

Annual EEO Public File Report

November 2009

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, 2008 to and including November 30, 2009.

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, 2008 TO NOVEMBER 30, 2009

Section 1: Vacancy Information

Full time positions Filled by Job Title	Recruitment Source	# of interviewees
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1. Network Systems/Com Analyst	MSU-Bozeman Bozeman Daily Chronicle bozemanjsc@mt.gov MSU-Bozeman Website Montana Broadcaster's Association DeVry University KUSM Word of Mouth	4
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Interviews were conducted. Several sources were used for recruitment. Four candidates were brought in for interviews. The recruitment sources for the candidates interviewed are listed above. The recruitment source used by the successful candidate was the MSU-Bozeman Website.

2. Promotions Producer	Current Mandy.com TVjobs.com MSU-Bozeman Website Montana Broadcaster's Association ProductionHub.com Bozeman Daily Chronicle State Employment Agency	1 1 1 1
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Interviews were conducted with four candidates. The recruitment source for the successful candidate was TVjobs.com.

SECTION 2: 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

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

Indian Country
3059 Seneca Turnpike
Canastota, NY 13032
Maryalice Kuhn
(315) 829-8355

KSKC Public TV
Frank Tyro
POB 70, 52000 Highway 93
Pablo, MT 59855
(406) 275-4878

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.

Section 3: Supplemental Recruitment Activities Undertaken

Station KUSM

1. KUSM partnered with students from the College of Business at Montana State University-Bozeman to complete a student counseling assignment which gave them an understanding of the industry operations and encourage recruitment within the broadcast industry.
2. KUSM participated in the following activities sponsored by organizations in the community interested in broadcast employment issues:

- a. Bozeman High School Vocational Training
 - i. KUSM hosted one student.
 - ii. Russell Nixon 2/2/09 – 5/27/09
 - b. KUSM participated in the Montana Educators Association convention October 15, 2009. KUSM staffed a booth for approximately 20 hours. This convention focused on educational information available from PBS, and local Montana shows.
 - c. KUSM staff conducted an in-depth “news production” workshop for 25 State 4-H Congress attendees. The 2 day workshop provided intensive training in all positions of live studio production with a local news emphasis. Participants had the opportunity to work as a floor manager, camera operator, on-air talent, audio director, producer, graphics operator, teleprompter operator, technical director, and tape/server operator. Station staff spoke with the entire group regarding career opportunities in broadcast television.
 - d. KUSM’s Director and General Manager co-taught MTA 370 to 17 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.
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.
 4. 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, The Building Blocks to a Successful Recruitment, and Classified Performance Evaluation, and PI Training. KUSM Staff takes advantage of these training opportunities.

Appendix 3

Covering the Period from December 1, 2008 to November 30, 2009

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 Kathy Brekke, Business 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