

TOWNSQUARE LICENSE, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(AM)
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-8,11-14	2
Account Manager	1-4, 6-8, 11-14	6

TOWNSQUARE LICENSE, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(AM)
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021
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 www.kmhk.com	N	0
2	Indeed.com (via Greenhouse)	N	5
3	Facebook TSM	N	0
4	Glassdoor.com (via Greenhouse)	N	0
5	Internal(employee)	N	0
6	TSM Careers (via Greenhouse)	N	1
7	TSM Facebook	N	0
8	Jobvite LinkedIn (via Greenhouse)	N	0
9	Employee Referral	N	0
10	Non-Employee Referral	N	0
11	Simplyhired.com (via Greenhouse)	N	0
12	Advanced Employment Temp Service	N	0
13	Career Builder (via Greenhouse)	N	0
14	MSU-Billings Career Center	N	0
15	Self Referral	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			6

TOWNSQUARE LICENSE, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(AM)
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President and Business Manager participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Participated in job fair with organizations whose membership includes substantial participation of women and minorities	The station employment unit participated in and advertised the JSEC Jobs Jamboree Fair on April 21, 2021. The event was organized by the Billings Job Service and the Billings Job Service Employers Committee, whose membership includes substantial participation of women and minorities. The Jamboree was held at MetraPark Pavilion in Billings, MT.