I. FULL TIME JOBS FILLED: June 1, 2018 – May 31, 2019

A. News Anchor/Reporter, 5382
   Open:  7/3/18
   Filled: 10/1/18
   Recruitment Source (* indicates source for person hired)
   University of Wyoming*
   Wyoming State Job Bank
   HigherEdJobs
   Corporation for Public Broadcasting
   Public Media Business Association
   WPM Facebook and Twitter
   WPM Web Site

B. Business Manager, 1586
   Open:  11/26/18
   Filled:  1/2/19
   Recruitment Source (* indicates source for person hired)
   University of Wyoming*
   Wyoming State Job Bank
   Public Media Business Association
   Boomerang (print)
   WPM Facebook and Twitter
   WPM Web Site

C. News Anchor/Reporter, 5383
   Open:  8/8/18
   Filled:  1/22/19
   Recruitment Source (* indicates source for person hired)
   Corporation for Public Broadcasting*
   University of Wyoming
   Wyoming State Job Bank
   HigherEdJobs
   National Educational Telecommunications Association
   WPM Facebook and Twitter
   WPM Web Site
II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.

5382: University of Wyoming Job Opportunities – 1
   WPM Facebook & Twitter – 0
   Corporation for Public Broadcasting - 3
   Public Media Business Association - 3

1586: University of Wyoming Job Opportunities – 2
   WPM Facebook & Twitter - 0
   APG Media, Laramie Boomerang – 0
   Public Media Business Association - 0

5383: University of Wyoming Job Opportunities – 0
   WPM Facebook & Twitter - 0
   Corporation for Public Broadcasting - 3
   Public Media Business Association – 0
   National Educational Telecommunications Association - 0

4328: University of Wyoming Job Opportunities – 0
   WPM Facebook & Twitter – 0
   University of Wyoming Veteran Affairs - 0
   Corporation for Public Broadcasting - 5
   Public Media Business Association – 2
   Society of Broadcast Engineers - 2
III.  TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL TIME VACANCIES, AND NUMBER OF PERSONS REFERRED BY EACH RECRUITMENT SOURCE USED FOR VACANCIES.

A. Total number of persons interviewed for full time openings during this period: 21

B. Total number of referrals from each recruitment source:

   University of Wyoming Human Resources - 3 Request Notification? N
   Department 3422, 1000 E. University Avenue
   Laramie, WY 82071
   Phone 307-733-2216
   Website:  [https://www.uwyo.edu/hr/prospective/](https://www.uwyo.edu/hr/prospective/)
   Includes [https://www.HigherEdJobs.com](https://www.HigherEdJobs.com) and
   Wyoming State Job Bank [https://www.wyomingatwork.com](https://www.wyomingatwork.com)

   University of Wyoming Veterans Affairs – 0 Request Notification? N
   Department XXXX, 1000 E. University Avenue
   Laramie, WY 82071
   Phone 307-766-6908
   Website:  [https://www.uwyo.edu/vetservices](https://www.uwyo.edu/vetservices)

   Wyoming Public Media – 0 Request Notification? N
   Department 3984, 1000 E. University Avenue
   Laramie, WY 82071
   Phone 307-766-4240
   Website:  [https://ww.wyomingpublicmedia.org](https://ww.wyomingpublicmedia.org)
   Includes Facebook & Twitter

   Word of Mouth - 0

   Corporation for Public Broadcasting – 11 Request Notification? N
   CPB Jobline
   401 Ninth Street, NW
   Washington DC, 20004-2129
   Phone 202-879-9600
   Website:  [https://www.cpb.org/jobline/](https://www.cpb.org/jobline/)
   Email jobline@cpb.org

   National Educational Telecommunications Association – 0 Request Notification N
   939 South Stadium Road
   Columbia, SC 29201
   Phone 803-799-5517
   Website:  [https://www.netaonline.org](https://www.netaonline.org)
LIST OF PRONG 3 INITIATIVES IMPLEMENTED DURING THIS PERIOD.
Wyoming Public Media has engaged in the following outreach activities during the period covered by this report:

A. Name of initiative: Intern Program (ongoing)

Description:
June 2018 - May 2019. WPM continued its internship program. University students as well as community members are invited to apply for training and experience in news/public affairs reporting, production, and website development. Students receive UW course credit; non-students have the opportunity to be hired for similar employment. Six students participated in the internship program over the past year, and several other community members assisted in membership events and Wyoming Sounds.

Scope:
Own initiative and program.

Personnel Involved:
Includes University students and general public; Christina Kuzmych, General Manager; Micah Schweizer, Cultural Affairs Director; Grady Kirkpatrick, Program Director; Anna Rader, Website Manager; Bob Beck, News Director; Paul Montoya, Chief Engineer; and Diana Denison, Office Manager.
B. Name of initiative: Staff Training & Development (ongoing)

Description:
June 2018 - May 2019. WPM sends most full time staff/broadcast professionals to local, regional, or national workshops and conferences for the purpose of developing professional skills and knowledge for career advancement. On-campus training & webinars are also attended.

Scope:
PRNDI conference and editor training; NPR Education Fly-in; Association of Health Care Journalists Conference; Investigative Reporters & Editors Conference; National Sexual Assault Conference; Native American Journalists Association Cultural Competency and Ethics Training; Society of Broadcast Engineers National Conference; Society of Broadcast Engineers Monthly meetings; Public Radio Program Directors Conference; Society of Environmental Journalism Conference; Solutions Journalism Conference; numerous leadership conferences including the Governor’s Business Forum, Leadership Laramie & Women of Influence; multiple webinars available from a variety of regional & national groups. UW required all employees to take an assortment of training for the new administrative systems.

WPM’s News Department won 3 Edward R. Murrow Awards and 3 PRNDI awards. A WPM Reporter was selected for the Nieman Fellowship for Journalism and the Abrams Nieman Fellowship for Local Investigative Journalism to begin in August 2019.

Personnel involved:
Bob Beck, News Director; Caroline Ballard News Anchor/Reporter, Dianne Burner, Corporate Development Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Kamila Kudelska News Anchor/Reporter; Christina Kuzmych, General Manager; Grady Kirkpatrick, Program Director; Cooper McKin, News Anchor/Reporter; Paul Montoya, Chief Engineer; Maggie Mullen, News Anchor/Reporter; Anna Rader, Online Manager; Micah Schweizer, Cultural Affairs Director; Ben Slater, Broadcast Engineer; Tennessee Watson, News Anchor/Reporter; and Ry Woody, Donor Relations Director.

C. Name of Program: Dissemination of Employment Opportunities (Listing of Upper Level Opening in Job Bank/Newsletters)

Description:
June 2018 - May 2019. Upper level jobs are listed through various web sites and distribution means for the relevant professional broadcast organizations which may include the Corporation for Public Broadcasting and Public Radio Program Directors Association. All benefited job openings are listed on the University of Wyoming website job postings which automatically lists job openings with the Wyoming Job Service with access to statewide reach as well as national listings. Depending on the scope and level of the job, openings are advertised in local, state, and national newspapers and journals.
Scope:
Review scope and level of job and submit job openings to the various outlets listed above as appropriate for reaching broad-based and targeted populations.

Personnel Involved:
Christina Kuzmych, General Manager; Bob Beck, News Director; and Grady Kirkpatrick, Program Director, Paul Montoya, Director of Engineering

D. Name of Program: Sponsorship of Community Events Designed to Inform Public of Broadcasting Opportunities

Description:
June 2018 - May 2019. WPM representatives spoke to community groups such as the Cowboy News Network, Laramie Rotary, University of Wyoming journalism & web design classes, and public school classes in Rock River, Laramie, Jackson, and Cheyenne. The nature of each job is described and questions are taken so children and adults may better understand broadcast opportunities and the work environment. Staff members also make presentations at community group meetings for similar purposes such as public “Meet & Greet” sessions with our general manager and a public open house in the main studio in Laramie.

WPM’s News Director hosted forums for AARP Wyoming on Health Insurance, Fraud, Medicare & Medicaid, and a town hall with Governor Mead. Members of the WPM staff served as panelists or host for events including several Gubernatorial Debates, Powder River Basin Resource Council’s Leadership & Action Workshop, Career Innovations & DVR’s Career Camp, Wyoming Arts Council’s Poetry Outloud, and a Pop-Up Newsroom at the Wyoming Conference for Violence Prevention & Response.

Scope:
Make appointments for tours and programs, prepare and make presentations.

Personnel Involved:
Christina Kuzmych, General Manager; Bob Beck, News Director; Grady Kirkpatrick, Program Director; Paul Montoya, Chief Engineer Pat Gabriel, Coordinator, Operations/announcer; Tennessee Watson, News Anchor/Reporter; Caroline Ballard, News Anchor/Reporter; Melodie Edwards, News Anchor/Reporter; Kamila Kudelska, News Anchor/Reporter, Maggie Mullen, News Anchor/Reporter; Cooper McKim, News Anchor/Reporter; Anna Rader, Website Manager, Bob Moore, host; and Diana Denison, Office Manager.