

TOWNSQUARE MEDIA BILLINGS LICENSE, LLC
KCTR-FM, KMHK-FM, KKBR-FM, KCHH-FM, KBUL(AM)
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

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 28955 Pacific Coast Highway, Ste 210-5 Malibu, CA 90265 310-457-6616 http://www.allaccess.com	N	0
2	Billings Help Wanted. Com RegionalHelpWanted.com, Inc. 9100 E Panorama Dr #250 Englewood, CO 80112 Tammy Santos 800-365-8630 Ext 581 http://billingshelpwanted.com	N	0
3	Job Service of Montana Attn: John Harper 2121 B Rosebud Dr Billings, MT 59102 406-652-3080 http://wsd.dli.mt.gov/local/billings	N	1
4	MT Broadcasters Association Attn: Greg McDonald 3914 Rainbow Bend Drive Bonner, MT 59823 Phone: 406-244-4622 Fax: 406-2447-5518 http://www.mtbroadcasters.org	N	0
5	Townsquare Media Billings Websites 27 N 27 th St 23 rd Flr Billings, MT 59101 406-248-7827 Connie Lively www.kctr.com	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	<p>www.kchh.com www.newsradio970.com www.kbear.com www.kmhc.com</p>		
6	<p>Montana State University – Billings 1500 N 30th St Billings, MT 59101 http://www.mycatcareers.biz aweimer@msubillings.ed</p>	N	0
7	<p>YWCA/Displaced Homemakers Attn: Jennie Hagen 909 Wyoming Ave Billings, MT 59101 406-252-6303</p>	N	0
8	<p>Townsquare Media On Air Announcements Billings Radio Stations: KCTR-FM, KMHK-FM, KKBR-FM, KCHH-FM, KBUL(AM) 27 N 27th St 23rd Flr Billings, MT 59101</p>	N	0
9	<p>Montana Migrant Council Attn: Maria Stevens 3318 3rd Ave N Billings, MT 59101 406-248-3149</p>	N	0
10	<p>Rural Employment Opportunities Attn: Bruce Day Box 831 Helena, MT 59624 406-256-1140</p>	N	0
11	<p>Women Infants and Children Attn: Doris Box 35033 Billings, MT 59107 406-247-3370 DorisB@yecchd.org</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Indian Health Board Attn: Nicole Leahy 1127 Alderson Ave Billings, MT 59102 406-245-7318	N	0
13	Rocky Mountain College Career Planning 1511 Poly Dr Billings, MT 59102 406-657-1039 Blair.martin@rocky.edu	N	0
14	Little Big Horn College Attn: Roberta Walks Box 370 Crow Agency, MT 59022 406-638-3104 comments@main.lbhc.cc.mt.us	N	0
15	Dull Knife Memorial College Box 98 Lame Deer, MT 59043 406-477-6218	N	0
16	Bureau of Indian Affairs Federal Building 316 N 26 th St Billings, MT 59101 406-247-7902	N	0
17	Job Connections Attn: Kristen Clark 2070 Overland Avenue, Suite 101 Billings, MT 59102 www.jobconnections.org	N	0
18	TDGA-Traffic Dir Guild of America Attn: Carol Anderson 26000 Avehida Aeropuerto, Building 114 San Juan Capistrano, CA 92675 tdga@cox.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Billings Chamber of Commerce 815 S 27 th St Billings MT 59101 406-246-4111	N	1
20	Indeed	N	1
21	Green House	N	10
22	Glassdoor	N	1
23	Internal(employee)	N	0
24	TSM Careers	N	1
25	TSM Facebook	N	0
26	Jobvite LinkedIn	N	0
27	Employee Referral	N	3
28	Non-Employee Referral	N	0
29	Self Referral	N	1
30	Career/Job Fair	N	4
31	Community Based Services 3212 1 st Ave South Billings MT 59101 406-245-2751	N	0
32	HRDC 3116 First Ave N Billings MT 59101 406-247-4732	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			26

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-Sponsor in Job Fair Sponsored By Local Organizations	The SEU participated in & was a Media Sponsor in the JSEC Jobs Jamboree Fair March 9, 2016. The jobs jamboree is sponsored by the Billings Job Service & The Billings Job Service Employers Committee. 100 Employers and over 1400 jobseekers attended the 2016 event. Engaged Attendees in conversation regarding Career & Internship Opportunities available in broadcasting. Applications were available & distributed. Business Manager visited with interested job seekers about the Radio industry.
2	EEO Management Training	The SEU conducted training to key management personnel in the rules and regulations ensuring equal employment opportunity methods and documentation to prevent discrimination. Management engaged in initiatives they will be proactive in in the upcoming months.
3	Job Shadow	The SEU conducted job shadowing to High School youths in the Billings area interested in pursuing careers in Radio.
4	HRDC Summer Youth Employment Program	The SUE participated in The Summer Youth Employment and Training program with HRDC it is designed to provide low-income youth the opportunity to work during the summer months and receive job-readiness training, soft skills, and work experience all while getting paid. We had one youth work with our staff as receptionist 3 days a week for 3 months.