

EEO PUBLIC FILE REPORT
Townsquare Media Missoula License, LLC
(KYSS-FM, KGVO-AM/FM, KMPT-AM, KBAZ-FM, KLYQ-AM, KENR-FM)
12/1/12-11/31/13

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
2- Digital Seller	8, 11, 12,13,17,19,20,21,22, 23	8 – 1 interviewee 11 – 1 interviewee 12– 2 interviewees 13- 2 interviewees 17-1 interviewee 20 – 2 interviewees 21 – 1 interviewee	8, 21
Brand Manager	20	20 – 1 interviewee	20
Assistant Business Manager	20	20- 1 interviewee	20
4-Outside sales AE's	4, 8, 12, 13, 15, 17, 19, 20, 21, 22, 23	4-2 interviewee 8- 2 interviewee 12-8 interviewee 13-1 interviewee 15- 2 interviewee 17-2 interviewee 20-6 interviewee 21-2interviewees 22-2 interviewee	17, 20, 22

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS over 1 month period
1	Missoulian Newspaper 500 South Higgins Missoula MT 59801 (406) 721-6200	No	0
2	Missoula Independent 317 South Orange Street Missoula MT 59801 (406) 543-6609	No	0
3	Ravalli Republic Newspaper 232 West Main Street Hamilton MT 59840 (406) 363-3300	No	0
4	University of Montana Career Website Griz eRecruiting Lammasson Center 154 University of Montana Missoula MT 59812 (406) 243-2022 heather_niemeyer@mso.umt.edu	No	2
5	College of Technology University of Montana Griz eRecruiting 909 South Avenue West Missoula MT 59801 (406) 243-2022 heather_niemeyer@mso.umt.edu	No	0
6	Salish Kootenai College 5200 Highway 93 P. O. Box 70 Pablo, MT 59855 (406) 275-4800 ellie_mcleod @ skc.edu	No	0
7	Montana Job Service/Missoula 539 South Third West Missoula MT 59801 (406) 728-7060 Marcia Horton mhorton@mt.gov	No	0

8	Missoula Chamber of Commerce Event, 10/27/13 with downtown businesses, etc	No	3
9	A to Z Personnel Services 371 Northview Drive Missoula MT 59803 (406) 721-1020	No	0
10	Montana Broadcasters Association Job Postings Web site: mtbroadcasters.org	No	0
11	Townsquare Digital Media Seminar, 8/27/13	No	1
12	5 Radio Station Websites	No	10
13	allaccess.com	No	3
14	JournalismJobs.com	No	0
15	On Air Promotions	No	2
16	Internal Promotions	No	0
17	Walk Ins	No	3
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn	No	0

20	Word of Mouth Referrals	No	10
21	Craigslist	No	3
22	Indeed.com	No	2
23	Facebook	No	0

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Townsquare Digital Media Day and Seminar	On August 27, 2013 we held a digital marketing initiative and workshop @ the Iron Horse, meeting with local businesses as well as interested parties etc where we discussed Townsquare Digital Initiatives and media business in general, and we spoke with number of interested sales candidates
Missoula Chamber of Commerce	We participated in a Fall, downtown Chamber of Commerce event on October where local media companies and businesses met to discuss business initiatives, Scott Richman spoke with a number of interested candidates in our sales positions @ this event on 10/1/13
Scholarship Programs	Our group of stations participate in the Montana Broadcasters Association Scholarship programs which include: the Joe Durso memorial Scholarship at the University of Montana, the MSU/MBA Scholarship at Montana State University, The MBA Diversity Scholarship available at any state college or university in Montana, the MBA Engineering Scholarship at the Helena College of Technology, the Billings Broadcasters/MBA Scholarship which is available for study at any state college or university in Montana. The stations ran commercials encouraging students to look at a career in broadcasting and apply for these scholarships. The stations donate money to the Montana Broadcasters to fund these.
Internships Services Lommasson Center 154 The University of Montana Missoula, MT 59812-2376	1. Intern University of Montana- Aug-Dec 2013 Programming 2. Intern U of M- Aug - Nov 2013- Digital Managing Editor

Outdoor Griz Viewing Party in Caras Park (2x – September, 2013 + November, 2013)	We had TV's and KGVO audio, food music, and signup sheets for internships as well as job applications.
---	---