

Wyoming Public Media EEO Public File Report

I. FULL-TIME JOBS FILLED, RECRUITMENT SOURCE FOR PERSON HIRED, TOTAL NUMBER OF PERSONS INTERVIEWED FOR THE POSITION. June 1, 2025 – May 31, 2026

**Stations in employment unit: KUWR, KUWL, KUWY, Laramie, WY,
Licensee: University of Wyoming**

WPM News Reporter II , 4435

Open: 04/22/2026

Filled: 05/08/2026

Recruitment Source for Person Hired: University of Wyoming Jobs and
Report for America.

Total number of people interviewed: 3

II. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME POSITIONS DURING THIS PERIOD: 6 for period June 1, 2025 – May 31, 2026. RECRUITMENT SOURCES FOR FULL-TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.

4435: Wyoming Public Media (website, social media, staff) – 0
University of Wyoming Job Opportunities – 3
Report for America site - 3

CONTACT INFORMATION FOR RECRUITMENT SOURCES USED TO FILL VACANCIES FOR June 1, 2025 – May 31, 2026

Wyoming Public Media posted job openings in a variety of publications listed here:

i. [University of Wyoming](https://www.uwyo.edu/)
1000 E. University Ave., Dept. 3984, Laramie, WY 82071
Phone: 307-766-2377
Employment page: <https://www.uwyo.edu/hr/prospective/>

ii. Report for America
Anh Gray 714-397-5117
68 Harrison Ave, Ste 605, PMB 46837
Boston, MA 02111-1929 US
<https://www.reportforamerica.org/careers/>

III-LIST OF PRONG 3 LONG-TERM NON-VACANCY SPECIFIC RECRUITMENT INITIATIVES IMPLEMENTED DURING THIS PERIOD:

The employment unit is in a market with a population of fewer than 250,000; therefore, it is required to complete 2 initiatives every 2 years.

A. Name of Initiative: Community Engagement.

Description:

June 2025 -May 2026. Wyoming Public Media (WPM) hosted tabling events at which WPM presented open positions, discussed current available positions, informed participants of work-study opportunities specifically for students, and provided general information about WPM and the activities the network is involved in within the university, community, and statewide.

Coffee and Conversations: This was a community outreach program in which our reporters visited communities to gather and discuss topics that concerned the local populations.

June 18, 2025: Media Training Workshop for Wyoming Hunger Relief Partners in Wyoming, hosted by the Food Bank of Wyoming

June 25 & 26, 2025: Coffee and conversations in Laramie.

July 17, 2025: Modern West Season panel in Lander

July 24, 2025: Coffee and Conversation in Cheyenne

July 29, 2025: Coffee and Conversation in Cody

August 11, 2025: Coffee and Conversation in Sheridan

September 10, 2025: Honors College intern fair.

September 12, 2025: Coffee and Conversation in Rock Springs

Sept. 16, 2025: Volunteer Fair at the Union. Provide the public with information about careers, internships, and volunteer opportunities at the station.

September 24, 2025: Coffee and Conversation in Gillette

November 17, 2025: Coffee and Conversation in Casper

February 9, 2026: Volunteer Fair at the Union. Provide the public with information about careers, internships, and volunteer opportunities at the station.

March 25, 2026: Spoke to a Multimedia class, Kamila Kudelska spoke to a journalism class about news production.

May 7, 2026: Laramie Black Tooth Community Pint Night

May 14, 2026: Bob Beck's honorary PhD reception

May 20, 2026: Wind River Indigenous Youth Climate & Culture Camp

Personnel Involved: Includes University students and the public. WPM employees involved: Ivy Engel, Mike Gray, Melodie Edwards, Hannah Habermann, Olivia Weitz, Norman Frost, Ry Woody.

B. Name of initiative: Intern and Volunteer Programs (ongoing)

Description:

June 2025 -May 2026. WPM continued its intern and volunteer programs. University students and community members were invited to apply for training and experience in news/public affairs reporting, production, and website development. In addition to training, students received UW course credit. Frequently, volunteers and interns move on to paid positions facilitated by this opportunity.

Scope:

5 students participated in the news internship program over the past year. 3 volunteers assisted regularly as hosts for Wyoming Sounds or in news/podcast production. Several additional volunteers assisted with membership events during the year.

Personnel Involved: Includes University students and public. WPM personnel involved include Christina Kuzmych, General Manager; Diana Denison, Office Manager; Grady Kirkpatrick, Program Director; Kamila Kudelska, News Director; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchor/Reporter; Rexanna Kelly, Corporate Development

C. Staff Training & Development (ongoing) that included a recruitment component:

Description:

June 2025 -May 2026. The station continued to send full-time staff and broadcast professionals to local, regional, or national workshops and conferences to develop professional skills and knowledge for career advancement. On-campus training & webinars are also attended. Staff are instructed to use these events/activities as opportunities for recruiting.

Conferences/Workshops Attended:

- PMJA 2025: Cultivating Innovation Conference, hosted by the Public Media Journalists Association, June 25-27, 2025.
- Big Changes, Small Newsroom: Covering Govt Cuts and Changes Through a Solutions Lens, hosted by the Solutions Journalism Network, September 10, 2025.
- Building Authentic Indigenous Mental Health Narratives in Media, hosted by the American Foundation for Suicide Prevention, December 9, 2025.
- Indigenous Reporting Best Practices, hosted by the Mountain West News Bureau, January 13, 2026.
- The Art of the Follow-Up, hosted by National Public Radio, January 16, 2026.
- Interviewing for Stronger Stories, hosted by National Public Radio, January 23, 2026.
- Climate Reporting, hosted by National Public Radio and the Mountain West News Bureau, February 25, 2026.
- Newsroom retreats in Laramie. October 9-10, 2025, and April 15-17, 2026.
- Wyoming Woman of Influence Luncheon, October 2025.
- Mountain West News Bureau Conference, February 4-5,2026.

Technical Training:

Town Hall: Preparing for Public Media Funding Loss - Greater Public
Underwriting Guidelines Webinar May 2025 - Greater Public
Underwriting Guidelines Webinar May 2026 - Greater Public
Classical Station Underwriting Roundtable May 2026 - Greater Public
Life After CPB: How Cap Radio Reinvented Its Future [Presented by CARS] Confirmation - Greater Public
Greater Public Roundtable: Partnership Ideas for Heritage & Identity Months - Greater Public
Greater Public Roundtable: Making the Most of Public Media Giving Days 2026
Greater Public Roundtable: Sustaining the Wave: Individual Giving Strategies Post-Federal Funding
Audience Development Summit 2026 - Greater Public
Greater Public Roundtable: Using Video with Major Donors
Wyoming SBDC Webinar - Using AI to Automate Marketing Tasks and Learn About Your Market - 11/13/26

Institutional Training:

UW requires all employees to complete a range of training, including safety, cybersecurity, policies, and accounting procedures. Additional training was carried out through the University of Wyoming Foundation on reports.

Awards:

3 Regional Murrow Awards, Five Top of the Rockies Awards and 4 PMJA awards in 2025.
Six Top of the Rockies Awards in 2026

Personnel involved:

Christina Kuzmych, General Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchor/Reporter; Pat Gabriel, Coordinator, Operations/ Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska, News & Cultural/ Public Affairs Director; Rexanna Kelly, Corporate Development Manager; Will Walkey, News Anchor/Reporter, News Anchor/Reporter; Melaina Nielson, Assistant Membership Coordinator; Norman Frost, Business Manager; Alec Schaffer, Broadcast Engineer; Ben Slater, Broadcast Engineer; Jacob Hoffmann, Broadcast Engineer; Hannah Habermann, Tribal/Rural Bureau Manager; Tina Unger, Membership Coordinator; and Ry Woody, Donor Relations Director.