

EEO Public File Report

KUFM-FM and KUFM-TV Missoula, MT
December 1, 2020 – November 30, 2021

Section 1: Vacancy Information

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1						
2						
3						

No full-time positions filled during annual reporting period.

Section 2: Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed
1	University of Montana Jobs Website UM Human Resources University of Montana Missoula, MT 59812	Marcie Briggs 406-243-5706	
2	Missoula Job Service Center (through UM Human Resources)	Marcie Briggs 406-243-5706	
3	us.jobs website (through UM Human Resources)	Marcie Briggs 406-243-5706	
4	CareerJet website (through UM Human Resources)	Marcie Briggs 406-243-5706	
5	HigherEdJobs.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
6	Glassdoor.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
7	Indeed.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
8	JobbyDoo website (through UM Human Resources)	Marcie Briggs 406-243-5706	
9	Jobing website (through UM Human Resources)	Marcie Briggs 406-243-5706	
10	LiveCareer website (through UM Human Resources)	Marcie Briggs 406-243-5706	
11	Recruit.net website (through UM Human Resources)	Marcie Briggs 406-243-5706	
12	Simply Hired website (through UM Human Resources)	Marcie Briggs 406-243-5706	
13	Word of Mouth		
14	University of Montana - UM Jobs Facebook (through UM Human Resources)	Marcie Briggs 406-243-5706	

15	UM Jobs Twitter (through UM Human Resources)	Marcie Briggs 406-243-5706	
16	The Chronicle of Higher Education (through UM Human Resources)	Marcie Briggs 406-243-5706	

Section 3: Longer-Term Recruitment Initiatives Implemented During Previous Year

		The KUFM-FM/KUFM-TV Missoula station employment unit is located in a market with a population of fewer than 250,000 persons such that the station is required to complete two long-term initiatives every two years.		
No.	Initiative	Description	Scope of Involvement	Personnel Involved
1	Hosted Job Fair	Expose college students to broadcasting environment and volunteer opportunities.	The University of Montana hosted Welcome Feast in September 2021. MTPR staffed a booth at the event. They passed out literature, gave out stickers, discussed public radio, and answered questions about volunteer job opportunities and procedures at MTPR. Hundreds of students stopped by the booth at the Welcome Feast.	Anne Hosler, MTPR Membership Manager; Michael Marsolek, MTPR Program Director Ray Ekness, MTPR/MTPBS GM
2	College Internship Program	Expose college students to broadcasting environment	MTPR and MTPBS participated in the University of Montana School of Journalism Job and Internship Fair held in March 2021. The staff interviewed prospective	Ray Ekness, MTPR/MTPBS GM Anne Hosler, MTPR Membership Manager Corin Cates-Carney, MTPR News Director John Twiggs, MTPBS Producer

			interns via Zoom during the day-long event. Two interns joined the MTPR staff for the summer of 2021. Students receive college credit and part-time pay.	
3	Communications Courses Taught at UM by Broadcast Media Center Staff/Programs with Educational Institutions Relating to Broadcasting Careers	Outreach activity to inform the public of broadcasting opportunities at MTPR and MTPBS	John Twiggs, MontanaPBS producer, was an adjunct professor in the University of Montana School of Journalism during Spring Semester 2021. Twiggs taught the Intermediate Video Production course that concentrates on video photography, production, editing and storytelling.	John Twiggs, MTPBS Producer
4	Scholarship Program	Offer students an opportunity to receive financial assistance for tuition.	KUFM-FM and KUFM-TV participate in a scholarship program through the Montana Broadcasters Association and the Greater Montana Foundation to support students who want to pursue a career in Broadcasting. KUFM-FM and KUFM-TV also offer awards to outstanding University of Montana Journalism students who have shown a history of work with Montana Public	Ray Ekness, MTPR/MPTBS GM

			Radio and MontanaPBS.	
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