

TOWNSQUARE LICENSE, LLC
Bozeman Employment Unit
KMMS(AM), KPRK(AM), KMMS-FM, KISN-FM, KXLB-FM, KZMY-FM
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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	8-10, 13-14	7
Director of Sales	8-10, 13-14	7
Digital Managing Editor	8-10, 13-14	14

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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 www.mtbroadcasters.org	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 www.montana.edu/careers/	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	7
8	Townsquare Media Bozeman Websites: www.kmmsam.com www.mooseradio.com www.xlcountry.com www.bozemanskissfm.com www.my1035.com	N	1
9	Townsquare Media Careers Website www.townsquaremedia.com/careers	N	0
10	Townsquare Media On Air Announcements Bozeman Radio Stations: KMMS-AM, KPRK-AM, KMMS-FM, KISN-FM, KXLB- FM, KZMY-FM	N	0
11	Non-Employee Referral	N	1
12	Billingshelpwanted.com Regionalthelpwanted.com, Inc. Attn: Paige Allison 9100 E Panorama Dr #250 Englewood, CO 80112 800-365-8630	N	0
13	Indeed (via Greenhouse)	N	2
14	LinkedIn (via Greenhouse)	N	2
15	Glassdoor (via Greenhouse)	N	0
16	Diversity Jobs (via Greenhouse)	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			13

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Organizations Interested in Broadcast Employment Issues	The SEU participated in the Montana Young Professionals Summit August 15-17, 2022. Digital Sales Lead presented at convention, along with ongoing interaction with attendees regarding various employment opportunities in the broadcast industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	The SEU participated in Montana State University Meet the Business Recruiters Job Fair. This on-campus Job Fair was October 4, 2022 and featured multiple local businesses sharing information with MSU students that were looking for full-time, part-time and internship opportunities in the Bozeman market. Director of Sales shared information on positions in the broadcast industry as well as internships available.
3	Participation in Events/Programs Sponsored by Educational Institutions	The SEU participated in Montana State University's "Catapalooza." This all day on-campus fair was August 22, 2022. KISN Brand Manager 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.
4	Participation in Other Activities to Disseminate Information about Broadcast Employment Opportunities	On-air advertising was run on all stations at various times throughout the year regarding specific positions open in the Bozeman market as well as information on positions and careers in the broadcast industry. The same information was run on all stations online streams and similar information was posted on all stations affiliated websites.

