

TOWNSQUARE MEDIA BOZEMAN LICENSE, LLC
KMMS(AM), KPRK(AM), KMMS-FM, KISN-FM, KXLB-FM, KZMY-FM
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

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
On-Air Talent KXLB	1-9, 12	1
Account Executive	2-9	9
Account Executive	2-9	8
Digital Sales Manager	2-9, 12	12
On-Air Talent KXLB	1-9, 12	7
Account Executive	2-9	7

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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	Allaccess.com Jane Caldwell jcaldwell@allaccess.com 310-457-6616	N	13
2	MT Broadcasters Association Attn: Greg McDonald 3914 Rainbow Bend Drive Bonner, MT 59823 406-244-4622 www.mtbroadcasters.org	N	0
3	Southwestmontanahelpwanted.com Regionalhelpwanted.com, Inc. Attn: Paige Allison 9100 E Panorama Dr #250 Englewood, CO 80112 800-365-8630	N	0
4	Bozeman Job Service 121 N Willson Ave Bozeman, MT 59715 406-582-9200 Sue 406-582-9223	N	0
5	Montana State University Student Employment Services 177 Strand Union Building PO Box 174180 Bozeman, MT 59717 406-994-4353 www.montana.edu/careers/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	University of Montana Career Services Attn: Elizabeth Sepp Missoula, MT 59812 406-243-2022 www.umt.edu/career/	N	0
7	Employee Referral	N	5
8	Townsquare Media Bozeman Websites: www.kmmsam.com www.mooseradio.com www.xlcountry.com www.bozemanskissfm.com www.my1035.com	N	3
9	Townsquare Media Website www.townsquaremedia.com/careers	N	6
10	Townsquare Media On Air Announcements Bozeman Radio Stations: KMMS-AM, KPRK-AM, KMMS-FM, KISN-FM, KXLB- FM, KZMY-FM	N	5
11	Non-Employee Referral	N	0
12	Billingshelpwanted.com Regionalhelpwanted.com, Inc. Attn: Paige Allison 9100 E Panorama Dr #250 Englewood, CO 80112 800-365-8630	N	0
13	Corporate Recruitment	N	4
14	Talkers	N	0
15	RAMP	N	0
16	Unknown Source	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			36

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Events Sponsored by Educational Institutions	<p>The SEU participated in Montana State University’s “Catapalooza”. This two-day on-campus fair was August 25 and 26, 2016. Participated in welcoming MSU Freshmen to the campus as well as shared information on positions available in the broadcast industry as well as internships available.</p> <p>The SEU participated in Montana State University Job Fair. This on-campus Job Fair was September 13th, 2016 and featured multiple local businesses sharing information with MSU students that were looking for full-time, part-time and internship opportunities in the Bozeman market. Shared information on positions in the broadcast industry as well as internships available.</p>
2	Participate in Events Sponsored by Local Organizations	<p>The SEU hosted a tour of our broadcast facilities for students from the Sacajawea Middle School in April, 2016. During the tour the students were shown the various departments of our radio stations and given background information on what each department’s responsibilities are. Careers available in the broadcast industry are discussed. Students were given the opportunity to ask questions as they toured the facilities. An additional question & answer time was also provided.</p>

3	On-Air Advertising	On-air advertising was run on all stations seeking community organization help in referring qualified candidates to Townsquare Media. Community organizations who wish to receive notice of employment vacancies are instructed to contact Townsquare Media and/or the human resources department.
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4	HRDC Youth Development Program	The SUE participated in the Youth Development Program with HRDC which is designed to provide disadvantaged youth the opportunity to work at local businesses and receive job-readiness training, soft skills, and work experience all while getting paid. We have one youth that has worked with our staff as a production assistant two days a week for the past 5 weeks leading up to November 30 th and will continue working past this date with the probable expectation of expanded hours.
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