

TOWNSQUARE LICENSE, LLC
Billings Employment Unit
KCTR-FM, KMHK(FM), KKBR(FM), KCHH(FM), KBUL(AM)
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	1-2, 4, 6-8, 11-12, 14	9
Radio Host – Digital Content Writer	1-2, 4, 6-8, 11-12, 14	13
Market President	1-2, 4, 6-8, 11-12, 14	12

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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	Townsquare Media Billings Websites www.kctr.com www.kchh.com www.newsradio970.com www.kbear.com www.kmhk.com	N	0
2	Indeed.com - Sponsored	N	4
3	Indeed - Sourced	N	3
4	Glassdoor.com (via Greenhouse)	N	0
5	Internal (employee)	N	1
6	TSM Careers (via Greenhouse)	N	1
7	TSM Facebook	N	0
8	Jobvite LinkedIn (via Greenhouse)	N	0
9	Employee Referral	N	1
10	Non-Employee Referral	N	0
11	Simplyhired.com (via Greenhouse)	N	0
12	LinkedIn Ads Posting	N	5
13	LinkedIn Sourced	N	1
14	MSU-Billings Career Center	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in events/programs with educational institutions relating to career opportunities in broadcasting.	The stations hosted a student from the Boys and Girls Club Frameworks program for “Radio Day” on April 21, 2022. She spent time in the studio learning about broadcasting. Digital Managing Editor and On-Air Contributor facilitated this experience.
2	Participation in job fair	The station employment unit participated in and advertised the JSEC Jobs Jamboree Fair on March 16, 2022. 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. Market President and Director of Content supported this event initiative.
3	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On November 29, 2022, Market President completed EEO Training titled “Diversity Recruiting” conducted by Stacey Gordon from LinkedIn Learning.