

EEO PUBLIC FILE REPORT

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KYA-AM
December 1, 2012 – November 30, 2013

Full Time & Part Time Positions Filled

| Job Opening | Position Title | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification) | Number Interviewed | Number Hired | Hire Source |
|-------------|---------------------|-------------|--|--------------------|--------------|-------------|
| 1 | PT On Air | 6/19/13 | On Air Recruiting Ads, www.BillingsHelpWanted.com , Connoisseur Media Websites, General Manager Referral | 3 | 1 | 2 |
| 2 | PT On Air | 7/8/13 | On Air Recruiting Ads, www.BillingsHelpWanted.com , Connoisseur Media Websites, General Manager Referral | 4 | 1 | 2 |
| 3 | FT Traffic Director | 8/15/13 | General Manager Referral, www.BillingsHelpWanted.com , On Air Recruiting Ads | 4 | 1 | 4 |

Outreach 2013

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Internships

Our Internship program included:

2 students from Montana State University Billings from February through May of 2013.

School Visits

Our staff members have made several visits to schools in Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools through Promotion and Public service. Schools visited include: Laurel High School 10/15/13 by the KPLN Program Director, Huntley Project Schools 3/28/13 by members of the KPLN staff and several in Billings School District 2: Billings Senior High 2/10/13, Billings Skyview High 2/13/13 by Programming staff. In addition, Connoisseur Media launched our “Love Billings, Not Bullying” campaign with support of the Billings Police Department, Yellowstone County Sheriff, School District 2 Superintendent and community officials. The program provides a source of info for students and parents to identify and stop various forms of bullying and gives students a forum to get help in handling being bullied.

Montana State University Billings Career Services Advisory Board

Connoisseur Media is a “Platinum Partner” with Montana State University Billings Career Services.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2013, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events including:

“Alive After 5” – this was a 13 week series of business mixers/ social gatherings designed to further acquaint members of the general public with members of the DBA as well as to feature specific businesses that are members. Dates were each Thursday from June 7 through August 30, 2013.

“The Holiday Christmas Parade of Lights” – Billings annual Christmas Parade through downtown sponsored by the DBA on 11/29/2013.

“The Christmas Stroll” – a special event to feature the downtown business district as a destination for holiday Shoppers on 12/6/2013.

| Number | Recruitment Source | Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2013 | | | Used to Fill |
|--------|---|--|-------------------|--------------------------|--------------|
| | | Contact | Total Interviewed | Entitled to Notification | |
| 1 | Billings Help Wanted Website | www.billingshelpwanted.com | 2 | N | |
| 2 | Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101 | General Manager (406) 248-7777 Employee Referrals | 2 | N | 1, 2 |
| 3 | Connoisseur Media Websites | www.connoisseurmedia.com/careers www.my1059.com www.planet106.com www.941ksky.com www.963thezone.com www.newstalk730.com www.kblq910.com | 2 | N | |
| 4 | Internships | Ops Manager (406) 248-7777 School to Work Programs | 1 | N | |

*Connoisseur Media Billings has not been specifically asked to keep any agency or entity on a list for future openings.