

EEO Public File Report

KUFM-FM Missoula, MT

December 1, 2018 – November 30, 2019

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	Sponsor Support Associate	6/25/19	11/18/19	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; MTPR.org; GreaterPublic.org; CPB Jobline; PRADO jobs page; Montana NonProfit Association jobs page. LinkedIn Jobs (paid ads); University of Montana Journalism School careers Facebook page; MTPR Facebook MTPR 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	3
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	Montana Public Radio website 32 Campus Dr. University of Montana	Josh Burnham 406-243-4203	

	Missoula, MT 59812 https://www.mtpr.org/		
14	GreaterPublic.org job site https://www.greaterpublic.org/jobs/	Linda Talbott 406-243-4215	
15	CPB Jobline job site https://www.cpb.org/jobline	Linda Talbott 406-243-4215	
16	PRADO jobs page https://www.pradoweb.org/index.asp?SEC=E223A5B0-4CA9-468D-8A3A-A56B7C6D8406&Type=B_BASIC	Linda Talbott 406-243-4215	
17	Montana NonProfit Association jobs page https://mtnonprofit-jobs.careerwebsite.com/jobs/	Linda Talbott 406-243-4215	
18	University of Montana Journalism School careers Facebook page UM School of Journalism 32 Campus Dr. Missoula, MT 59812 https://www.facebook.com/groups/223933414300449/	Denise Dowling 406-243-4001	
19	MTPR Facebook Montana Public Radio 32 Campus Dr. University of Montana Missoula, MT 59812 https://www.facebook.com/mtpublicradio/	Josh Burnham 406-243-4203	
20	MTPR Twitter Montana Public Radio 32 Campus Dr. University of Montana Missoula, MT 59812 https://twitter.com/mtpublicradio	Josh Burnham 406-243-4203	

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

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 and a Fall Student Employment & Volunteer Fair in September 2018. MTPR staffed a booth at both events. They passed out literature, discussed public radio, and answered questions about volunteer job opportunities and procedures at MTPR. Hundreds of student stopped by the booth at the Welcome Feast while an estimated 150 attendees stopped by during the student employment/volunteer fair.	Anne Hosler, MTPR Membership Manager; Suzanne Grist, MTPR Volunteer Coordinator
2	College Internship Program	Expose college students to broadcasting environment	MTPR participated in the University of Montana School of Journalism Job and Internship Fair held in March 2019. The staff interviewed prospective interns during the day-long event. Three interns joined the MTPR staff for the summer of 2019. Students receive college credit and part-time pay.	Ray Ekness, MTPR GM Anne Hosler, Membership Manager Eric Whitney, News Director

3	<p>Communications Courses Taught at UM by Broadcast Media Center Staff/Programs with Educational Institutions Relating to Broadcasting Careers</p>	<p>Outreach activity to inform the public of broadcasting opportunities at MTPR and MTPBS</p>	<p>John Twiggs, Producer, was an adjunct professor in the Univ. of Montana School of Journalism. In a class on television news documentary program production, Twiggs taught research, fact checking and confirmation, writing, interviewing, filming, and editing and mentored the students in the ethics and methods of television journalism and documentary film making. The class also met with MTPBS producers for feedback on their project. The finished student-produced program, <i>Trash Talk: Montana's Recycling Challenge</i> examined the issues of trash and recycling in Montana and aired on MontanaPBS in May 2019. (Link: https://www.montanapbs.org/programs/trash-talk/)</p>	<p>John Twiggs, Producer Ray Ekness, GM, Montana Public Radio</p>
4	<p>Scholarship Program</p>	<p>Offer students an opportunity to receive financial assistance for tuition.</p>	<p>KUFM-FM participates in a scholarship program through the Montana Broadcaster's Association and the Greater Montana Foundation to support students who want to pursue a career in Broadcasting.</p>	<p>Ray Ekness, KUFM-TV GM</p>