

3. Job Title: TV - Television Staff Director III

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email
Michigan Association of Public Broadcasters M-Live Pure Michigan Talent Connect Veterans Resource Center Disabled American Veterans Isabella County Veteran's Office MCDC-Michigan Rehab. Services Mid-Michigan Industries VA Vocational Rehab and Employment CMU Human Resources web site Hero2Hired The National Labor Exchange (US Jobs) Indeed.com Veterans Advantage Job and Career Network	Dan Kelley Zachary Jerger www.jobtarget.com Steve Rellinger Joanne Tippett Jan Welch, Director Anne Hasse Leona Beck Dell McCaslin / John McCarthy Indexed through other postings Indexed through other postings Indexed through other postings Indexed through other postings	819 N. Washington Avenue 114B Warriner Hall 4809 Eastern SE 200 N. Main Street 2258 Enterprise Dr Suite 2 2426 Parkway Dr. 4241 Barnard Rd.		Lansing Mt. Pleasant Grand Rapids Mt. Pleasant Mt. Pleasant Mt. Pleasant Saginaw	MI MI MI MI MI MI	48906 48859 49508 48858 48858 48858 48603	 989-774-7991 616-532-2177 989-772-0911 ext 235 989-773-5925 989-773-6918 313-471-3800	 517-484-7444 734-474-3189 989-774-7993 989-775-6681 989-773-2932 989-773-1317 313-471-3814	dkelley@michmab.com zierger@mlive.com www.michworks.org veterans@cmich.edu joanne.tippett@comcast.com veterans@isabellacounty.org haasea@michigan.gov lbeck@mmlonline.com Dell.mccaslin@va.gov www.jobs.cmich.edu

4. Job Title: TV / FM - Major Gifts / Planned Giving Officer

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email
Pure Michigan Talent Connect HigherEdJobs.com Veterans Resource Center Disabled American Veterans Isabella County Veteran's Office MCDC-Michigan Rehab. Services Mid-Michigan Industries VA Vocational Rehab and Employment Dow Portal CMU Human Resources web site Hero2Hired The National Labor Exchange (US Jobs) Indeed.com Veterans Advantage Job and Career Network	www.jobtarget.com www.jobtarget.com Steve Rellinger Joanne Tippett Jan Welch, Director Anne Hasse Leona Beck Dell McCaslin / John McCarthy Indexed through other postings Indexed through other postings Indexed through other postings Indexed through other postings	114B Warriner Hall 4809 Eastern SE 200 N. Main Street 2258 Enterprise Dr Suite 2 2426 Parkway Dr. 4241 Barnard Rd.		Mt. Pleasant Grand Rapids Mt. Pleasant Mt. Pleasant Mt. Pleasant Saginaw	MI MI MI MI MI MI	48859 49508 48858 48858 48858 48603	989-774-7991 616-532-2177 989-772-0911 ext 235 989-773-5925 989-773-6918 313-471-3800	989-774-7993 989-775-6681 989-773-2932 989-773-1317 313-471-3814	www.michworks.org veterans@cmich.edu joanne.tippett@comcast.com veterans@isabellacounty.org haasea@michigan.gov lbeck@mmlonline.com Dell.mccaslin@va.gov www.jobs.cmich.edu

5. Job Title: TV / FM - Senior Office Specialist

Organization Name	Contact Name & Title	Address#1	Address#2	City	State	PostalCode	Telephone	Fax	Email
M-Live Pure Michigan Talent Connect Veterans Resource Center Disabled American Veterans Isabella County Veteran's Office MCDC-Michigan Rehab. Services Mid-Michigan Industries VA Vocational Rehab and Employment CMU Human Resources web site Hero2Hired The National Labor Exchange (US Jobs) Indeed.com Veterans Advantage Job and Career Network	Zachary Jerger www.jobtarget.com Steve Rellinger Joanne Tippett Jan Welch, Director Anne Hasse Leona Beck Dell McCaslin / John McCarthy Indexed through other postings Indexed through other postings Indexed through other postings Indexed through other postings	114B Warriner Hall 4809 Eastern SE 200 N. Main Street 2258 Enterprise Dr Suite 2 2426 Parkway Dr. 4241 Barnard Rd.		Mt. Pleasant Grand Rapids Mt. Pleasant Mt. Pleasant Mt. Pleasant Saginaw	MI MI MI MI MI MI	48859 49508 48858 48858 48858 48603	734-474-3189 989-774-7991 616-532-2177 989-772-0911 ext 235 989-773-5925 989-773-6918 313-471-3800	989-774-7993 989-775-6681 989-773-2932 989-773-1317 313-471-3814	zierger@mlive.com www.michworks.org veterans@cmich.edu joanne.tippett@comcast.com veterans@isabellacounty.org haasea@michigan.gov lbeck@mmlonline.com Dell.mccaslin@va.gov www.jobs.cmich.edu

C: Total Number of Persons Interviewed For All Full-Time Vacancies Filled During the Past Year: 19

1. Job Title: TV - Television Staff Producer III	3
2. Job Title: TV / FM - Senior Producer / Marketing Specialist	2
3. Job Title: TV - Television Staff Director III	5
4. Job Title: TV / FM - Major Gifts / Planned Giving Officer	3
5. Job Title: TV / FM - Senior Office Specialist	6

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

19

1. Job Title: TV - Television Staff Producer III Michigan Association of Broadcasters Website Word of Mouth	2 1
2. Job Title: TV / FM - Senior Producer / Marketing Specialist CMU Website	2
3. Job Title: TV - Television Staff Director III CMU Website Indeed.com WCMU Employee	2 2 1
4. Job Title: TV / FM - Major Gifts / Planned Giving Officer Other (The Chronicle of Philanthropy) CMU website / Alumni Relations Exec. Director CMU website / WCMU Employee	1 1 1
5. Job Title: TV / FM - Senior Office Specialist CMU Website Indeed Website WCMU Employee	4 1 1

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

11 - Participation in events with groups in the community interested in broadcasting:

2/11/2017 - Gave a tour of TV and FM to 12 Girl Scout from Troops 50707 and 50856. Toured Studios and Production Facilities. Taped a short version of "Quiz Central". Described job functions for careers related to TV and Radio

11 - Participation in events with groups in the community interested in broadcasting:

3/2/2017 - Gave a tour of TV and FM to 5 Boy Scouts from Troop 768. Toured Studios and Production Facilities. Watched a live production of "Ask The". Described job functions for careers related to TV and Radio Broadcasting

10 - Participation in events or programs with educational institutions relating to broadcasting careers:

6/22/2016 - Participated in the Central Michigan University "GrandparentsU" summer camp. Participated by conducting two classes on television production, both in front of and behind the camera. Participants ran camera, acted as on-air talent and also directed the program material. Each class had participants who moved through the various areas of production. Afterward, there was a question and answer period, as well as a viewing of the students TV experiences.

3 - Co-sponsor job fair

10/11/2016 - Co-Sponsor MABF Broadcast Media Career & Networking Fair at Central Michigan University

1 - Participation in job fair

03/25/2017 - Participated in the Annual Central Michigan University Broadcast & Cinematic Arts Career Fair. Offered advice and information to those looking to develop/enhance their career in Broadcasting.