

**TOWNSQUARE MEDIA BOZEMAN LICENSE, LLC**  
**KMMS(AM), KPRK(AM), KMMS-FM, KISN-FM, KXLB-FM, KZMY-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 – November 30, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Regional Digital Sales Executive	8-10, 13-15	14
Account Executive*	8-10, 13-15	13,8
<i>*Two candidates were hired for this position.</i>		

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**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	Allaccess.com Jane Caldwell jcaldwell@allaccess.com 310-457-6616	N	0
2	MT Broadcasters Association Attn: Greg McDonald 3914 Rainbow Bend Drive Bonner, MT 59823 406-244-4622 <a href="http://www.mtbroadcasters.org">www.mtbroadcasters.org</a>	N	0
3	Southwestmontanahelpwanted.com Regionahelpwanted.com, Inc. Attn: Paige Allison 9100 E Panorama Dr #250 Englewood, CO 80112 800-365-8630	N	0
4	Bozeman Job Service 121 N Willson Ave Bozeman, MT 59715 406-582-9200 Sue 406-582-9223	N	0
5	Montana State University Student Employment Services 177 Strand Union Building PO Box 174180 Bozeman, MT 59717 406-994-4353 <a href="http://www.montana.edu/careers/">www.montana.edu/careers/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	University of Montana Career Services Attn: Elizabeth Sepp Missoula, MT 59812 406-243-2022 www.umt.edu/career/	N	0
7	Employee Referral	N	0
8	Townsquare Media Bozeman Websites: www.kmmsam.com www.mooseradio.com www.xlcountry.com www.bozemanskissfm.com www.my1035.com	N	5
9	Townsquare Media Website www.townsquaremedia.com/careers	N	3
10	Townsquare Media On Air Announcements Bozeman Radio Stations: KMMS-AM, KPRK-AM, KMMS-FM, KISN-FM, KXLB- FM, KZMY-FM	N	1
11	Non-Employee Referral	N	0
12	Billingshelpwanted.com Regionalhelpwanted.com, Inc. Attn: Paige Allison 9100 E Panorama Dr #250 Englewood, CO 80112 800-365-8630	N	0
13	Indeed (via Greenhouse)	N	17
14	LinkedIn (via Greenhouse)	N	1
15	Glassdoor (via Greenhouse)	N	0
<b>TOTAL INTERVIEWEES OVER 12 MONTH PERIOD</b>			27

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in Events/Programs Sponsored by Educational Institutions	The SEU participated in Montana State University's "Catapalooza". This two-day on-campus fair was August 22 and 23, 2019. Participated in welcoming MSU Freshmen to the campus as well as shared information on positions available in the broadcast industry as well as internships available.
2	Participate in Events/Programs Sponsored by Educational Institution	The SEU hosted a tour by a middle school program from Bozeman YMCA on March 15, 2019. Allowed participation by students of recording audio and playing back audio on-air. Listened to various employees describe their job in the broadcast industry. Discussed positions available in the broadcast industry.
3	Participate in Events Sponsored by Local Organizations	The SEU attended local business gatherings hosted by the Bozeman Area Chamber of Commerce regularly throughout the year. During the gatherings attendees were given information on positions and careers in the broadcast industry and information regarding specific positions and openings in the Bozeman market.

4	Participation in Activities to Disseminate Broadcast Employment Information	On-air advertising was run on all stations seeking community organization help in referring qualified candidates to Townsquare Media. Community organizations who wish to receive notice of employment vacancies are instructed to contact Townsquare Media and/or the human resources department.
5	Participation in Activities to Disseminate Broadcast Employment Information	The SEU participated in its own Headwaters Country Jam event from June 13 through June 15, 2019 setting up a booth on site with station hiring managers providing information on specific position openings in the Bozeman market as well as information on positions and careers in the broadcast industry.
6	Participation in Activities to Disseminate Broadcast Employment Information	The SEU participated in its own Kidabaloo Kids Expo event on April 6, 2019, setting up a booth on site with station hiring managers providing information on specific position openings in the Bozeman market as well as information on positions and careers in the broadcast industry to attendees.