

# EEO PUBLIC FILE REPORT

## Townsquare License, LLC

### Missoula Employment Unit

KYSS-FM, KGVO(AM), KMPT(AM), KBAZ(FM), KLYQ(AM), KENR(FM),  
KAMM-FM, KGGL(FM), KZOQ-FM, KGRZ(AM)\*

**12/1/21 – 11/30/22**

\*Townsquare License, LLC acquired KGGL-FM, KZOQ-FM, and KGRZ-AM on 6/17/2022. Also, on 6/17/2022, KAMM-FM was assigned from Townsquare to Missoula Community Radio and KENR-FM and KLYQ-AM were assigned to Anderson Radio Broadcasting, Inc.

### Section 1. Vacancy List

| <b>Job Title</b>                       | <b>All Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Interviewees Referred by Each RS</b>           | <b>RS that Referred the hire</b> |
|--|--|---|----------------------------------|
| Outside sales<br>AE                    | 10,12,14,19,22   | 19- 3 interviewee<br>20- 4 Interviewee<br>22- 3 Interviewee | 20                               |
| Outside sales<br>AE                    | 10,12,14,19,22   | 19- 2 interviewee<br>20- 4 interviewee<br>22- 3 interviewee | 22                               |
| Operations<br>Manager/Brand<br>Manager | 12,19  | 12- 1 interviewee<br>19- 3 interviewee<br>20- 1 interviewee | 20                               |

### Section 2. Recruitment Source List

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>Number of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|---|
| 1                | Missoulian Newspaper<br>500 South Higgins<br>Missoula MT 59801<br>(406) 721-6200          | No   | 0   |
| 2                | Montana Kaimin<br>32 Campus Drive<br>Missoula, MT 59801<br>(406) 243-4310                 | No   | 0   |
| 3                | Ravalli Republic Newspaper<br>232 West Main Street<br>Hamilton MT 59840<br>(406) 363-3300 | No   | 0   |

|    |   |    |   |
|----|---|----|---|
| 4  | University of Montana Career Website<br>Griz eRecruiting<br>Lamasson Center 154<br>University of Montana<br>Missoula MT 59812<br>(406) 243-2022 | No | 0 |
| 5  | Missoula-College<br>University of Montana<br>1205 E Broadway St,<br>Missoula, MT 59802<br>(406) 243-2022  | No | 0 |
| 6  | Salish Kootenai College<br>5200 Highway 93<br>P. O. Box 70<br>Pablo, MT 59855<br>(406) 275-4800<br>ellie_mcleod@skc.edu                         | No | 0 |
| 7  | Montana Job Service/Missoula<br>539 South Third West<br>Missoula MT 59801<br>(406) 728-7060 (Tina 542-5765)<br>Marcia Horton mhorton@mt.gov     | No | 0 |
| 8  | MT Job Service Ravalli County<br>333 W Main<br>Hamilton MT 59840<br>406-363-1822<br>Fax 406-363-1823<br>Heather Mousley<br>hmousley@mt.gov      | No | 0 |
| 9  | A to Z Personnel Services<br>371 Northview Drive<br>Missoula MT 59803<br>(406) 721-1020   | No | 0 |
| 10 | Montana Broadcasters Association<br>Job Postings Web site:<br>mtbroadcasters.org  | No | 0 |
| 11 | RAB.COM   | No | 0 |
| 12 | 7 Radio Station Websites  | No | 1 |
| 13 | allaccess.com   | No | 0 |
| 14 | TSM Careers (via Greenhouse)  | No | 0 |

|       |  |    |    |
|-------|--|----|----|
| 15    | On Air Promotions                      | No | 0  |
| 16    | Internal Promotions                    | No | 0  |
| 17    | Walk Ins                               | No | 0  |
| 18    | Radio Trade Publications: Inside Radio | No | 0  |
| 19    | LinkedIn (via Greenhouse)              | No | 8  |
| 20    | Word of Mouth Referrals                | No | 9  |
| 21    | Glassdoor (via Greenhouse)             | No | 0  |
| 22    | Indeed.com (via Greenhouse)            | No | 6  |
| 23    | Facebook                               | No | 0  |
| TOTAL |  |    | 24 |

### **Section 3. Recruitment Initiatives**

| <b>Type of Recruitment Initiative</b>   | <b>Brief Description of Activity</b>   |
|---|--|
| Participation in other programs designed to promote outreach generally  | December 2021-November 2022<br>We participate in monthly meetings with local area businesses and organizations around small business and travel. At these meetings, Market President and Sales Manager spoke with a number of interested candidates about working as a Sales AE. |
| Participation in job fair   | March 11, 2022<br>News Director and Director of Content participated in a virtual job fair at the University of Montana School of Journalism to educate students about careers in broadcasting and the qualifications necessary to fill those positions.                         |
| Participation in other programs designed to promote outreach generally  | December 2021-November 2022<br>Entire sales programming and operations staff are present at various Townsquare events throughout the year in Missoula including Spin a Thon, Destination Missoula and KYSSMAS for KIDS which brings in volunteers and students.                  |
| Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Market President participated in a webinar for training on FCC EEO obligations on November 23, 2022.   |