

EEO PUBLIC FILE REPORT
 Connoisseur Media; Billings, MT
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KYA-AM
 Jan 1, 2016 – Dec 31, 2016

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	1/1/16	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	7	1	1
2	PT Board op	08/15/16	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	2	1	1
3	PT Board op	9/15/16	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	2	1	1
4	FT Sales person	11/15/16	On Air Recruiting Ads, Connoisseur Media Websites, General Manager Referral	5	1	1

Outreach 2016

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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.

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 Super Intendant 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 2016, 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, 2016.

Employment Fair with Job Service

We participated in a Large job Fair with the Billings Job Service

Billingsjobsnow.com

We created a website for employers and employees to post jobs and resumes. This was set up by Remington and is exclusive to Billings MT. This site was pulled this year in order to get more National monies from Helpwanted.com.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2016			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Connoisseur Media, LLC "On Air Recruiting Ads" 2075 Central Ave Billings, MT 59102	General Manager (406) 248-7777 Employee Referrals	30	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	2	N	0
4	Billings Job Service	State Run Employment Service (406)-652-3080	0	N	0

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