

EEO Public File Report
KUSM-TV
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	News and Public Affairs Producer (two positions)	12/6/21	3/11/22	Montana PBS Website	0	0
				Montana PBS Facebook	0	0
				Current.org	1	0
				Montana Broadcasters Association	0	0
				Montana State University Jobs Website	0	0
				Indeed	0	0
				Production HUB	0	0
				Corporation for Public Broadcasting	0	0
				Diversity.com	0	0
				Word-of-Mouth	2	2
2	Accounting Associate IV	3/17/22	4/4/22	Glassdoor	0	0
				Indeed	1	0
				Lensa	0	0
				Montana PBS Website	0	0
				Zippia	0	0
				Montana State University Jobs Website	1	1
3	Director of Finance	4/19/22	8/4/22	Diversity.com	0	0
				Montana PBS Website	0	0
				Montana State University Jobs Website	1	1
				Current.org	0	0
				Corporation for Public Broadcasting	0	0
				Montana Broadcasters Association	0	0
				National Educational Telecommunications Association (NETA)	0	0
Montana PBS Facebook	0	0				

				Insight into Diversity	0	0
				Indeed	1	0
4	Executive Administrative Assistant	5/3/22	8/1/22	Montana PBS Facebook	0	0
				Current.org	0	0
				Diversity.com	0	0
				Montana State University Jobs Website	1	1
				Corporation for Public Broadcasting	0	0
				Indeed	0	0
				National Educational Telecommunications Association (NETA)	0	0
5	Director of Digital Engagement	4/6/22	8/22/22	Diversity.com	0	0
				Word-of-Mouth	0	0
				Montana PBS Website	0	0
				Montana State University Jobs Website	2	1
				Indian Country Today	0	0
				Corporation for Public Broadcasting	0	0
				Current.org	0	0
				Montana Broadcasters Association	0	0
				National Educational Telecommunications Association (NETA)	0	0
				Insight into Diversity	0	0
6	Production Services Producer	3/11/22	9/5/22	Indeed	2	0
				MSU jobs	2	1
				Current.org	0	0
				Production Hub	0	0
				Mandy	0	0
				Diversity.com	0	0
				Montana Broadcaster's Association	0	0
				MT PBS web site	0	0
				MT PBS Facebook	0	0
				iHireBroadcasting	0	0
				Pub Media Women in leadership Facebook	0	0
				Corporation for Public Broadcasting	0	0

				Montana Film Office	0	0
7	Network System Analyst (two positions)	4/27/22	9/12/22	Insight into Diversity	0	0
				MSU Jobs	3	1
				MT PBS Web site	1	1
				Current.org	0	0
				Diversity.com	0	0
				Corporation for Public Broadcasting	0	0
				LinkedIn	1	0
8	Broadcast Operations Specialist	4/19/22	9/15/22	Corporation for Public Broadcasting	0	0
				MT PBS Web site	1	1
				Current.org	0	0
				Diversity.com	0	0
				Indeed		
				MT PBS Facebook	0	0
				Montana Broadcaster's Association	0	0
				MSU Jobs		
				National Educational Telecommunications Association (NETA)	0	0
				iHireBroadcasting	0	0
				Insight into Diversity	0	0
9	Assistant Production Manager	7/29/22	9/19/22	Corporation for Public Broadcasting	0	0
				Montana Broadcasters Association	0	0
				Insight into Diversity	0	0
				National Educational Telecommunications Association (NETA)	0	0
				Indeed	2	0
				MSU Jobs	1	1

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

No.	Recruitment Source	Contact	Total Interviewed
1	Montana State University Jobs Website	Shawn Hudson	11
	MSU Office of Human Resources Montana State University Bozeman, MT 59717-2520	406.994.4467	
2	Montana PBS Website	Saul Mastandrea	2
	Visual Communications Bldg. #183 Montana State University Bozeman, MT 59717	406.994.1692	
3	Indeed, posted by MSU	Shawn Hudson	6
	MSU Office of Human Resources Montana State University Bozeman, MT 59717-2520	406.994.4467	
4	Production Hub	-	0
	1806 Hammerlin Ave Winter Park, FL 32789	.877.629.4122	
5	Lensa	-	0
	17 West Gay Street Suite 50, West Chester PA 19380	support@lensa.com	
6	Montana PBS Facebook	Saul Mastandrea	0
	Visual Communications Bldg. #183 Montana State University Bozeman, MT 59717	406.994.1692	
7	Montana Broadcasters Association	Dewey Bruce	0
	18 Ruby Mountain Rd Clancy, MT 59634	406.431.2139	
8	iHire Broadcasting	-	0
	41 E All Saints Street Frederick, MD 21701	877.433.8860	

9	Corporation for Public Broadcasting	-	0
	401 9th Street, NW Washington, DC 20004-2129	202.879.9600	
10	Current.org (publicmediajobs.org job board)	-	1
	4400 Massachusetts NW Washington, Dist. Columbia 20016	202.885.6412	
11	Montana Film Office	Allison Whitmer	0
	301 S Park Ave Helena, MT 59601	406.841.2881	
12	Zippia	-	0
	548 Market St #51369 San Francisco, California 94104-5401	254.294.7742	
13	Indian Country Today	Heather Donovan	0
	Arizona State University 555 N Central Avenue, Suite 500 Phoenix, Arizona 85004	hdonovan@indiancountrytoday.com	
14	Mandy	-	0
	131 Upper St, London N1 1QP, UK	+44.20.7288.7404	
15	Diversity.com	-	0
	245 North Highland Avenue Northeast STE 230 Atlanta, GA 30307	706.835.1330	
16	National Educational Telecommunications Association (NETA)	-	0
	939 South Stadium Road, Columbia, SC 29201	803.799.5517	
17	Insight into Diversity	-	0
	50 Crestwood Executive Center, Suite 526 St. Louis, MO 63126	314.200.9955	
18	MT PBS LinkedIn	Saul Mastandrea	1
	Visual Communications Bldg. #183 Montana State University Bozeman, MT 59717	406.994.1692	

19	Word-of-Mouth	Anna Rau	1
	-	406.243.4250	
		Jackie Coffin	1
		406.994.4652	

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.

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 Drake Pannell and Ciara Thomas on March 25th, 2022. 	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 two courses in the School of Film & Photography at Montana State University. These were ‘Advanced Television Production’, and ‘Television Studio Production’, which covered the fundamentals of studio production theory and equipment. These courses took place between August 18th and December 31st, 2022. • 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 from MSU College of AG AGED 312 Ag Communication on Nov. 10th, 2022 ○ 18 participants from Big Sky Youth Empowerment on Nov. 6th, 2022 ○ 11 participants on Oct. 14th & 21st for MSU Friday: Prospective Students and Parents ○ 8 participants from Montana 4-H Youth Congress on Jul 15th, 2022 ○ 35 participants for OSHER Lifelong Learning Institute (Lecture and Live Production) on May 11th, 15th, & 22nd and June 5th, 2022 	Paul Heitt-Rennie (Director of Content), Scott Sterling (Director of Production), Aaron Pruitt (General Manager), Deanna Mydland (Early Learning Specialist)

			<ul style="list-style-type: none">○ 27 participants from Leadership MSU on Feb. 16th, 2022● Montana PBS Education participated in the STEM Women in Science workshops and highlighted the way science, broadcasting and education can work together.<ul style="list-style-type: none">○ October 27th, 2022○ September 1st, 2022	
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