

EEO PUBLIC FILE REPORT

Townsquare Media Missoula License, LLC

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

12/1/14 – 11/30/15

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, 5, 6, 7, 10, 11, 12, 15, 16, 17, 20, 22,23	4-0 interviewees 5-0 interviewees 6-0 interviewees 7-0 interviewees 10-0 interviewees 11-0 interviewees 12-0 interviewees 15-0 interviewees 16-0 interviewees 17-0 interviewees 20-1 interviewees 22-0 interviewees 23-1 interviewees	NOT FILLED
Outside sales AE	4, 7, 10, 11, 12, 13, 15, 16, 17, 19, 20, 22,23	4-1 interviewees 7-0 interviewees 10-0 interviewees 11-0 interviewees 12-4 interviewees 13-1 interviewees 15-1 interviewees 16-2 interviewees 17-1 interviewees 19-0 interviewees 20-2 interviewees 22-6 interviewees 23-2 interviewees	FILLED
Digital Managing Editor	4,13,16,19,20,22,23	4-1 interviewees 13-1 interviewees 16-1 interviewees 19-2 interviewees 20-0 interviewees 22-0 interviewees 23-0 interviewees	FILLED
Engineer	5,17,19,22	5-1 interviewees 17-1 interviewees 19-0 interviewees 22-0 interviewees	NOT FILLED

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 Lammason Center 154 University of Montana Missoula MT 59812 (406) 243-2022	Yes	2
5	College of Technology University of Montana Griz eRecruiting 909 South Avenue West Missoula MT 59801 (406) 243-2022	Yes	1
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	0
11	RAB.COM	No	0
12	6 Radio Station Websites	Yes	4
13	allaccess.com	Yes	2
14	JournalismJobs.com	No	0
15	On Air Promotions	No	1
16	Internal Promotions	Yes	3
17	Walk Ins	No	2
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn	Yes	2
20	Word of Mouth Referrals	Yes	3
21	Craigslist	No	0
22	Indeed.com	Yes	6
23	Facebook	Yes	3

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 sales positions and Digital Positions
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	<ol style="list-style-type: none"> 1. Intern U of M- 1/2015-5/2015 Programming 2. Intern U of M- 1/2015-5/2015 Digital Managing Editor 3. Intern U of M- 1/2015-5/2015 - Programming 4. Intern U of M – 9/2015-10/2015 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.
DUI Task Force and Committee	GM on Board of Directors attending monthly meetings discussing marketing, promotions and community events. 2 AE candidates came from this meeting.