

EEO PUBLIC FILE REPORT

Townsquare License, LLC

Missoula Employment Unit

KYSS-FM, KGVO(AM), KMPT(AM), KBAZ(FM), KLYQ(AM), KENR(FM),
KAMM-FM, KGGL(FM), KZOQ-FM, KGRZ(AM)*

12/1/21 – 11/30/22

*Townsquare License, LLC acquired KGGL-FM, KZOQ-FM, and KGRZ-AM on 6/17/2022. Also, on 6/17/2022, KAMM-FM was assigned from Townsquare to Missoula Community Radio and KENR-FM and KLYQ-AM were assigned to Anderson Radio Broadcasting, Inc.

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 hire |
|--|--|---|----------------------------------|
| Outside sales AE | 10,12,14,19,22 | 19- 3 interviewee 20- 4 Interviewee 22- 3 Interviewee | 20 |
| Outside sales AE | 10,12,14,19,22 | 19- 2 interviewee 20- 4 interviewee 22- 3 interviewee | 22 |
| Operations Manager/Brand Manager | 12,19 | 12- 1 interviewee 19- 3 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 | Montana Kaimin 32 Campus Drive Missoula, MT 59801 (406) 243-4310 | 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 | 0 |
| 5 | Missoula-College University of Montana 1205 E Broadway St, Missoula, MT 59802 (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 | 1 |
| 13 | allaccess.com | No | 0 |
| 14 | TSM Careers (via Greenhouse) | No | 0 |

| | | | |
|----|---------------------|----|---|
| 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 | 8 |
| 20 | Word of Mouth Referrals | No | 9 |
| 21 | Glassdoor (via Greenhouse) | No | 0 |
| 22 | Indeed.com (via Greenhouse) | No | 6 |
| 23 | Facebook | No | 0 |
| TOTAL | | | 24 |

Section 3. Recruitment Initiatives

| Type of Recruitment Initiative | Brief Description of Activity |
|---|--|
| Participation in other programs designed to promote outreach generally | December 2021-November 2022 We participate in monthly meetings with local area businesses and organizations around small business and travel. At these meetings, Market President and Sales Manager spoke with a number of interested candidates about working as a Sales AE. |
| Participation in job fair | March 11, 2022 News Director and Director of Content participated in a virtual job fair at the University of Montana School of Journalism to educate students about careers in broadcasting and the qualifications necessary to fill those positions. |
| Participation in other programs designed to promote outreach generally | December 2021-November 2022 Entire sales programming and operations staff are present at various Townsquare events throughout the year in Missoula including Spin a Thon, Destination Missoula and KYSSMAS for KIDS which brings in volunteers and students. |
| Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | The Market President participated in a webinar for training on FCC EEO obligations on November 23, 2022. |