

EEO PUBLIC FILE REPORT
Townsquare License, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(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	1/3/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 2 RS 3 - 2 RS 4 - 0 <u>RS 5 - 1</u> Total: 5	2
Account Executive (3)	8/1/2023 8/4/2023 8/22/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 1 RS 4 - 0 RS 5 - 1 RS 6 - 0 <u>RS 7 - 3</u> Total: 5	3, 7, 5
Digital Managing Editor	8/1/2023	1, 2, 3, 4	RS 1 - 0 RS 2 - 0 RS 3 - 0 RS 4 - 0 <u>RS 6 - 1</u> Total: 1	6
Director of Content	5/30/2023	1, 2, 3, 4, 8	RS 1 - 2 RS 2 - 0 RS 3 - 0 RS 4 - 0 RS 5 - 1 RS 6 - 1 RS 7 - 1 <u>RS 8 - 2</u> Total: 7	8

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	2
2	Indeed.com (via Greenhouse)	N	2
3	LinkedIn (via Greenhouse)	N	3

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4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	3
6	LinkedIn (candidate sourced)	N	2
7	Employee Referral	N	4
8	Trade Press	N	2
TOTAL INTERVIEWS			18

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 June 22, 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 intern from the Rocky Mountain College for the months of February, March, and April 2023. The intern, who was supervised by the KKBR Morning Show Host, assisted with on-air promotions, as well as live events. He was also trained on how to operate the control board and host in studio interviews.
3	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	The EU sponsored the Jobs Jamboree, a large job fair put together by the Billings Job Service. Then, on March 15, 2023, the day of the actual event, the EU's Market President, along with a Senior Account Executive and another Account Executive, participated in the event. The group handed out information and media packets with background on Townsquare and information on how to search and apply for open positions.
4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 21, 2023, the EU hosted an individual who was interested in radio production. This individual shadowed the EU's On-Air Host for Montana Talks, assisting with different aspects of the morning show prep and even operating the levers and screen buttons for the bumper music.