I. FULL TIME JOBS FILLED: June 1, 2017 – May 31, 2018

A. News Anchor/Reporter, 5171
   Open: 5/26/17
   Filled: 11/17/17
   Recruitment Source: Corp for Pubic Broadcasting

B. Business Manager, 1586
   Open: 2/1/18
   Filled: 3/27/18
   Recruitment Source: University of Wyoming

II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.

5171: University of Wyoming Job Opportunities – 0
      WPM Facebook & Twitter – 0
      Word of Mouth - 2
      Corporation for Public Broadcasting - 12
      Public Media Business Association - 0

1586: University of Wyoming Job Opportunities – 3
      WPM Facebook & Twitter - 0
      Corporation for Public Broadcasting - 0
      National Hispanic Media Coalition - 0
      Public Media Business Association - 0

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: 17

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
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 2017 - May 2018. 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. Fifteen 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 2017 - May 2018. 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 online training; Third Coast International Audio Festival and Conference; NPR Energy and Environment conference; NPR Juvenile Justice Forum; Public Media Business Association annual conference; Public Media Development and Marketing Conference; National Association of Broadcasters Conference; Society of Broadcast Engineers National Conference; Society of Broadcast Engineers Monthly meetings; FMBQ Triple A Radio Music conference; various webinars available from a variety of regional & national groups. UW required all employees to take Sexual Misconduct & the Duty to Report.
WPM’s News Department won 3 Edward R. Murrow Awards and 3 PRNDI awards. One of the PRNDI awards was a first place national award. WPM’s HumaNature podcast was featured at the Big Sky Audio Documentary Film Festival.

Personnel involved:
Bob Beck, Caroline Ballard, Melodie Edwards, Christina Kuzmych, Grady Kirkpatrick, Paul Montoya, Kelly Bergeron, Reid Fletcher, Ben Slater, Ry Woody, Dianne Burner, Micah Schweizer, Anna Rader, Andrew Mittelstadt, Kelly Bergeron, and Diana Denison.

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

Description:
June 2017 - May 2018. 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.

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

**Description:**
June 2017 - May 2018. WPM representatives spoke to community groups such as the Riverton Public Library, Wind River Reservation, Albany County Library, University of Wyoming journalism & web design classes, and public school classes in Rock River, Laramie, Billings, 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 three forums for AARP Wyoming on Medicare & Medicaid, the Wyoming legislative session, and Health Insurance. He also hosted a WPR event with Don Gonyea and made a public presentation on Public Radio News at the Teton County Library. His speaking engagements included speaking to The Wyoming Corrections Department about Mentorship, a men’s group in Jackson, WY about the legislature, election, and news coverage, and to a group of student journalists at New York University. In addition, WPM’s News Director hosted a forum on financial literacy and our Education Reporter hosted a panel on early childhood education for the Wyoming Public Department of Education.

**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; Reid Fletcher, Senior Engineer; Pat Gabriel, Coord, Operations/announcer; Tennessee Watson, education reporter; Caroline Ballard, news anchor/reporter; Melodie Edwards, news anchor/reporter; Kamila Kudelska, news anchor/reporter, and Diana Denison, Office Manager.