

EEO PUBLIC FILE REPORT

Townsquare Media Missoula License, LLC

KYSS(FM), KGVO(AM), KGVO(FM), KMPT(AM), KBAZ(FM), KLYQ(AM), KENR(FM)

12/1/15 – 11/30/16

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
Digital Sales Manager	4,10,13,15, 16,19, 20, 24	4-0 interviewees 10-0 interviewees 13-0 interviewees 15-0 interviewees 16-1 interviewees 19-0 interviewees 20-1 interviewees 24-1 interviewees	20- FILLED
2 Outside sales AEs	4, 10, 12, 13,15, 16,19, 20, 23, 24	4-2 interviewees 10-1 interviewee 12-4 interviewee 13-0 interviewees 15-0 interviewees 17-1 interviewees 19-0 interviewees 20-3 interviewees 23-1 interviewees 24-10 interviewees	17,24, FILLED
Director of Sales	10,13,16,19, 20	10-0 interviewees 13-1 interviewees 16-1 interviewees 19-2 interviewees 20-1 interviewees	20- FILLED
Account Manager	10, 16, 19, 24	10-1 interviewees 16-1 interviewees 19-1 interviewees 24-2 interviewees	16- FILLED
Brand Manager	10, 13, 17, 20, 24	10-0 interviewees 13-2 interviewees 17-0 interviewees 20-1 interviewees 24-1 interviewees	13- FILLED
Traffic Manager	10, 16, 19, 20, 24	10-1 interviewees 16-1 interviewees	16- FILLED

		19-0 interviewees 20-1 interviewees 24-1 interviewees	
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Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS over 12 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	No	2
5	College of Technology University of Montana Griz eRecruiting 909 South Avenue West Missoula MT 59801 (406) 243-2022	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 (Tina 542-5765) Marcia Horton mhorton@mt.gov	No	0

8	MT Job Service Ravalli County 333 W Main Hamilton MT 59840 406-363-1822 Fax 406-363-1823 Heather Mousley hmousley@mt.gov	No	0
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	3
11	RAB.COM	No	0
12	6 Radio Station Websites	No	4
13	allaccess.com	No	3
14	JournalismJobs.com	No	0
15	On Air Promotions	No	0
16	Internal Promotions	No	4
17	Walk Ins	No	1
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn	No	3
20	Word of Mouth Referrals	No	6
21	Craigslist	No	0
22	Indeed.com	No	0
23	Facebook	No	1

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Destination Missoula Board Meetings and Annual Event	We participate in monthly meetings with local area businesses and organizations around small business and travel. At these meetings, Scott Richman spoke with a number of interested candidates in our Account Management and Sales positions
Internships Services Lommasson Center 154 The University of Montana Missoula, MT 59812-2376	<ol style="list-style-type: none"> 1. Intern U of M- 1/2016-5/2016 Programming 2. Intern U of M- 6/2016-8/2016 Digital Intern 3. Intern U of M- 1/2016-3/2015 – Digital Intern 4. Intern U of M – 9/2016-12/2016 Programming
Tailgate Events @ University of Montana for local community	We had weekly events where we met with the community and discussed a number of open positions that we had including Sales, Digital and Programming. Food, music and signup sheets for internships as well as job applications.
Other events	Entire sales, programming and operations staff are present at various Townsquare events throughout the year in Missoula including Freedom Fest, Insane Inflatables, Kidabaloo and KYSSMAS for Kids which bring volunteers and part time help to our operation and who we review for potential opportunities.