EEO Public File Report

KUFM-FM & KUFM-TV Missoula, MT

December 1, 2022 – November 30, 2023

Section 1: Vacancy Information

Full- Time	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to	Number Interviewed	Number Hired
Position				notification)*	inter viewed	111104
1	Major/Planned	8/25/22	Never	University of Montana Jobs Website	1	0
	Gifts Officer		Started	Missoula Job Service Center;	$\overline{0}$	0
	3563		Declined job	us.jobs;	0	0
			2 weeks	HigherEdJobs.com;	0	0
			before start	The Chronicle of Higher Education;	0	0
			date	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
				The Chronicle of Philanthropy	0	0
2	Broadcaster	9/1/22	1/2/23	University of Montana Jobs Website	0	0
	3574			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	<u>1</u>	0
3	Sponsor Support	11/18/22	2/6/23	University of Montana Jobs Website	0	0
	and Marketing			Missoula Job Service Center;	0	0
	Associate			us.jobs;	0	0
	3708			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
					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	3/16/23	7/01/23	University of Montana Jobs Website	0	0
	Operations			Missoula Job Service Center;	0	0
	Specialist/TWQ			us.jobs;	0	0
	Host/ATC			HigherEdJobs.com;	0	0
	Host/Audio			The Chronicle of Higher Education;	0	0
	Producer, KUFM			Adzuna;	0	0
	3874			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;					G, 1 II, 1	0	0
Trovit;					Simply Hired;	0	0
WayUp;						0	0
WowJobs Canada;						0	0
Sample						0	0
LinkedIn Limited Listings Nord of Mouth/Employee Referral Nord of Mo						0	0
Major/Planned 5/11/23 8/21/23 University of Montana Jobs Website 0 0 0 0 0 0 0 0 0						0	0
Solution						0	0
Missoula Job Service Center;						<mark>1</mark>	1
Sass	5	Major/Planned	5/11/23	8/21/23	University of Montana Jobs Website	0	0
HigherEdJobs.com;		Gifts Officer			Missoula Job Service Center;	0	0
The Chronicle of Higher Education;		3885			us.jobs;	0	0
Adzuna;					HigherEdJobs.com;	0	0
Adzuna;					The Chronicle of Higher Education;	0	0
CareerJet; 0 0 0					Adzuna;	0	0
CareerJet; 0 0 0					Betterjobs;	0	0
Google for Jobs; 0 0 0 Indeed.com; 0 0 0 JobbyDoo; 0 0 0 JobShakers; 0 0 0 Jobble; 0 0 0 LiveCareer; 0 0 0 Monster Controlled Listings; 0 0 0 Recruit.net; 0 0 0 Simply Hired; 0 0 0 Talent.com 0 0 0 Trovit; 0 0 0 WayUp; 0 0 0 WayUp; 0 0 0 LinkedIn Limited Listings 0 0 Montana Nonprofit Association 0 0 Current 0 0						0	0
Google for Jobs; 0 0 0 Indeed.com; 0 0 0 JobbyDoo; 0 0 0 JobShakers; 0 0 0 JobBhe; 0 0 0 LiveCareer; 0 0 0 Monster Controlled Listings; 0 0 0 Recruit.net; 0 0 0 Simply Hired; 0 0 0 Talent.com 0 0 0 Trovit; 0 0 0 WayUp; 0 0 0 WayUp; 0 0 0 ZipRecruiter; 0 0 0 LinkedIn Limited Listings 0 0 Montana Nonprofit Association 0 0 Current 0 0					Direct Employers;	0	0
Indeed.com; 0 0 0 1 1 1 1 1 1 1						0	0
JobbyDoo; 0 0 0 1 1 1 1 1 1 1						0	0
JobShakers; 0 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						0	0
Jooble; 0 0 LiveCareer; 0 0 0 Monster Controlled Listings; 0 0 0 Recruit.net; 0 0 0 Simply Hired; 0 0 0 Talent.com 0 0 0 Trovit; 0 0 0 WayUp; 0 0 0 WowJobs Canada; 0 0 0 ZipRecruiter; 0 0 0 LinkedIn Limited Listings 0 0 Montana Nonprofit Association 0 0 Current 0 0						0	0
LiveCareer; 0 0 0 Monster Controlled Listings; 0 0 0 Recruit.net; 0 0 0 0 Simply Hired; 0 0 0 0 Talent.com 0 0 0 0 Trovit; 0 0 0 0 WayUp; 0 0 0 0 WowJobs Canada; 0 0 0 ZipRecruiter; 0 0 0 LinkedIn Limited Listings 0 0 0 Montana Nonprofit Association 0 0 0 Current 0 0 0					· · · · · · · · · · · · · · · · · · ·	0	0
Monster Controlled Listings; 0 0 0 Recruit.net; 0 0 0 Simply Hired; 0 0 0 Talent.com 0 0 0 Trovit; 0 0 0 WayUp; 0 0 0 WayUp; 0 0 0 Current O 0 0 O 0 Current O 0 0 O 0						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						0	0
Simply Hired;						0	0
Talent.com						0	0
Trovit; 0 0 0 WayUp; 0 0 0 WowJobs Canada; 0 0 0 ZipRecruiter; 0 0 0 UnixedIn Limited Listings 0 0 Montana Nonprofit Association 0 0 Current 0 0 O						0	0
WayUp; 0 0 0 WowJobs Canada; 0 0 0 WowJobs Canada; 0 0 0 EinkedIn Limited Listings 0 0 Wontana Nonprofit Association 0 0 Current 0 0 WayUp; 0 0 WayUp; 0 0 0 WayUp; 0 0 0 WowJobs Canada; 0 0 WowJobs Cana						0	0
WowJobs Canada;						0	0
ZipRecruiter; 0 0 0 LinkedIn Limited Listings 0 0 0 Montana Nonprofit Association 0 0 0 Current 0 0 0						0	0
LinkedIn Limited Listings						0	0
Montana Nonprofit Association 0 0 Current 0 0						0	0
Current 0 0						0	0
						0	0
						0	0
Word of Mouth/Employee Referral 1						1	1

6	Sponsor Support	6/21/23	9/18/23	University of Montana Jobs Website	0	0
	Specialist			Missoula Job Service Center;	0	0
	4018			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	<u>1</u>	1
				Montana Nonprofit Association	<mark>1</mark>	$\overline{0}$
				Current	0	0
				Word of Mouth/Employee Referral	2	0
7	Morning Edition	7/26/23	9/11/23	University of Montana Jobs Website	0	0
	Host			Missoula Job Service Center;	0	0
	4062			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

	1			C 1 C 11		
				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	<mark>1</mark>	
8	MTPR Senior	9/19/23	10/23/23	University of Montana Jobs Website	0	0
	Producer/Podcast			Missoula Job Service Center;	0	0
	Host			us.jobs;	0	0
	4155			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	1	1
9	Program Manager	10/2/23	11/15/23	University of Montana Jobs Website	2	1
	4173			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	University of Montana Jobs Website UM Human Resources University of Montana Missoula, MT 59812	Marcie Briggs 406-243-5706	3
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	3
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	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
15	Monster Controlled Listings website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
16	Recruit.net website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
17	Simply Hired website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
18	Talent.com website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
19	Trovit.com website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
20	WayUp.com website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
21	WowJobs Canada	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
22	ZipRecruiter.com website	support@silkroad.com	0
	(through SilkRoad partner integration of applicant tracking system)		
23	Word of Mouth		7
24	University of Montana - UM Jobs Facebook	Marcie Briggs	0
	(through UM Human Resources)	406-243-5706	
25	UM Jobs Twitter	Marcie Briggs	0
	(through UM Human Resources)	406-243-5706	
26	The Chronicle of Higher Education	Rick Plotkin, Sr. Recruitment	0
-	(through UM Human Resources)	Marketing Consultant	
		The Chronicle of Higher	
		Education	
		202-466-1776 (w);	
		rick.plotkin@chronicle.com	
27	LinkedIn Limited Listings	support@silkroad.com	2
	(through SilkRoad partner integration of applicant tracking system)		_
28	Montana Nonprofit Association (mtnonprofit.org) website	mna@mtnonprofit.org	1
-0	(months)	(406) 449-3717	-
		17 W. 6th Ave., Shife 504	
		7 W. 6th Ave., Suite 504 P.O. Box 1744	

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

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	-	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	Big Sky	Expose college students	The University of Montana	Michael Marsolek, MTPR Program Director
	Experience	to broadcasting	welcomed students with the	Vicki Chaney, Pea Green Boat host/producer
	Events with	environment	Big Sky Experience on	Sam Manno, Children's Corner host/producer
	educational		August 23-24, 2023. MTPR	-
	institutions		hosted 20 first-year college	
	relating		students and taught them	
	broadcasting		about public radio, voice	
	career		acting, recorded station	
	opportunities)		identification announcements,	
	-11		and recorded their	
			performances of children's	
			books that aired on MTPR's	
			children's program The Pea	
			Green Boat.	
4	Student	Award to outstanding	The UM Broadcast Media	Ray Ekness, MTPR/MTPBS GM
'	Awards	University of Montana	Center (MTPR & MTPBS)	Corin Cates-Carney, MTPR News Director
		I	presented three \$250 awards	com outer came, militarions biletti
		P	to outstanding UM students'	
		MTPBS	contribution to MTPR and	
	institutions		MTPBS at the UM School of	
	relating		Journalism's Dean Stone	
	broadcasting		Night Awards banquet on	
	career		April 14, 2023.	
	opportunities)		1 1, 2023.	
	<u>opportunition</u>			