

Annual EEO Public File Report

December 2005

KUSM

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations; KUSM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2004 to and including November 30, 2005.

The FCC's 2002 EEO Rule requires that this report contain the following information.

1. A list of all full-time vacancies filled by the Stations(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified/, identified by name, address, contract person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections 1, 2, and 3 which follow provide the required information.

KUSM, licensee of the Board of Regents of Montana State University-Bozeman, will continue to be an Equal Opportunity Employer. We are committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender or religion. As required in Section 73.2080 of the Commissions rules, the station has participated in at least 2 recruitment initiatives undertaken as described in Section 3.

EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM
DECEMBER 1, 2004 TO NOVEMBER 30, 2005

Section 3: Supplemental Recruitment Activities Undertaken by

Station KUSM (FM)

1. KUSM has in place an internship program designed to assist members of the Montana State University-Bozeman community acquire skills needed for broadcast employment.
2. KUSM has posted all job openings on a designated bulletin board of the station so that all station employees can compete for the opening as well as refer others to the station.
3. KUSM participates in a scholarship program through the Montana Broadcaster's Association and the Greater Montana Foundation to support students who want to pursue a career in Broadcasting.

Section 1: Vacancy Information

| Full time positions Filled by Job Title | Recruitment Source | # of interviewees |
|--|---|------------------------------|
| 1. Network System Analyst | MSU-Bozeman Bozeman Daily Chronicle Billings Gazette Missoulian Hamilton Trader Independent Record Great Falls Tribune Montana Broadcaster's | 1 |

Interview was conducted. Several sources were used for recruitment. Only one candidate was brought in for an interview. The recruitment source for the candidate interviewed was MSU-Bozeman Personnel and Payroll services, which includes a web site.

| | | |
|--------------------------|-------------------------|---|
| 2. Corporate Support Rep | MSU-Bozeman | 6 |
| | Bozeman Daily Chronicle | 2 |
| | Great Falls Tribune | 1 |
| | Montana Broadcaster's | |
| | Current | |

Interviews were conducted with nine candidates. Second interviews were conducted with two candidates. The recruitment source for the individual hired was the Bozeman Daily Chronicle.

| | | |
|----------------------------------|-------------------------|---|
| 3. Membership and Pledge Manager | MSU-Bozeman | 2 |
| | Regional Help Wanted | 1 |
| | Bozeman Daily Chronicle | 2 |
| | Billings Gazette | |
| | Montana Broadcaster's | |

Interviews were conducted with five candidates. Second interviews were conducted with two candidates. The recruitment source for the individual hired was the Bozeman Daily Chronicle.

| | | |
|------------------------------------|---------------------------|---|
| 4. Broadcast Operations Specialist | MSU-Bozeman | 3 |
| | Bozeman Daily Chronicle | |
| | Montana Standard | |
| | Helena Independent Record | |
| | Great Falls Tribune | 1 |
| | Missoulian | 1 |
| | Ravalli Republic | |
| | Montana Broadcaster's | |
| | University of Montana | |

Interviews were conducted with five candidates (telephone initially, and then in person). The recruitment source for the individual hired was MSU-Personnel and Payroll Services.

| | | |
|------------------------------------|---------------------------|---|
| 5. Broadcast Operations Specialist | MSU-Bozeman | 3 |
| | Bozeman Daily Chronicle | |
| | Montana Standard | |
| | Helena Independent Record | |
| | Great Falls Tribune | 1 |
| | Missoulian | 1 |
| | Ravalli Republic | |
| | Montana Broadcaster's | |
| | University of Montana | |

Interviews were conducted with five candidates (telephone initially, and then in person).). The recruitment source for the individual hired was MSU-Personnel and Payroll Services after a current employee alerted the prospective applicant.

Recruitment Sources:

MSU Personnel and Payroll Services
Montana State University
Room 19 Montana Hall
Bozeman, MT 59717
(406) 994-3651
Contact: Janell Barber

Bozeman Daily Chronicle *
Great Falls Tribune *
Missoulian *
Billings Gazette *
Hamilton Trader *
Independent Record *
Montana Standard *
Ravalli Republic *
%MSU Personnel and Payroll Services
Montana State University
Room 19 Montana Hall
Bozeman, MT 59717
(406) 994-3651
Contact: Janell Barber

* MSU Personnel and Payroll Services places the newspaper ads pending our request because they negotiate a better rate for the MSU- Bozeman University.

RegionalHelpWanted.com, Inc.
1 Civic Center Plaza, Suite 506
Poughkeepsie, NY 12601
(800) 365-8630
Contact: Sybil Miller

Montana Broadcaster's Association
HC 70 Boz 98
Bonner, MT 59823
(406) 244-4622
Contact: Greg McDonald

Current
1612 K Street
N.W. Suite 704
Washington, D.C. 20006
(202) 463-7055
Contact: Danielle Mungin

University of Montana
Human Resources Services
Lommasson Center, Rm 252

Missoula, MT 59812
Contact: Bradie Simons
(406) 243-6766

Appendix 3

Covering the Period from December 1, 2004 to November 30, 2005

Station Comprising Station Employment Unit: KUSM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUSM

The KUSM Development Director position had an interim in the position and was filled by the interim with an internal transfer by the Membership Manager.

KUSM is looking for organizations that regularly distribute information about employment opportunities to job applicants or which have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify Jack Hyypa/General Manager at PO Box 173340 Bozeman MT 59717. You may contact us by telephone at 406-994-3437, or by email at kusm@montanapbs.org