

EEO PUBLIC FILE REPORT
 Connoisseur Media; Billings, MT
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KY YA-AM
 Dec 1, 2016 – Nov 30, 2017

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	FT Sales person	5/1/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	7	1	1
2	PT Board op	8/18/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	2	1	1
3	PT Board op	6/16/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	2	1	3
4	FT Sales person	10/16/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	5	1	1
5	Traffic Director	7/17/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral, Indeed.com, Facebook.com	6	1	5
6	Traffic Director	11/6/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral, Indeed.com, Facebook.com	5	1	6
7	PT On Air	2/20/17	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	2	1	1

Outreach 2017
Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KYA-AM
Dec 1, 2016 – Nov 30, 2017

Internships

Our Internship program goes through three different venues. MSU-B, a local college; HRDC, a program for at-risk youth; and the local high schools. In 2107 we had one intern which turned into a paid position.

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. In addition, Connoisseur Media continued 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.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2017, 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, 2017.

Employment Fair with Job Service

We participated in a Large job Fair with the Billings Job Service On March 21, 2017. We had a booth that was manned all day by staff and we took resumes for all departments in our building. A couple of interviews were scheduled from this job fair.

Indeed.com

Nation job hiring website. This website was used to post the job for Traffic Director twice in 2017. We received almost 200 resumes for the two posting on Indeed.com in 2017. One traffic director was hired from the resumes received from this website.

Facebook groups

Localized groups on Facebook that promote job openings and people seeking jobs. While looking for the Traffic director in October 2017, a local Facebook group called ‘[Job opportunities \(HELP WANTED\) in Billings \(and surrounding areas\)](#)’. One traffic director was hired from the resumes received from this Facebook group.

Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2017

Number	Recruitment Source	Contact	Total Interviewed	Entitled to Notification	Used to Fill
1	Connoisseur Media, LLC "On Air Recruiting Ads" 2075 Central Ave Billings, MT 59102	General Manager (406) 248-7777 Employee Referrals	12	N	4
2	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	3	N	0
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	3	N	1
4	Billings Job Service	State Run Employment Service (406)-652-3080	2	N	0
5	Indeed.com	Indeed.com	8	N	1
6	Facebook group	Facebook.com	1	N	1

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