



**TOWNSQUARE MEDIA BILLINGS LICENSE, LLC**  
**KCTR-FM, KMHK-FM, KKBR-FM, KCHH-FM, KBUL(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 – November 30, 2018**

**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 <a href="http://www.kmhk.com">www.kmhk.com</a>	N	5
2	Indeed.com	N	51
3	Green House.com	N	0
4	Glassdoor.com	N	2
5	Internal(employee)	N	0
6	TSM Careers	N	7
7	TSM Facebook	N	0
8	Jobvite LinkedIn	N	1
9	Employee Referral	N	4
10	Non-Employee Referral	N	0
11	Self-Referral	N	1
12	Career/Job Fair	N	8
13	Career Builder	N	1
14	Simplyhired.com	N	0
15	Townsquare Media Billings Websites 27 N 27 <sup>th</sup> St 23 <sup>rd</sup> Flr Billings, MT 59101 406-248-7827 Heather Marxer	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
	www.kctr.com www.kchh.com www.newsradio970.com www.kbear.com <a href="http://www.kmhk.com">www.kmhk.com</a>		
<b>TOTAL INTERVIEWEES OVER 12 MONTH PERIOD</b>			85

**TOWNSQUARE MEDIA BILLINGS LICENSE, LLC**  
**KCTR-FM, KMHK-FM, KKBR-FM, KCHH-FM, KBUL(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 – November 30, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
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 21, 2018. The jobs jamboree is sponsored by the Billings Job Service & The Billings Job Service Employers Committee. 165 Employers and over 1400 jobseekers attended the 2018 event. Engaged Attendees in conversation regarding Career & Internship Opportunities available in broadcasting. Applications were available & distributed. Business Manager visited with interested job seekers about the Radio industry.
2	Participation of Job Fair	The SEU participated in the Columbus Career fair. The job fair is put on by the Columbus Middle School. Engaged Attendees in conversation regarding Career & Internship Opportunities available in broadcasting. Production Director led 4 student classes providing information on broadcasting and digital marketing.
3	Participation in Events/Programs Sponsored by Educational Institutions	The SEU conducted an Educational Field Trip tour to the Columbus High School to youths interested in pursuing careers in Radio. The SEU also offered job shadowing to youths in the area interested in perusing careers in Radio.
4	Internships	<b>The SEU participated in Community Based Work Experience Training with Cor Enterprises and Yellowstone Strengths Academy , which are designed to provide disadvantaged youth the opportunity to work at local businesses and receive job-readiness training, soft skills, and work experience. The SEU also participated in Internship programs with MSU Billings and Rocky Mountain</b>

		<b>College. In 2018 we had a total of 3 interns where they were provided work experiences in the SEU to further their broadcast and marketing careers.</b>