

EEO Public File Report

KUFM-FM & KUFM-TV Missoula, MT
December 1, 2021 – November 30, 2022

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 | Director of Development | 12/22/22 | 3/14/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn | 2 | 1 |
| 2 | Broadcast Operating Specialist | 2/4/22 | 6/26/22; 8/9/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; | 11 | 2 |

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|---|---|---------|---------------------|--|---|---|
| | | | | Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn | | |
| 3 | Broadcast Operations Specialist I | 3/21/22 | 6/22/22; 6/27/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn | 4 | 2 |
| 4 | Butte Reporter | 5/19/22 | 8/22/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn | 2 | 1 |
| 5 | Senior Broadcast Engineer | 5/24/22 | 10/3/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; | 1 | 1 |

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|---|-----------------------------|--------|---------|--|---|---|
| | | | | CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn | | |
| 6 | Electronic Equip Tech II | 3/9/22 | 7/11/22 | University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn; University of Montana - UM Jobs Facebook UM Jobs Twitter | 3 | 1 |

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 | 21 |
| 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 | | 2 |
| 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 | |

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|----|---|-------------------------------|--|
| 16 | The Chronicle of Higher Education (through UM Human Resources) | Marcie Briggs 406-243-5706 | |
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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 and Volunteer Fair | Expose college students to broadcasting environment and volunteer opportunities. | The University of Montana hosted Welcome Feast on September 9, 2022. MTPR staffed a booth at the event. The staff passed out literature, gave out stickers, discussed public radio, and answered questions about volunteer or job opportunities at MTPR. Hundreds of students stopped by the booth at the Welcome Feast. | Suzanne Grist, MTPR Membership Team Katy Wade, MTPR Outreach Coordinator Michael Marsolek, MTPR Program Director Ray Ekness, MTPR/MTPBS GM |

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|---|----------------------------|---|--|---|
| 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 on March 11, 2022. The staff interviewed prospective interns via Zoom during the day-long event. Two interns joined the MTPR staff for the summer of 2022. Students receive college credit and part-time wages. | Ray Ekness, MTPR/MTPBS GM Corin Cates-Carney, MTPR News Director John Twiggs, MTPBS Producer |
| 3 | Visited Journalism Class | Expose college students to broadcasting environment and NPR member station job opportunities. | MTPR staff attended Prof. Denise Dowling's Senior Seminar class on December 1, 2021 to talk about job opportunities in journalism and programming at NPR member stations. | Corin Cates-Carney, MTPR News Director Freddy Monares, MTPR Reporter/Anchor Michael Marsolek, MTPR Program Director |