

EEO Public File Report
KUSM-TV
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	Long Form Multimedia Journalist	09/15/2023	04/17/2024	Montana State University	0	0
			05/15/2024	CPB	0	0
				Current.org	1	0
				Production Hub.com	0	0
				Indeed	4	1
				TVJobs.com	0	0
				MT PBS Website	2	1
				NETA	0	0
				LinkedIn	1	0
				Word of Mouth	0	0
2	Youth Media Specialist	10/05/2023	04/22/2024	Montana State University	1	1
				Montana PBS Website	2	0
				Current.org	0	0
				Indeed.com	0	0
				CPB	0	0
				NETA	0	0
				Word of Mouth	0	0
3	Broadcast Operations Specialist I MPAN	11/20/2023	2/28/2024	Montana State University	1	0
				Montana PBS Website	0	0
				Indeed.com	7	3
				LinkedIn	1	0
				Word of Mouth	1	1
4	Production Services Producer	01/17/2024	05/15/2024	Montana State University	0	0
				Montana PBS Website	0	0
				Current.org	0	0

				Indeed.com	0	0
				CPB	0	0
				NETA	0	0
				Staff Me Up	2	1
				Word of Mouth	0	0
5	Audio Mix Engineer *Part Time*	2/12/2024	04/01/2024	Montana State University	0	0
				Indeed.com	0	0
				Word of Mouth	1	1
6	Broadcast Engineer	02/13/2024	08/09/2024	Montana State University	1	0
				Montana PBS Website	0	0
				Current.org	0	0
				Diversity.com	0	0
				CPB	0	0
				Indeed.com	0	0
				SBE	0	0
				NETA	0	0
				Word of Mouth	2	1

Section 2: Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed
1	Montana State University Jobs Website	Kristin Brill	3
	MSU Office of Human Resources Montana State University Bozeman, MT 59717-2520	406.994.2101	
2	Montana PBS Website	Saul Mastandrea	4
	Visual Communications Bldg. #183 Montana State University Bozeman, MT 59717	406.994.1692	
3	Indeed, posted by MSU	Kristin Brill	11
	MSU Office of Human Resources Montana State University Bozeman, MT 59717-2520	406.994.2101	
4	LinkedIn, posted by MSU	Kristin Brill	2
	MSU Office of Human Resources Montana State University Bozeman, MT 59717-2520	406.994.2101	
5	Staffmeup.com	-	2
	Casting Networks, LLC 3250 Wilshire Blvd STE 1800 Los Angeles, CA 90010	contact@staffmeup.com	
6	TVjobs.com	-	0
	P.O Box 4116 Oceanside, CA 92052	info@tvjobs.com	
7	Corporation for Public Broadcasting	-	0
	401 9th Street, NW Washington, DC 20004-2129	202.879.9600	
8	Current.org (publicmediajobs.org job board)	-	1
	4400 Massachusetts NW Washington, Dist. Columbia 20016	202.885.6412	

9	Diversity.com	-	0
	245 North Highland Avenue Northeast STE 230 Atlanta, GA 30307	706.835.1330	
10	National Educational Telecommunications Association (NETA)	-	0
	939 South Stadium Road, Columbia, SC 29201	803.799.5517	
11	ProductionHub.com	-	0
	1806 Hammerlin Ave Winter Park, FL 32789	314.200.9955	
12	Society of Broadcast Engineers (SBE.org)	-	0
	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	317.846.9000	
13	Word of Mouth	Various	4

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

The KUSM-TV 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.

The following items were completed during the 2024 – 2025 reporting period and reflect our compliance with the requirement to complete two long-term initiatives over the two-year period from December 01, 2024 to November 30, 2026.

No.	Initiative	Description	Scope of Involvement	Personnel Involved
1	Scholarship Program	Offer students an opportunity to receive financial assistance for tuition.	<ul style="list-style-type: none"> Montana PBS participated in a scholarship program through the Montana Broadcaster’s Association to support students who want to pursue a career in Broadcasting. It gives two to three Montana State University students hands-on broadcast operations and production work experience at the station. This was awarded to Sam Scott and Jordyn Rae in May 2024 	Paul Heitt-Rennie (Director of Content), Aaron Pruitt (General Manager)
2	Events/Programs related to career opportunities in broadcasting sponsored by educational institutions.	Functions/Outreach activities that KUSM has hosted in the past year to inform the public of broadcasting opportunities sponsored by Montana State University.	<ul style="list-style-type: none"> Montana PBS Director of Content taught an Introductory Studio Television Production course in the School of Film & Photography at Montana State University which covered the fundamentals of studio production, theory, and equipment. This course was taught in spring semester 2024. We conducted many tours of our studio production facility and the broadcast operations center which included a segment about the large variety of careers that are available in TV and media production, and the educational background required for that work of employment. The following are the details of the Station Tours and Production workshops completed this year: <ul style="list-style-type: none"> 19 participants; MSU College of Agriculture - AGED 312: Ag Communication; Oct. 10, 2024; Tour & Q&A with focus on media literacy, journalistic ethics, & employment opportunities. 37 participants, total; MSU Friday; Jan 26, Feb 9, Mar 8, Mar 29, Oct 18 & Nov 15, 2024; Engagement with Prospective Students and Parents; education & career opportunities. 	Paul Heitt-Rennie (Director of Content), Scott Sterling (Director of Production), Aaron Pruitt (General Manager), Nikki Vradenburg (Director of Education) Joe Lesar (Staff Journalist) Audrey Schied (Live Production Manager) Kristina Martin, (Director of Development) Kyle Sorenson (Promotions & Brand Manager) Numerous student staff employees

			<ul style="list-style-type: none"> ○ 15 participants; Montana 4-H Youth Congress; Jul 11, 2024; Lecture, Q & A, Experiential workshop ○ 8 participants; Belgrade HS Journalism Class; April 25, 2024; Lecture, Q&A, Experiential workshop. ○ 23 participants; Leadership MSU; Feb. 7, 2024; Lecture, Tour, Q&A. ○ 8 participants; Venture Scouts; Apr. 6, 2024; Lecture, Q & A, Experiential workshop 	
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Attendance at “Equal Employment Opportunity Compliance” Webinar	<ul style="list-style-type: none"> ● Three staff members attended the webinar “Equal Employment Opportunity (EEO) Compliance” presented by Gray, Miller, and Persh on September 24, 2024. 	Martha Cabell (Director of Finance), Jayne Robidou (Executive Administrative Manager) Paul Heitt-Rennie, Director of Content