

EEO Public File Report

KUFM-FM & KUFM-TV Missoula, MT

December 1, 2021 – November 30, 2022

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 Development	12/22/22	3/14/22	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn	2	1
2	Broadcast Operating Specialist	2/4/22	6/26/22; 8/9/22	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo;	11	2

				Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn		
3	Broadcast Operations Specialist I	3/21/22	6/22/22; 6/27/22	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn	4	2
4	Butte Reporter	5/19/22	8/22/22	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn	2	1
5	Senior Broadcast Engineer	5/24/22	10/3/22	University of Montana Jobs Website Missoula Job Service Center; us.jobs;	1	1

				<p>CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn</p>		
6	Electronic Equip Tech II	3/9/22	7/11/22	<p>University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn; University of Montana - UM Jobs Facebook UM Jobs Twitter</p>	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	21
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	Word of Mouth		2
14	University of Montana - UM Jobs Facebook (through UM Human Resources)	Marcie Briggs 406-243-5706	
15	UM Jobs Twitter (through UM Human Resources)	Marcie Briggs 406-243-5706	

16	The Chronicle of Higher Education (through UM Human Resources)	Marcie Briggs 406-243-5706	
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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	Hosted Job and Volunteer Fair	Expose college students to broadcasting environment and volunteer opportunities.	The University of Montana hosted Welcome Feast on September 9, 2022. 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 Membership Team Katy Wade, MTPR Outreach Coordinator Michael Marsolek, MTPR Program Director Ray Ekness, MTPR/MTPBS GM

2	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 11, 2022. The staff interviewed prospective interns via Zoom during the day-long event. Two interns joined the MTPR staff for the summer of 2022. Students receive college credit and part-time wages.	Ray Ekness, MTPR/MTPBS GM Corin Cates-Carney, MTPR News Director John Twiggs, MTPBS Producer
3	Visited Journalism Class	Expose college students to broadcasting environment and NPR member station job opportunities.	MTPR staff attended Prof. Denise Dowling's Senior Seminar class on December 1, 2021 to talk about job opportunities in journalism and programming at NPR member stations.	Corin Cates-Carney, MTPR News Director Freddy Monares, MTPR Reporter/Anchor Michael Marsolek, MTPR Program Director