

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Missoula Employment Unit
KYSS-FM, KGVO(AM), KMPT(AM), KBAZ(FM),
KGGL(FM), KZOQ-FM, KGRZ(AM)
December 1, 2022 to November 30, 2023

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
Account Executive No. 1	12/1/2022	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 2 RS 4 - 0 <u>RS 5 - 1</u> Total: 3	3
Account Executive No. 2	3/14/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 2 <u>RS 4 - 0</u> Total: 2	3
Account Executive No. 3	8/14/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 1 RS 6 - 1 <u>RS 7 - 1</u> Total: 4	7

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse)	N	0
3	LinkedIn (via Greenhouse)	N	5
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	2
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	1
TOTAL INTERVIEWS			9

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 5, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The EU hosted an on-air/digital intern for the summer session (July through August 2023). The intern, who was supervised by the Director of Content, was in the studio everyday from 9am-1pm working on various projects such as critiques of station website, recording audio stories, brainstorming ideas for local stories and content, and reviewing articles.
3	Participation in job fair	On March 31, 2023, the EU's Market President attended the Montana Journalism Job and Internship Fair held at the University of Montana Campus. The MP had the opportunity to speak with students, perform on the spot interviews, collect resumes, and hand out information about broadcasting and Townsquare.