

# 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)

**12/1/16 – 11/30/17**

### Section 1. Vacancy List

<b>Job Title</b>	<b>All Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each RS</b>	<b>RS that Referred the hiree</b>
Outside sales AE	4, 10, 12,15,19, 24	4-1 interviewees 10-1 interviewee 12-1 interviewee 15-2 interviewees 17-1 interviewees 19-1 interviewees 20-3 interviewees 24-12interviewees	24
Director of Sales	13,19	13-1 interviewees 16-1 interviewees 19-2 interviewees 20-1 interviewees	19
Account Manager	12,13,19,24	13-1interviewee 16-1 interviewees 20-2 interviewees 24-3 interviewees	24
Traffic Manager (s)	19, 24	16-1 interviewees 19-1 interviewees 20-1 interviewees 24-1 interviewees	24

### Section 2. Recruitment Source List

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Number of Interviewees Referred by RS over 12 month period</b>
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	1
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	1

11	RAB.COM	No	0
12	7 Radio Station Websites	No	1
13	allaccess.com	No	2
14	JournalismJobs.com	No	0
15	On Air Promotions	No	2
16	Internal Promotions	No	3
17	Walk Ins	No	1
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn	No	4
20	Word of Mouth Referrals	No	7
21	Craigslist	No	0
22	Indeed.com	No	0
23	Facebook	No	0
24	Greenhouse	No	16
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>38</b>

### **Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
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, Scott Richman spoke with a number of interested candidates in our Account Management and Sales positions
Internships Program	We have interns every semester (Spring and Fall) – this past year we had one intern who worked in the Summer months – avg

	12 weeks, 6 – 8 hours a week
Participation in other programs designed to promote outreach generally	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.