

TOWNSQUARE LICENSE, LLC
BOZEMAN EMPLOYMENT UNIT
KMMS(AM), KPRK(AM), KMMS-FM, KISN(FM), KXLB(FM), KZMY(FM)
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	8-10, 13-14	13
On-Air Talent	8-10, 13-14	7
Director of Content	8-10, 13-14	7
Market Engineer	8-10, 13-14, 15	9

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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	3
9	Townsquare Media Careers 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	0
11	Non-Employee Referral	N	0
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	6
14	LinkedIn (via Greenhouse)	N	0
15	Glassdoor (via Greenhouse)	N	0
16	Diversity Jobs (via Greenhouse)	N	1
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			20

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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 Director of Sales participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	The SEU participated in Montana State University Hire-A-Bobcat Job Fair. This on-campus Job Fair was October 7, 2021 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. Shared information on positions in the broadcast industry as well as internships available
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	The SEU hosted a tour by a local 4H club on November 3, 2021. Allowed participation by club members 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, especially as it relates to agriculture.
4	Hosted a job fair	The SEU hosted an on-site job fair on November 19, 2021. Invited members of the public through on-air advertising to tour the facility, meet current employees, discuss current and future potential job openings and provide information and education on the various job and career opportunities in the industry.
5	Participation in other activities designed to disseminate information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Station morning host emceed Bozeman Business Professional Women's event, "Hear Me Roar" October 20, 2021. Female business leaders attended and spoke of their career experiences. KXLB host discussed her role as a female in broadcasting and the career opportunities, challenges and rewards.

