

EEO Public File Report

KUFM-FM & KUFM-TV Missoula, MT

December 1, 2023 – November 30, 2024

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	Membership & Volunteer Manager 4257	12/15/2023	3/6/2024	University of Montana Jobs Website	4	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
				Word of Mouth/Employee Referral	1	0

2	Media Programmer 4342	3/6/2024	4/8/2024	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	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
3	Production Manager 4354	3/19/2024	6/24/2024	University of Montana Jobs Website	1	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	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	1	0
				Current	0	0
				Society Of Professional Journalists	0	0
				Poynter	0	0
				Journalism Jobs	0	0

				Asian American Journalists Association	0	0
				Alliance for Women in Media	0	0
				National Association of Black Journalists	0	0
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				Word of Mouth/Employee Referral	1	1
4	Media Programmer 4381	4/5/2024	6/10/2024	University of Montana Jobs Website	2	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
			Current	0	0
			Corporation for Public Broadcasting	0	0

				Public Media Journalists Association	0	0
				Word of Mouth/Employee Referral	2	1
5	Net/Comp System Admin III 4430	5/21/2024	6/17/2024	University of Montana Jobs Website	1	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
				Word of Mouth/Employee Referral	0	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	8
2	Missoula Job Service Center (through UM Human Resources)	539 S 3rd St W, Missoula, MT 59801 (406) 728-7060	0
3	us.jobs website (through UM Human Resources)	Marcie Briggs 406-243-5706	0
4	Adzuna.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
5	Betterjobs (CareerBuilder.com) website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
6	CareerJet website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
7	Direct Employers.org website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0

8	HigherEdJobs.com website	Jennifer Frantz, account manager, jenniferf@higheredjobs.com or (814) 861-3080 ext. 218	0
9	Google for Jobs.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
10	Indeed.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	2
11	JobbyDoo website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
12	JobShakers website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
13	Jooble.org website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
14	LiveCareer website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
15	Monster Controlled Listings website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
16	Recruit.net website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
17	Simply Hired website	support@silkroad.com	0

	(through SilkRoad partner integration of applicant tracking system)		
18	Talent.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
19	Trovit.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
20	WayUp.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
21	WowJobs Canada (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
22	ZipRecruiter.com website (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
23	Word of Mouth		5
24	University of Montana - UM Jobs Facebook (through UM Human Resources)	Marcie Briggs 406-243-5706	0
25	UM Jobs Twitter (through UM Human Resources)	Marcie Briggs 406-243-5706	0

26	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	0
27	LinkedIn Limited Listings (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	1
28	Montana Nonprofit Association (mtnonprofit.org) website	mna@mtnonprofit.org (406) 449-3717 7 W. 6th Ave., Suite 504 P.O. Box 1744 Helena, MT 59624	
29	Current (jobs.current.org) website	4400 Massachusetts NW, Washington, Dist. Columbia 20016	0
30	Society Of Professional Journalists (https://www.spj.org/jobs.asp) website	P.O. Box 441748 Indianapolis, IN 46244 317-927-8000	0

31	Poynter (https://www.poynter.org/media-jobs/) website	The Poynter Institute 801 Third St. South St. Petersburg, Florida 33701	0
32	Journalism Jobs (https://www.journalismjobs.com/) website	info@journalismjobs.com 510-508-7386	0
33	Asian American Journalists Association (https://www.aaja.org/careers/aaja-career-center/) website	(202) 729-8383	0
34	Alliance for Women in Media (https://allwomeninmedia.org/career-center/) website	2365 Harrodsburg Road, A325, Lexington, KY 40504	0
35	National Association of Black Journalists (https://nabjonline.org/careers-opportunities/) website	1100 Knight Hall, Suite 3101 College Park, Maryland 20742 Phone: (301) 405-0248	0
36	National Association of Hispanic Journalists (https://www.nahjcareers.org/) website	NAHJ Career Center PO Box 117 Windsor, CA 95492	0
37	Native American Journalists Association (https://najanewsroom.com/jobs/) website		0
38	Corporation for Public Broadcasting (https://www.cpb.org/jobline)	Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129	0

39	Public Media Journalists Association (https://jobs.pmja.org/) website	P.O. Box 838 Sturgis, SD 57785 605.863.9919	0
40	schooljobs.com;		1
41	Other		1

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 8, 2024. The staff interviewed prospective interns and hired 1 intern. Student received college credit and part-time wages.	Corin Cates-Carney, MTPR News Director
2	Internship and Volunteer Fair	Expose college students to broadcasting environment	The University of Montana hosted WelcomeFeast on September 6, 2024. MTPR staffed a booth at the event. The staff passed out literature,	Suzanne Grist, MTPR Development Team Clare Menahan, MTPR Development Team Shelby Faber, MTPR Development Team

			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.	
3	MTPR Kids Radio Drama Camp	Exposed students to broadcasting environment and how to produce audio	MTPR welcomed students on June 10 – 14, hosted 11 students and taught them about public radio, voice acting, produced audio pieces as part of a collaborative camp with Zootown Aarts Community Center	Michael Marsolek, MTPR Program Director Vicki Chaney, Pea Green Boat host/producer Jake Birch, MTPR Production Team
4	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 5, 2024.	Corin Cates-Carney, MTPR News Director
5	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	Corin Cates – Carney, MTPR News Director Ellis Juhlin – MTPR Reporter Austin Amestoy – MTPR Reporter

			organization on November 18, 2024.	
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