

EEO Public File Report						
KUFM-FM & KUFM-TV Missoula, MT						
December 1, 2024 – November 30, 2025						
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 Broadcast Media Center (202400024)	6/11/2024	12/30/2024	University of Montana Jobs Website	2	1
				HigherEdJobs.com;	1	0
				The Chronicle of Higher Education;	0	0
				Indeed.com;	1	0
				Other	1	0
				schooljobs.com;	1	0
				Word of Mouth/Employee Referral	0	0
2	Rural Policy Reporter, KUFM-Montana Public Radio (202400188)	10/18/2024	12/19/2024	University of Montana Jobs Website	0	0
				HigherEdJobs.com;	0	0
				The Chronicle of Higher Education;	0	0
				schooljobs.com	0	0
				Word of Mouth/Employee Referral	3	1
3	Montana Public Radio (MTPR) Development Director, KUFM (202400252)	1/10/2025	4/2/2025	University of Montana Jobs Website	1	1
				HigherEdJobs.com;	0	0
				The Chronicle of Higher Education;	1	0
				schooljobs.com	0	0
				Word of Mouth/Employee Referral	1	0
4	Montana Public Radio (MTPR) News Director, KUFM (202400282)	2/21/2025	10/16/2025	University of Montana Jobs Website	1	0
				HigherEdJobs.com;	0	0
				The Chronicle of Higher Education;	0	0
				schooljobs.com	0	0
				Public Media Journalists Association	0	0
				Poynter	0	0
				Society Of Professional Journalists	0	0
				Current	0	0
				Corporation for Public Broadcasting	0	0

				Professional Association	1	1
				Word of Mouth/Employee Referral	3	0

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	4
2	HigherEdJobs.com website	Jennifer Frantz, account manager, jenniferf@higheredjobs.com or (814) 861-3080 ext. 218	1
3	Indeed.com website		1
4	Word of Mouth		7
5	The Chronicle of Higher Education (through UM Human Resources)	Rick Plotkin, Sr. Recruitment Marketing Consultant The Chronicle of Higher Education 202-466-1776 (w); rick.plotkin@chronicle.com	1
6	schooljobs.com;		1
7	Other		1
8	Current (jobs.current.org) website	4400 Massachusetts NW,	0

		Washington, Dist. Columbia 20016	
9	Society Of Professional Journalists (https://www.spj.org/jobs.asp) website	P.O. Box 441748 Indianapolis, IN 46244 317-927-8000	0
10	Poynter (https://www.poynter.org/media-jobs/) website	The Poynter Institute 801 Third St. South St. Petersburg, Florida 33701	0
11	Public Media Journalists Association (https://jobs.pmja.org/) website	P.O. Box 838 Sturgis, SD 57785 605.863.9919	0
12	Corporation for Public Broadcasting (https://www.cpb.org/jobline)	Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129	0

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.		
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No.	Initiative	Description	Scope of Involvement	Personnel Involved
1	Internship/Volunteer Exposure Fair	Expose college students to broadcasting environment	The University of Montana hosted WelcomeFeast on September 5, 2025. 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 Development Team Clare Menahan, MTPR Development Team Shelby Faber, MTPR Development Team Jake Williams, MTPR Engineering Team Michael Marsolek, MTPR Programming Team Hannah Beltrone, MTPR Development Team
2	Student Awards Program	Award to outstanding University of Montana journalism students' contribution to MTPR and MTPBS	The UM Broadcast Media Center (MTPR & MTPBS) presented 2 awards to outstanding UM students' contribution to MTPR and MTPBS at the UM School of Journalism's Dean Stone Night Awards banquet on April 4, 2025.	Corin Cates-Carney, MTPR News Director
3	Journalism Education	UM Journalism School Class Presentation	Some MTPR news team members presented to a UM Journalism School class about MTPR and journalism at our organization on both November 12 (Intermediate Audio Class) and 17.	Ellis Juhlin – MTPR Reporter Austin Amestoy – MTPR Reporter Shaylee Ragar – MTPR Reporter