma			michael.poyma@va.gov
Isabella County Veteran's Office (email)				(989) 317-4093	200 N Main St Mt Pleasant	veterans@isabellacounty.org
MCD-C-MI Rehab Services (email)				(989) 773-5925		HUDSONA@michigan.gov
Mid-Michigan Industries (email)				(989) 773-6918	2426 Parkway Dr Mt Pleasant	mail@mmionline.com
Saginaw Chippewa Indian Tribe (email)			Louanna Bruner	(989) 775-0053	7070 E Broadway Mt Pleasant	lbruner@sagchip.org
VA Vocational Rehab and Employment (email)						dell.mccaslin@va.gov
Veterans' Resource Center (email)			Duane Kleinhardt	(989) 774-7991	University Center 110B	veterans@cmich.edu
Hero2Hired (indexed)						
Indeed (indexed)						
The National Labor Exchange/US.jobs (indexed)						
Veterans Advantage Job and Career Network (indexed)						
Number of interview applicants			Source			
1			WCMU social media			
2			Word of mouth			
1			CPB.org			
2			Indeed			
6			Total interview applicants			

EEO PUBLIC FILE REPORT

WCMU PUBLIC MEDIA

Mt. Pleasant, Michigan

Covering the Period From 06/01/2024 to 05/31/2025

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

- 1.)27-Aug-24

Student Employment Services On Campus Job Fair:

Sponsored by Student Employment Services and Career Services, Central Michigan University.
- 2.)Ongoing Summers - SU '24

Ongoing internship program

designed to assist student members of the university community in acquiring skills needed for broadcast employment. Students are each placed at a location around the state for the summer to create local news stories.
- 3.)19-Jun-24

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.)2024-25 School Year

Community Service Project

Our Report for America reporter has established a newspaper at a middle school in the community where she is based, with the purpose of introducing young minds to the world of media. The focus is on media literacy, equipping students with tools to navigate misinformation by developing ideas and honing their skills in interviewing and journalistic writing, along with hands on experience in field reporting.
- 5.)Ongoing

Training Students in Live and Pre-taped TV Broadcasts (Participation in events or programs with educational institutions relating to broadcasting careers):

Through a partnersip 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.
- 6.)Ongoing

Training Students in Stations 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.