

TOWNSQUARE MEDIA BILLINGS LICENSE, LLC
KCTR-FM, KMHK-FM, KKBR-FM, KCHH-FM, KBUL(AM)
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-13	6
Account Executive	1-13	6
Account Manager	1-13	2
Account Manager	1-13	2
Digital Managing Editor	1-13	9
Receptionist	1-13	2
On Air Host	1-13	5
Brand Manager	1-13	5

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
1	Townsquare Media Billings Websites www.kctr.com www.kchh.com www.newsradio970.com www.kbear.com www.kmhk.com	N	0
2	Indeed.com (via Greenhouse)	N	52
3	Facebook TSM	N	1
4	Glassdoor.com (via Greenhouse)	N	0
5	Internal(employee)	N	2
6	TSM Careers (via Greenhouse)	N	8
7	TSM Facebook	N	0
8	Jobvite LinkedIn (via Greenhouse)	N	0
9	Employee Referral	N	1
10	Non-Employee Referral	N	0
11	Simplyhired.com (via Greenhouse)	N	0
12	Career/Job Fair	N	9
13	Career Builder (via Greenhouse)	N	0
14	Self-Referral	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			73

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Sponsorship of Job Fair	The Station Employment Unit or SEU participated in & was a Premier Media Sponsor in the JSEC Jobs Jamboree Fair March 20, 2019. The jobs jamboree is sponsored by the Billings Job Service & The Billings Job Service Employers Committee. 170 Employers and over 1400 jobseekers attended the 2019 event. Engaged Attendees in conversation regarding Career & Internship Opportunities available in broadcasting. Applications were available & distributed by key hiring personnel. Membership of the Billings Job service & The Billings Job Service Employers Committee includes substantial participation of women and minorities.
2	Participation of Job Fair	The SEU participated in & was a Media Sponsor in the 2019 University Campus Career Fair February 13, 2019. The job fair is put on by the Montana State University Billings and Rocky Mountain College Career Services. 52 Employers and over 750 jobseekers attended the 2019 event. Engaged Attendees in conversation regarding Career & Internship Opportunities available in broadcasting. Applications were available & distributed by key personnel.
3	EEO Management Training	The SEU conducted training to key management personnel in the rules and regulations ensuring equal employment opportunity methods and documentation to prevent discrimination. Management engaged in initiatives they will be proactive in in the upcoming months.
	Participation in Events/Programs	The SEU offered job shadowing to youths in the

4	Sponsored by Educational Institutions	area interested in perusing careers in Radio.