

EEO PUBLIC FILE REPORT

Townsquare Media Missoula License, LLC

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

12/1/18 – 11/30/19

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
Outside sales AE	10, 12,14,19,20,22	14- 4 interviewee 19- 1 interviewee 20-1 Interviewee 22-2 Interviewee	19
Director of Sales	10, 12, 13, 14,19,22	14 -2 interviewee 19- 1 Interviewee	14
Business Manager	14, 20	14 -1 interviewee 20-1 interviewee	20

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	No	0

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	0
11	RAB.COM	No	0
12	7 Radio Station Websites	No	0
13	allaccess.com	No	0
14	TSM Careers (via Greenhouse)	No	7
15	On Air Promotions	No	0
16	Internal Promotions	No	0

17	Walk Ins	No	0
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn (via Greenhouse)	No	2
20	Word of Mouth Referrals	No	2
21	Glassdoor (via Greenhouse)	No	0
22	Indeed.com (via Greenhouse)	No	2
23	Facebook	No	0
TOTAL			13

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in other programs designed to promote outreach generally	We participate in monthly meetings with local area businesses and organizations around small business and travel. At these meetings, Market President spoke with a number of interested candidates for our Sales AE positions
Participation in programs sponsored by education institutions	Market President ran a workshop at a journalism career day where MP met with 6 rising juniors and graduating seniors for internships within our programming and production areas
Internship Program	Internships Program. We have interns every semester (Spring and Fall) – this past year we had one intern who worked in Fall 2019
Participation in other programs designed to promote outreach generally	Entire sales, programming and operations staff are present at various Townsquare events throughout the year in Missoula including Missoula Marathon and KYSSMAS for Kids which bring volunteers and part time help to our operation and who we review for potential opportunities.