

Annual EEO Public File Report

November 2011

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, 2010 to and including November 30, 2011.

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:

EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM
DECEMBER 1, 2010 TO NOVEMBER 30, 2011

Section 1: Vacancy Information

**Full time positions Recruitment # of
Filled by Job Title Source interviewees**

1. Business and Finance Manager

MSU-Bozeman Website 5
montanapbs.org
Bozeman Daily Chronicle
bozemanjsc@mt.gov
Montana Broadcaster's Association
KUSM
Independent Record

Interviews were conducted. Several sources were used for recruitment. Five candidates were brought in for interviews. The recruitment source used by the successful candidate was the MSU-Bozeman Website

2. Annual Giving Manager

Montanapbs.org 2
jobtarget.com 1
MSU-Bozeman Website 3
Montana Non Profit Association 2
secure.connect.pbs.org
Bozeman Daily Chronicle
Lee Newspapers
bozemanjsc@mt.gov 1
cpb.org
Word of Mouth 1

Interviews were conducted with ten candidates; seven of those interviews were by phone. The recruitment source for the successful candidate was the Montana Non Profit Association.

3. Network Systems/Analyst I

MSU-Bozeman Website 2
montanapbs.org
Bozeman Daily Chronicle
bozemanjsc@mt.gov
Montana Broadcaster's Association
KUSM
Independent Record

Interviews were conducted. Several sources were used for recruitment. One candidate was brought in for interviews. The recruitment source used by the successful candidate was the MSU-Bozeman Website.

SECTION 2: Recruitment Sources:

MSU Human Resources
Montana State University
Room 19 Montana Hall
Bozeman, MT 59717
Contact: Sharon Stoneberger
(406) 994-3651

University of Montana
Human Resources
Lommasson Center, Rm 252
Missoula, MT 59812
Contact: Bradie Simons
(406) 243-6766

Montana PBS - KUSM
Visual Communications Bldg. 183
Montana State University
Bozeman, MT 59717
Contact: Lisa Titus
(866)832-0829
montanapbs.org

Bozeman Daily Chronicle
2820 West College
Bozeman, MT 59718
Contact: Jill Hall
(406) 582-2610

The Lee Newspapers
Missoulian
Billings Gazette
Independent Record
Montana Standard
Ravalli Republic
Contact: Theresa Liter
(406) 657-1338

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

Jobtarget.com
225 State Street
Suite 300
New London, CT 06320
(888)575-9675
Online posting

Bozeman Job Service
121 N Willson Ave
Bozeman, MT 59715
(406) 582-9200

The central Human Resource department at MSU sends the job posting to the Job Service.

Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004-2129
(202) 879-9600
cpb.org
Online posting

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

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

Broadcasting & Cable
PO Box 5655
Harlan, IA 51593-1155
Contact: Katie Rosa
(323) 965-2089

GRAYSTONE GROUP
2710 North Ave, Suite 200
Bridgeport, CT 06604
(203) 549-0060
(800) 544-0005
Robert Taylor

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 Commission's rules, the station has participated in at least 2 recruitment initiatives undertaken as described in Section 3.

Section 3: Supplemental Recruitment Activities Undertaken

Station KUSM

1. KUSM participated in the following activities sponsored by organizations in the community interested in broadcast employment issues:

a. KUSM participated in the Montana Educators Association convention October 21-22, 2011. KUSM staffed a booth for approximately 20 hours. This convention focused on educational information available from PBS, and local Montana shows.

b. KUSM conducted a studio workshop for one of the 4-H tracks during their Congress on July 6th and 7th, 2011. There were 21 participants, ranging in age from 14 to 18 years old.

The core activity used in this workshop is identical to the opening project taught during a junior-level television studio production lab for students in the MSU School of Film and Photography, and is conducted under the supervision of professional station production staff. It consists of basic instruction in the operation of studio production video, audio, and communication equipment (including camera, lights, switcher, microphones, IFB and intercom, audio mixing, signal cabling and patching, teleprompter, and record and playback devices), and then applying this knowledge to produce a mock "live" scripted newscast. The intent is to give all participants a broad feel for the knowledge and skills necessary to create such a production. Emphasis is placed not only on the necessary production skills, but also on the requisite communication and teamwork.

The resoundingly positive written feedback from the participants indicated that they learned quite a bit about what goes on behind-the-scenes" to produce live television programs, including the importance of close teamwork and clear concise communication. The participants also indicated that they thought they could take some of their experience home and translate it into their personal and academic lives.

d. KUSM's Director and General Manager taught MTA 370 to 19 undergraduate students. The course exposed film majors to the television industry, live television production, and television technology. Lecture's included fundamentals of analog and digital television technology, history, and industry standards and practices. The lab setting was the KUSM Main studio, where students were responsible for filling all crew positions on live productions including a local news broadcast, PSA recording, and a longer format open

exercise giving them latitude to develop their own concepts and scripts.

2. 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.

3. Montana State University-Bozeman conducted training to ensure equal employment opportunity, prevent discrimination, and promote staff development. The training includes Department Head Training, Montana State University Recruitment Orientation, Towards a Culture of Participation, Managing Conflict and Strengthening Workplace Relationships, Classified Performance Evaluation, and PI Training. KUSM Staff takes advantage of these training opportunities.

Appendix 3

Covering the Period from December 1, 2010 to November 30, 2011

Station Comprising Station Employment Unit: KUSM

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

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 Eric 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