

EEO PUBLIC FILE REPORT

Townsquare License, LLC

Missoula Employment Unit

KYSS(FM), KGVO(AM), KGVO(FM), KMPT(AM), KBAZ(FM), KLYQ(AM), KENR(FM), KAMM (FM)

12/1/20 – 11/30/21

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 (2)	12,19,22	12- 1 interviewee 19-2 Interviewee 22-2 Interviewee	12, 22
Business Development Lead	19, 22	19- 2 interviewee 22- 3 interviewee	19
Digital Managing Editor	12, 19, 22	12- 1 interviewee 19- 1 interviewee 22- 2 interviewee	16

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	2
13	allaccess.com	No	0
14	TSM Careers (via Greenhouse)	No	0

15	On Air Promotions	No	0
16	Internal Promotions	No	1

17	Walk Ins	No	0
18	Radio Trade Publications: Inside Radio	No	0
19	LinkedIn (via Greenhouse)	No	5
20	Word of Mouth Referrals	No	0
21	Glassdoor (via Greenhouse)	No	0
22	Indeed.com (via Greenhouse)	No	7
23	Facebook	No	0
TOTAL			15

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in other programs designed to promote outreach generally	December 2020-November 2021 We participate in monthly meetings with local area businesses and organizations around small business and travel. At these meetings, Market President spoke with a number of interested candidates about working as a Sales AE.
Participation in job fair	March 2021 News Director participated in a virtual job fair at the University of Montana 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 2020-November 2021 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.