

## **WPM EEO Public File Report**

### **I. FULL TIME JOBS FILLED: June 1, 2019 – May 31, 2020**

- A. News Anchor/Reporter, 0649
  - Open: 7/29/19
  - Filled: 1/21/20
  - Recruitment Source: Corporation for Public Broadcasting
  
- B. News Anchor/Reporter, 3804
  - Open: 3/15/19
  - Filled: 6/1/19
  - Recruitment Source: Report for America

### **II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.**

- 0649: University of Wyoming Job Opportunities – 1
  - WPM Facebook & Twitter – 0
  - Corporation for Public Broadcasting – 3
  - National Educational Telecommunications Association – 1
  - National Hispanic Media Coalition - 0
  - Public Media Business Association – 3
  - Public Radio News Directors Incorporated - 1
  
- 3804: Report for America Project - 6

### **III. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL TIME VACANCIES, AND NUMBER OF PERSONS REFERRED BY EACH RECRUITMENT SOURCE USED FOR VACANCIES.**

A. Total number of persons interviewed for full time openings during this period: 15

B. Total number of referrals from each recruitment source:

University of Wyoming Human Resources - 1      Request Notification? N  
Department 3422, 1000 E. University Avenue  
Laramie, WY 82071  
Phone 307-733-2216  
Website: <http://www.uwyo.edu/hr/prospective/>

Includes <https://www.HigherEdJobs.com> and

Wyoming State Job Bank <https://www.wyomingatwork.com>

Wyoming Public Media – 0 Request Notification? N  
Department 3984, 1000 E. University Avenue  
Laramie, WY 82071  
Phone 307-766-4240  
Website: <https://ww.wyomingpublicmedia.org>  
Includes Facebook & Twitter

Word of Mouth - 0

Corporation for Public Broadcasting – 3 Request Notification? N  
CPB Jobline  
401 Ninth Street, NW  
Washington DC, 20004-2129  
Phone 202-879-9600  
Website: <https://www.cpb.org/jobline/>  
Email [jobline@cpb.org](mailto:jobline@cpb.org)

National Educational Telecommunications Association – 1 Request Notification N  
939 South Stadium Road  
Columbia, SC 29201  
Phone 803-799-5517  
Website: <https://www.netaonline.org>

National Hispanic Media Coalition – 0 Request Notification? N  
Website <http://nhmc.org> Email [info@nhmc.org](mailto:info@nhmc.org)

Public Media Business Association – 3 Request Notification? N  
1300 Piccard Drive, Suite LL14  
Rockville, MD 20850  
Phone 240-844-3600  
Website: <https://pmbaonline.org>  
Email [info@pmbaonline.org](mailto:info@pmbaonline.org)

Public Radio News Directors Incorporated – 1 Request Notification? N  
Website <http://prndi.org>

Report for America – 6 Request Notification? N  
An Initiative of the Ground Truth Project  
10 Guest Street  
Boston, MA 02135  
Website: <https://www.reportforamerica.org>  
Email: [info@reportforamerica.org](mailto:info@reportforamerica.org)

## **LIST OF PRONG 3 INITIATIVES IMPLEMENTED DURING THIS PERIOD.**

Wyoming Public Media has engaged in the following outreach activities during the period covered by this report:

### **A. Name of initiative: Intern and Volunteer Programs (ongoing)**

#### **Description:**

June 2019 - May 2020. WPM continued its intern and volunteer programs. University students and community members are invited to apply for training and experience in news/public affairs reporting, production, and website development. In addition to training, students receive UW course credit. Frequently, volunteers and interns move on to paid positions.

#### **Scope:**

Twelve students participated in the internship program over the past year. Ten volunteers assisted on a regular basis as hosts for Wyoming Sounds or in news/podcast production. Several additional volunteers assisted with membership events during the year.

#### **Personnel Involved:**

Includes University students and general public; Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Erin Jones, News Anchor/Reporter; Grady Kirkpatrick, Program Director; Cooper McKim, News Anchor/Reporter; Paul Montoya, Chief Engineer; Anna Rader, Website Manager; and Micah Schweizer, Cultural Affairs Director.

### **B. Name of initiative: Staff Training & Development (ongoing)**

#### **Description:**

June 2019 - May 2020. WPM joined 3 multi-year training initiatives with industry leaders PRX, Ground Truth Project, and Harvard University this year. The station continues sending most full-time staff and broadcast professionals to local, regional, or national workshops and conferences for the purpose of developing professional skills and knowledge for career advancement. On-campus training & webinars are also attended.

#### **Scope:**

Multi-Year Programs:

Project Catapult (PRX) provides training in multiple areas of podcast production thru 20 intensive weeks of conferences, webinars, and consultations, followed by 3 years of continuing interaction.

Report for America (GroundTruth Project) matches promising young reporters with under reported markets.

Abrams Nieman Fellowship for Local Investigative Journalism (Harvard University) provides 2 semesters at Harvard and 9 months of fieldwork in Investigative Journalism.

Conferences Attended: PRNDI; IRE, Online National News, Governor's Business Forum, Leadership Wyoming, Wyoming Cultural Trust - Arts and Culture Reception. Technical Training: GSelector from RCS; multiple technical issues provided by NAB, SBE, GatesAir, and Elenos. Salesforce updates. Grant Accounting by NCURA. CSG Requirements by CPB.

Webinars Attended: numerous opportunities from a variety of regional & national groups covered multiple topics of interest including fund raising, digital media, donor stewardship, corporate development, understanding Nielsen Ratings, and more. Institutional Training: UW requires all employees to take an assortment of training on policies and procedures.

WPM's News & Cultural Affairs productions won multiple awards this year including: 7 Edward R. Murrow Awards – 6 Regional & 1 National, 3 PRNDI awards – 1 National & 2 Regional awards, 2 Historical Society Awards, and a nomination for the Education Writers Association-Best Audio Storytelling award on an audio documentary co-produced with APM Reports.

**Personnel involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director, Dianne Burner, Corporate Development Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Erin Jones, News Anchors/Reporter; Grady Kirkpatrick, Program Director; Kamila Kudelska News Anchor/Reporter; Savannah Maher, News Anchor/Reporter; Tina McGee, Corporate Development Representative; Cooper McKim, News Anchor/Reporter; Andrew Mittelstadt, Membership Director; Paul Montoya, Chief Engineer; Maggie Mullen, News Anchor/Reporter; Anna Rader, Online Manager; Sandy Roller, Business Manager; Micah Schweizer, Cultural Affairs Director ; Ben Slater, Broadcast Engineer; Tennessee Watson, News Anchor/Reporter; Catherine Wheeler, News Anchor/Reporter; and Ry Woody, Donor Relations Director.

**C. Name of Program: Dissemination of Employment Opportunities (Listing of Upper Level Opening in Job Bank/Newsletters)**

**Description:**

June 2019 - May 2020. Upper level jobs are listed through various web sites and distribution means for the relevant professional broadcast organizations which may include the Corporation for Public Broadcasting and Public Radio Program Directors Association. All benefited job openings are listed on the University of Wyoming website job postings which automatically lists job openings with the Wyoming Job Service with access to statewide reach as well as national listings. Depending on the scope and level of the job, openings are advertised in local, state, and national newspapers and journals.

**Scope:**

Review scope and level of job and submit job openings to the various outlets listed above as appropriate for reaching broad-based and targeted populations.

**Personnel Involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director; and Grady Kirkpatrick, Program Director.

**D. Name of Program: Sponsorship of Community Events Designed to Inform Public of Broadcasting Opportunities****Description:**

June 2019 - May 2020. Find and pursue opportunities to inform the community about Public Broadcasting. Organize, plan, present, sponsor, participate, and get involved in community endeavors, with material about Public Broadcasting tailored to interests of community involvement opportunity.

**Scope:**

WPM representatives spoke to community groups such as the Cowboy News Network, Laramie Rotary, University of Wyoming journalism & web design classes, and public-school classes in Rock River, Laramie, Jackson, and Cheyenne. Studio tours were conducted for groups from Whiting High School, UW's Communications & Broadcasting Department, and the Native American Summer Institute. The nature of each job is described, and questions are taken so children and adults may better understand broadcast opportunities and the work environment. Members of the WPM staff served as panelists or host for events including: "Hearts of Glass" at Sheridan College, and "Radio Production Workshop" at the Native American Summer Institute. "Meet & Greet" sessions with our general manager and other WPM personnel were held in Jackson, Sheridan, and Rawlins. An annual public open house was held in the main studio in Laramie.

**Personnel Involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska, News Anchor/Reporter; Cooper McKim, News Anchor/Reporter; Paul Montoya, Chief Engineer; Bob Moore, host; Maggie Mullen, News Anchor/Reporter; Anna Rader, Website Manager; Micah Schweizer, Cultural Affairs Director; Taylar Stagner, News Reporter; Tennessee Watson, News Anchor/Reporter; and Catherine Wheeler, News Anchor/Reporter.