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| <b>EEO Public File Report</b>               |  |
|   |  |
| <b>KUFM-FM &amp; KUFM-TV Missoula, MT</b>   |  |
| <b>December 1, 2022 – November 30, 2023</b> |  |
|   |  |

**KUFM-FM & KUFM-TV Missoula, MT**

## Section 1: Vacancy Information

[illegible]

|   |   |          |        |                                    |   |   |
|---|---|----------|--------|------------------------------------|---|---|
|   |   |          |        | LinkedIn Limited Listings          | 0 | 0 |
|   |   |          |        | Montana Nonprofit Association      | 0 | 0 |
|   |   |          |        | Current                            | 0 | 0 |
|   |   |          |        | The Chronicle of Philanthropy      | 0 | 0 |
| 2 | Broadcaster<br>3574                                   | 9/1/22   | 1/2/23 | University of Montana Jobs Website | 0 | 0 |
|   |   |          |        | Missoula Job Service Center;       | 0 | 0 |
|   |   |          |        | us.jobs;                           | 0 | 0 |
|   |   |          |        | HigherEdJobs.com;                  | 0 | 0 |
|   |   |          |        | The Chronicle of Higher Education; | 0 | 0 |
|   |   |          |        | Adzuna;                            | 0 | 0 |
|   |   |          |        | Betterjobs;                        | 0 | 0 |
|   |   |          |        | CareerJet;                         | 0 | 0 |
|   |   |          |        | Direct Employers;                  | 0 | 0 |
|   |   |          |        | Google for Jobs;                   | 0 | 0 |
|   |   |          |        | Indeed.com;                        | 1 | 1 |
|   |   |          |        | JobbyDoo;                          | 0 | 0 |
|   |   |          |        | JobShakers;                        | 0 | 0 |
|   |   |          |        | Jooble;                            | 0 | 0 |
|   |   |          |        | LiveCareer;                        | 0 | 0 |
|   |   |          |        | Monster Controlled Listings;       | 0 | 0 |
|   |   |          |        | Recruit.net;                       | 0 | 0 |
|   |   |          |        | Simply Hired;                      | 0 | 0 |
|   |   |          |        | Talent.com                         | 0 | 0 |
|   |   |          |        | Trovit;                            | 0 | 0 |
|   |   |          |        | WayUp;                             | 0 | 0 |
|   |   |          |        | WowJobs Canada;                    | 0 | 0 |
|   |   |          |        | ZipRecruiter;                      | 0 | 0 |
|   |   |          |        | LinkedIn Limited Listings          | 1 | 0 |
| 3 | Sponsor Support<br>and Marketing<br>Associate<br>3708 | 11/18/22 | 2/6/23 | University of Montana Jobs Website | 0 | 0 |
|   |   |          |        | Missoula Job Service Center;       | 0 | 0 |
|   |   |          |        | us.jobs;                           | 0 | 0 |
|   |   |          |        | HigherEdJobs.com;                  | 0 | 0 |
|   |   |          |        | The Chronicle of Higher Education; | 0 | 0 |
|   |   |          |        | Adzuna;                            | 0 | 0 |
|   |   |          |        | Betterjobs;                        | 0 | 0 |
|   |   |          |        | CareerJet;                         | 0 | 0 |

|   |   |         |         |                                    |   |   |
|---|---|---------|---------|------------------------------------|---|---|
|   |   |         |         | Direct Employers;                  | 0 | 0 |
|   |   |         |         | Google for Jobs;                   | 0 | 0 |
|   |   |         |         | Indeed.com;                        | 2 | 0 |
|   |   |         |         | JobbyDoo;                          | 0 | 0 |
|   |   |         |         | JobShakers;                        | 0 | 0 |
|   |   |         |         | Jooble;                            | 0 | 0 |
|   |   |         |         | LiveCareer;                        | 0 | 0 |
|   |   |         |         | Monster Controlled Listings;       | 0 | 0 |
|   |   |         |         | Recruit.net;                       | 0 | 0 |
|   |   |         |         | Simply Hired;                      | 0 | 0 |
|   |   |         |         | Talent.com                         | 0 | 0 |
|   |   |         |         | Trovit;                            | 0 | 0 |
|   |   |         |         | WayUp;                             | 0 | 0 |
|   |   |         |         | WowJobs Canada;                    | 0 | 0 |
|   |   |         |         | ZipRecruiter;                      | 0 | 0 |
|   |   |         |         | LinkedIn Limited Listings          | 0 | 0 |
|   |   |         |         | Current                            | 0 | 0 |
|   |   |         |         | Montana Nonprofit Association      | 0 | 0 |
|   |   |         |         | Word of Mouth/Employee Referral    | 1 | 1 |
| 4 | Broadcast<br>Operations<br>Specialist/TWQ<br>Host/ATC<br>Host/Audio<br>Producer, KUFM<br>3874 | 3/16/23 | 7/01/23 | University of Montana Jobs Website | 0 | 0 |
|   |   |         |         | Missoula Job Service Center;       | 0 | 0 |
|   |   |         |         | us.jobs;                           | 0 | 0 |
|   |   |         |         | HigherEdJobs.com;                  | 0 | 0 |
|   |   |         |         | The Chronicle of Higher Education; | 0 | 0 |
|   |   |         |         | Adzuna;                            | 0 | 0 |
|   |   |         |         | Betterjobs;                        | 0 | 0 |
|   |   |         |         | CareerJet;                         | 0 | 0 |
|   |   |         |         | Direct Employers;                  | 0 | 0 |
|   |   |         |         | Google for Jobs;                   | 0 | 0 |
|   |   |         |         | Indeed.com;                        | 0 | 0 |
|   |   |         |         | JobbyDoo;                          | 0 | 0 |
|   |   |         |         | JobShakers;                        | 0 | 0 |
|   |   |         |         | Jooble;                            | 0 | 0 |
|   |   |         |         | LiveCareer;                        | 0 | 0 |
|   |   |         |         | Monster Controlled Listings;       | 0 | 0 |
|   |   |         |         | Recruit.net;                       | 0 | 0 |

|   |  |         |         |                                    |   |   |
|---|--|---------|---------|------------------------------------|---|---|
|   |  |         |         | Simply Hired;                      | 0 | 0 |
|   |  |         |         | Talent.com                         | 0 | 0 |
|   |  |         |         | Trovit;                            | 0 | 0 |
|   |  |         |         | WayUp;                             | 0 | 0 |
|   |  |         |         | WowJobs Canada;                    | 0 | 0 |
|   |  |         |         | ZipRecruiter;                      | 0 | 0 |
|   |  |         |         | LinkedIn Limited Listings          | 0 | 0 |
|   |  |         |         | Word of Mouth/Employee Referral    | 1 | 1 |
| 5 | Major/Planned<br>Gifts Officer<br>3885 | 5/11/23 | 8/21/23 | University of Montana Jobs Website | 0 | 0 |
|   |  |         |         | Missoula Job Service Center;       | 0 | 0 |
|   |  |         |         | us.jobs;                           | 0 | 0 |
|   |  |         |         | HigherEdJobs.com;                  | 0 | 0 |
|   |  |         |         | The Chronicle of Higher Education; | 0 | 0 |
|   |  |         |         | Adzuna;                            | 0 | 0 |
|   |  |         |         | Betterjobs;                        | 0 | 0 |
|   |  |         |         | CareerJet;                         | 0 | 0 |
|   |  |         |         | Direct Employers;                  | 0 | 0 |
|   |  |         |         | Google for Jobs;                   | 0 | 0 |
|   |  |         |         | Indeed.com;                        | 0 | 0 |
|   |  |         |         | JobbyDoo;                          | 0 | 0 |
|   |  |         |         | JobShakers;                        | 0 | 0 |
|   |  |         |         | Jooble;                            | 0 | 0 |
|   |  |         |         | LiveCareer;                        | 0 | 0 |
|   |  |         |         | Monster Controlled Listings;       | 0 | 0 |
|   |  |         |         | Recruit.net;                       | 0 | 0 |
|   |  |         |         | Simply Hired;                      | 0 | 0 |
|   |  |         |         | Talent.com                         | 0 | 0 |
|   |  |         |         | Trovit;                            | 0 | 0 |
|   |  |         |         | WayUp;                             | 0 | 0 |
|   |  |         |         | WowJobs Canada;                    | 0 | 0 |
|   |  |         |         | ZipRecruiter;                      | 0 | 0 |
|   |  |         |         | LinkedIn Limited Listings          | 0 | 0 |
|   |  |         |         | Montana Nonprofit Association      | 0 | 0 |
|   |  |         |         | Current                            | 0 | 0 |
|   |  |         |         | The Chronicle of Philanthropy      | 0 | 0 |
|   |  |         |         | Word of Mouth/Employee Referral    | 1 | 1 |

|   |                                       |         |         |                                    |   |   |
|---|---------------------------------------|---------|---------|------------------------------------|---|---|
| 6 | Sponsor Support<br>Specialist<br>4018 | 6/21/23 | 9/18/23 | University of Montana Jobs Website | 0 | 0 |
|   |                                       |         |         | Missoula Job Service Center;       | 0 | 0 |
|   |                                       |         |         | us.jobs;                           | 0 | 0 |
|   |                                       |         |         | HigherEdJobs.com;                  | 0 | 0 |
|   |                                       |         |         | The Chronicle of Higher Education; | 0 | 0 |
|   |                                       |         |         | Adzuna;                            | 0 | 0 |
|   |                                       |         |         | Betterjobs;                        | 0 | 0 |
|   |                                       |         |         | CareerJet;                         | 0 | 0 |
|   |                                       |         |         | Direct Employers;                  | 0 | 0 |
|   |                                       |         |         | Google for Jobs;                   | 0 | 0 |
|   |                                       |         |         | Indeed.com;                        | 0 | 0 |
|   |                                       |         |         | JobbyDoo;                          | 0 | 0 |
|   |                                       |         |         | JobShakers;                        | 0 | 0 |
|   |                                       |         |         | Jooble;                            | 0 | 0 |
|   |                                       |         |         | LiveCareer;                        | 0 | 0 |
|   |                                       |         |         | Monster Controlled Listings;       | 0 | 0 |
|   |                                       |         |         | Recruit.net;                       | 0 | 0 |
|   |                                       |         |         | Simply Hired;                      | 0 | 0 |
|   |                                       |         |         | Talent.com                         | 0 | 0 |
|   |                                       |         |         | Trovit;                            | 0 | 0 |
|   |                                       |         |         | WayUp;                             | 0 | 0 |
| 7 | Morning Edition<br>Host<br>4062       | 7/26/23 | 9/11/23 | WowJobs Canada;                    | 0 | 0 |
|   |                                       |         |         | ZipRecruiter;                      | 0 | 0 |
|   |                                       |         |         | LinkedIn Limited Listings          | 1 | 1 |
|   |                                       |         |         | Montana Nonprofit Association      | 1 | 0 |
|   |                                       |         |         | Current                            | 0 | 0 |
|   |                                       |         |         | Word of Mouth/Employee Referral    | 2 | 0 |
|   |                                       |         |         |                                    |   |   |
|   |                                       |         |         | University of Montana Jobs Website | 0 | 0 |
|   |                                       |         |         | Missoula Job Service Center;       | 0 | 0 |
|   |                                       |         |         | us.jobs;                           | 0 | 0 |
|   |                                       |         |         | HigherEdJobs.com;                  | 0 | 0 |
|   |                                       |         |         | The Chronicle of Higher Education; | 0 | 0 |
|   |                                       |         |         | Adzuna;                            | 0 | 0 |
|   |                                       |         |         | Betterjobs;                        | 0 | 0 |
|   |                                       |         |         | CareerJet;                         | 0 | 0 |
|   |                                       |         |         | Direct Employers;                  | 0 | 0 |
|   |                                       |         |         |                                    |   |   |
|   |                                       |         |         |                                    |   |   |

|   |   |         |          |                                    |   |   |
|---|---|---------|----------|------------------------------------|---|---|
|   |   |         |          | Google for Jobs;                   | 0 | 0 |
|   |   |         |          | Indeed.com;                        | 0 | 0 |
|   |   |         |          | JobbyDoo;                          | 0 | 0 |
|   |   |         |          | JobShakers;                        | 0 | 0 |
|   |   |         |          | Jooble;                            | 0 | 0 |
|   |   |         |          | LiveCareer;                        | 0 | 0 |
|   |   |         |          | Monster Controlled Listings;       | 0 | 0 |
|   |   |         |          | Recruit.net;                       | 0 | 0 |
|   |   |         |          | Simply Hired;                      | 0 | 0 |
|   |   |         |          | Talent.com                         | 0 | 0 |
|   |   |         |          | Trovit;                            | 0 | 0 |
|   |   |         |          | WayUp;                             | 0 | 0 |
|   |   |         |          | WowJobs Canada;                    | 0 | 0 |
|   |   |         |          | ZipRecruiter;                      | 0 | 0 |
|   |   |         |          | LinkedIn Limited Listings          | 0 | 0 |
|   |   |         |          | Word of Mouth/Employee Referral    | 1 | 1 |
| 8 | MTPR Senior<br>Producer/Podcast<br>Host<br>4155 | 9/19/23 | 10/23/23 | University of Montana Jobs Website | 0 | 0 |
|   |   |         |          | Missoula Job Service Center;       | 0 | 0 |
|   |   |         |          | us.jobs;                           | 0 | 0 |
|   |   |         |          | HigherEdJobs.com;                  | 0 | 0 |
|   |   |         |          | The Chronicle of Higher Education; | 0 | 0 |
|   |   |         |          | Adzuna;                            | 0 | 0 |
|   |   |         |          | Betterjobs;                        | 0 | 0 |
|   |   |         |          | CareerJet;                         | 0 | 0 |
|   |   |         |          | Direct Employers;                  | 0 | 0 |
|   |   |         |          | Google for Jobs;                   | 0 | 0 |
|   |   |         |          | Indeed.com;                        | 0 | 0 |
|   |   |         |          | JobbyDoo;                          | 0 | 0 |
|   |   |         |          | JobShakers;                        | 0 | 0 |
|   |   |         |          | Jooble;                            | 0 | 0 |
|   |   |         |          | LiveCareer;                        | 0 | 0 |
|   |   |         |          | Monster Controlled Listings;       | 0 | 0 |
|   |   |         |          | Recruit.net;                       | 0 | 0 |
|   |   |         |          | Simply Hired;                      | 0 | 0 |
|   |   |         |          | Talent.com                         | 0 | 0 |
|   |   |         |          | Trovit;                            | 0 | 0 |

|   |                         |         |          |                                    |   |   |
|---|-------------------------|---------|----------|------------------------------------|---|---|
|   |                         |         |          | WayUp;                             | 0 | 0 |
|   |                         |         |          | WowJobs Canada;                    | 0 | 0 |
|   |                         |         |          | ZipRecruiter;                      | 0 | 0 |
|   |                         |         |          | LinkedIn Limited Listings          | 0 | 0 |
|   |                         |         |          | Word of Mouth/Employee Referral    | 1 | 1 |
| 9 | Program Manager<br>4173 | 10/2/23 | 11/15/23 | University of Montana Jobs Website | 2 | 1 |
|   |                         |         |          | Missoula Job Service Center;       | 0 | 0 |
|   |                         |         |          | us.jobs;                           | 0 | 0 |
|   |                         |         |          | HigherEdJobs.com;                  | 0 | 0 |
|   |                         |         |          | The Chronicle of Higher Education; | 0 | 0 |
|   |                         |         |          | Adzuna;                            | 0 | 0 |
|   |                         |         |          | Betterjobs;                        | 0 | 0 |
|   |                         |         |          | CareerJet;                         | 0 | 0 |
|   |                         |         |          | Direct Employers;                  | 0 | 0 |
|   |                         |         |          | Google for Jobs;                   | 0 | 0 |
|   |                         |         |          | Indeed.com;                        | 0 | 0 |
|   |                         |         |          | JobbyDoo;                          | 0 | 0 |
|   |                         |         |          | JobShakers;                        | 0 | 0 |
|   |                         |         |          | Jooble;                            | 0 | 0 |
|   |                         |         |          | LiveCareer;                        | 0 | 0 |
|   |                         |         |          | Monster Controlled Listings;       | 0 | 0 |
|   |                         |         |          | Recruit.net;                       | 0 | 0 |
|   |                         |         |          | Simply Hired;                      | 0 | 0 |
|   |                         |         |          | Talent.com                         | 0 | 0 |
|   |                         |         |          | Trovit;                            | 0 | 0 |
|   |                         |         |          | WayUp;                             | 0 | 0 |
|   |                         |         |          | WowJobs Canada;                    | 0 | 0 |
|   |                         |         |          | ZipRecruiter;                      | 0 | 0 |
|   |                         |         |          | LinkedIn Limited Listings          | 0 | 0 |
|   |                         |         |          | Montana Nonprofit Association      | 0 | 0 |
|   |                         |         |          | Current                            | 0 | 0 |

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

| No. | Recruitment Source  | Contact  | Total Interviewed |
|-----|---|--|-------------------|
| 1   | <b>University of Montana Jobs Website</b><br><b>UM Human Resources</b><br><b>University of Montana</b><br><b>Missoula, MT 59812</b> | <b>Marcie Briggs</b><br><b>406-243-5706</b>  | <b>3</b>          |
| 2   | Missoula Job Service Center<br>(through UM Human Resources)   | 539 S 3rd St W, Missoula, MT<br>59801<br>(406) 728-7060  | 0                 |
| 3   | us.jobs website<br>(through UM Human Resources)   | Marcie Briggs<br>406-243-5706  | 0                 |
| 4   | Adzuna.com website<br>(through SilkRoad partner integration of applicant tracking system)   | support@silkroad.com   | 0                 |
| 5   | Betterjobs (CareerBuilder.com) website<br>(through SilkRoad partner integration of applicant tracking system)                       | support@silkroad.com   | 0                 |
| 6   | CareerJet website<br>(through SilkRoad partner integration of applicant tracking system)  | support@silkroad.com   | 0                 |
| 7   | Direct Employers.org website<br>(through SilkRoad partner integration of applicant tracking system)                                 | support@silkroad.com   | 0                 |
| 8   | HigherEdJobs.com website  | Jennifer Frantz, account<br>manager,<br>jenniferf@higheredjobs.com<br>or (814) 861-3080 ext. 218 | 0                 |
| 9   | Google for Jobs.com website<br>(through SilkRoad partner integration of applicant tracking system)                                  | support@silkroad.com   | 0                 |
| 10  | <b>Indeed.com website</b><br><b>(through SilkRoad partner integration of applicant tracking system)</b>                             | <b>support@silkroad.com</b>  | <b>3</b>          |
| 11  | JobbyDoo website<br>(through SilkRoad partner integration of applicant tracking system)   | support@silkroad.com   | 0                 |
| 12  | JobShakers website<br>(through SilkRoad partner integration of applicant tracking system)   | support@silkroad.com   | 0                 |
| 13  | Jooble.org website<br>(through SilkRoad partner integration of applicant tracking system)   | support@silkroad.com   | 0                 |



|           |  |  |          |
|-----------|--|--|----------|
| 14        | LiveCareer website<br>(through SilkRoad partner integration of applicant tracking system)                  | support@silkroad.com   | 0        |
| 15        | Monster Controlled Listings website<br>(through SilkRoad partner integration of applicant tracking system) | support@silkroad.com   | 0        |
| 16        | Recruit.net website<br>(through SilkRoad partner integration of applicant tracking system)                 | support@silkroad.com   | 0        |
| 17        | Simply Hired website<br>(through SilkRoad partner integration of applicant tracking system)                | support@silkroad.com   | 0        |
| 18        | Talent.com website<br>(through SilkRoad partner integration of applicant tracking system)                  | support@silkroad.com   | 0        |
| 19        | Trovit.com website<br>(through SilkRoad partner integration of applicant tracking system)                  | support@silkroad.com   | 0        |
| 20        | WayUp.com website<br>(through SilkRoad partner integration of applicant tracking system)                   | support@silkroad.com   | 0        |
| 21        | WowJobs Canada<br>(through SilkRoad partner integration of applicant tracking system)                      | support@silkroad.com   | 0        |
| 22        | ZipRecruiter.com website<br>(through SilkRoad partner integration of applicant tracking system)            | support@silkroad.com   | 0        |
| <b>23</b> | <b>Word of Mouth</b>   |  | <b>7</b> |
| 24        | University of Montana - UM Jobs Facebook<br>(through UM Human Resources)                                   | Marcie Briggs<br>406-243-5706  | 0        |
| 25        | UM Jobs Twitter<br>(through UM Human Resources)  | Marcie Briggs<br>406-243-5706  | 0        |
| 26        | The Chronicle of Higher Education<br>(through UM Human Resources)  | Rick Plotkin, Sr. Recruitment<br>Marketing Consultant<br>The Chronicle of Higher<br>Education<br>202-466-1776 (w);<br>rick.plotkin@chronicle.com           | 0        |
| <b>27</b> | <b>LinkedIn Limited Listings<br/>(through SilkRoad partner integration of applicant tracking system)</b>   | <b>support@silkroad.com</b>  | <b>2</b> |
| <b>28</b> | <b>Montana Nonprofit Association (mtnonprofit.org) website</b>   | <b><a href="mailto:mna@mtnonprofit.org">mna@mtnonprofit.org</a><br/>(406) 449-3717<br/>7 W. 6th Ave., Suite 504<br/>P.O. Box 1744<br/>Helena, MT 59624</b> | <b>1</b> |

|    |  |  |          |
|----|--|--|----------|
| 29 | Current (jobs.current.org) website                       | 4400 Massachusetts NW,<br>Washington,<br>Dist. Columbia 20016            | <b>0</b> |
| 30 | The Chronicle of Philanthropy (philanthropy.com) website | 1255 Twenty-Third Street,<br>N.W. Washington, D.C. 20037<br>202-466-1050 | <b>0</b> |

### 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   | 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 on March 31, 2023. The staff interviewed prospective interns. Two interns joined the MTPBS staff for the summer of 2023. Students receive college credit and part-time wages. | Ray Ekness, MTPR/MTPBS GM<br>Corin Cates-Carney, MTPR News Director<br>John Twiggs, MTPBS Producer  |
| 2   | Hosting Internship and Volunteer Job Fair | Expose college students to broadcasting environment  | The University of Montana hosted Welcome Feast on September 8, 2023. MTPR staffed a booth at the event. The staff passed out literature, gave out stickers, discussed public radio, and  | Suzanne Grist, MTPR Membership Team<br>Katy Wade, MTPR Outreach Coordinator<br>Michael Marsolek, MTPR Program Director<br>Ray Ekness, MTPR/MTPBS GM |

|   |   |  |  |   |
|---|---|--|--|---|
|   |   |  | answered questions about volunteer or job opportunities at MTPR. Hundreds of students stopped by the booth at the Welcome Feast.   |   |
| 3 | Events with educational institutions relating broadcasting career opportunities | Expose college students to broadcasting environment  | The University of Montana welcomed students with the Big Sky Experience on August 23-24, 2023. MTPR hosted 20 first-year college students and taught them about public radio, voice acting, recorded station identification announcements, and recorded their performances of children's books that aired on MTPR's children's program The Pea Green Boat. | Michael Marsolek, MTPR Program Director<br>Vicki Chaney, Pea Green Boat host/producer<br>Sam Manno, Children's Corner host/producer |
| 4 | Events with educational institutions relating broadcasting career opportunities | Award to outstanding University of Montana journalism students' contribution to MTPR and MTPBS | The UM Broadcast Media Center (MTPR & MTPBS) presented three \$250 awards to outstanding UM students' contribution to MTPR and MTPBS at the UM School of Journalism's Dean Stone Night Awards banquet on April 14, 2023.   | Ray Ekness, MTPR/MTPBS GM<br>Corin Cates-Carney, MTPR News Director   |