

# THE PRE- PROFESSIONAL EXPERIENCE

## WHAT IS **PRE-PRO**?

The Mills James Pre-Professional Program provides recent college graduates an opportunity to obtain on-the-job work experience in preparation for a career in the production industry. Applicants may choose to apply for up to three of the training areas listed below:

- Field & Studio Video Production
- Graphic Design & Animation/Visual Effects
- Creative Meetings & Events
- Post Production
- Web design and programming for internal sites (HTML/CSS)

## EXPECTATIONS

Our Pre-Pro Program attracts many applicants with varied talents, exceptional educational background and experience. Due to the high demand for these positions, the selection process is thorough and program participants are held to a high standard.

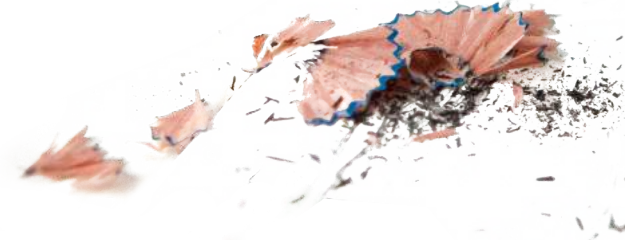
During the six-month session, often called the “audition” period, you will be expected to work 40 hours per week. Your skill sets need not cover the full-range required for full-time associates. Displaying initiative and a willingness to learn will help you get the most out of your time in the program and add to your value in the marketplace. At the sole discretion of Mills James, Pre-Pro associates who demonstrate outstanding skills and qualities may be offered the opportunity to continue in the program for a second six-month session. However, an individual’s participation in the program will not extend beyond one year.

## COMPENSATION

Pre-Pro associates are paid on an hourly basis and may receive some benefits. Frequently, we are able to offer Pre-Pro participants full-time employment at the conclusion of the program.

## HOW TO **APPLY**

Visit [millsjames.com/careers](https://millsjames.com/careers)



# COME CREATE

# WITH US

Mills James is one of the country's largest full-service, employee-owned creative media companies with offices and production facilities in Columbus, Cincinnati and Cleveland. We provide multimedia solutions to a range of advertising, broadcast and corporate clients. Our services include visual effects, corporate event production and video, audio and post production.

## PRE-PRO DOES **NOT** EQUAL A CONTRACT

The provisions of the Pre-Professional Program do **not** constitute an employment contract. The relationship established between associates in this program and Mills James is "at will." Either party may end the relationship at any time, with or without cause. However, Mills James encourages associates to stay in the program for at least six months to enhance their development and potential to seize future opportunities in the production industry.



**MILLS | JAMES**

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