



				LinkedIn Limited Listings	0	0
				Montana Nonprofit Association	0	0
				Current	0	0
				The Chronicle of Philanthropy	0	0
2	Broadcaster 3574	9/1/22	1/2/23	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	1
				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
3	Sponsor Support and Marketing Associate 3708	11/18/22	2/6/23	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;	2	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
				Montana Nonprofit Association	0	0
				Word of Mouth/Employee Referral	1	1
4	Broadcast Operations Specialist/TWQ Host/ATC Host/Audio Producer, KUFM 3874	3/16/23	7/01/23	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;	0	0
				JobbyDoo;	0	0
				JobShakers;	0	0
				Jooble;	0	0
				LiveCareer;	0	0
				Monster Controlled Listings;	0	0
				Recruit.net;	0	0







				WayUp;	0	0
				WowJobs Canada;	0	0
				ZipRecruiter;	0	0
				LinkedIn Limited Listings	0	0
				Word of Mouth/Employee Referral	1	1
9	Program Manager 4173	10/2/23	11/15/23	University of Montana Jobs Website	2	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

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

No.	Recruitment Source	Contact	Total Interviewed
1	<b>University of Montana Jobs Website UM Human Resources University of Montana Missoula, MT 59812</b>	<b>Marcie Briggs 406-243-5706</b>	<b>3</b>
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	<b>Indeed.com website (through SilkRoad partner integration of applicant tracking system)</b>	<b>support@silkroad.com</b>	<b>3</b>
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 (through SilkRoad partner integration of applicant tracking system)	support@silkroad.com	0
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
<b>23</b>	<b>Word of Mouth</b>		7
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
<b>27</b>	<b>LinkedIn Limited Listings (through SilkRoad partner integration of applicant tracking system)</b>	support@silkroad.com	2
<b>28</b>	<b>Montana Nonprofit Association (mtnonprofit.org) website</b>	<a href="mailto:mna@mtnonprofit.org">mna@mtnonprofit.org</a> (406) 449-3717 7 W. 6th Ave., Suite 504 P.O. Box 1744 Helena, MT 59624	1

29	Current (jobs.current.org) website	4400 Massachusetts NW, Washington, Dist. Columbia 20016	<b>0</b>
30	The Chronicle of Philanthropy (philanthropy.com) website	1255 Twenty-Third Street, N.W. Washington, D.C. 20037 202-466-1050	<b>0</b>

### 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 31, 2023. The staff interviewed prospective interns. Two interns joined the MTPBS staff for the summer of 2023. Students receive college credit and part-time wages.	Ray Ekness, MTPR/MTPBS GM Corin Cates-Carney, MTPR News Director John Twiggs, MTPBS Producer
2	<del>Internship and Volunteer Fair</del> ( <a href="#">Hosting Internship and Volunteer Job Fair</a> )	Expose college students to broadcasting environment	The University of Montana hosted Welcome Feast on September 8, 2023. MTPR staffed a booth at the event. The staff passed out literature, gave out stickers, discussed public radio, and	Suzanne Grist, MTPR Membership Team Katy Wade, MTPR Outreach Coordinator Michael Marsolek, MTPR Program Director Ray Ekness, MTPR/MTPBS GM

			answered questions about volunteer or job opportunities at MTPR. Hundreds of students stopped by the booth at the Welcome Feast.	
3	<b>Big Sky Experience</b> ( <a href="#">Events with educational institutions relating broadcasting career opportunities</a> )	Expose college students to broadcasting environment	The University of Montana welcomed students with the Big Sky Experience on August 23-24, 2023. MTPR hosted 20 first-year college students and taught them about public radio, voice acting, recorded station identification announcements, and recorded their performances of children's books that aired on MTPR's children's program The Pea Green Boat.	Michael Marsolek, MTPR Program Director Vicki Chaney, Pea Green Boat host/producer Sam Manno, Children's Corner host/producer
4	<b>Student Awards Program</b> ( <a href="#">Events with educational institutions relating broadcasting career opportunities</a> )	Award to outstanding University of Montana journalism students' contribution to MTPR and MTPBS	The UM Broadcast Media Center (MTPR & MTPBS) presented three \$250 awards to outstanding UM students' contribution to MTPR and MTPBS at the UM School of Journalism's Dean Stone Night Awards banquet on April 14, 2023.	Ray Ekness, MTPR/MTPBS GM Corin Cates-Carney, MTPR News Director