

EEO PUBLIC FILE REPORT

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KY YA-AM
December 1, 2010 – November 30, 2011

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	PT Front Desk	2/14/2010	On Air Recruiting Ads,, www.BillingsHelpWanted.com , MSU Billings, Connoisseur Media Websites, Internships	4	1
2	FT Account Executive	3/1/2010	General Manager Referral, www.BillingsHelpWanted.com , On Air Recruiting Ads	4	1

Outreach 2011

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KYA-AM
December 1, 2010 – November 30, 2011

Internships

Our Internship program included students from Broadview High School as well as students involved in both Summer and year round programs with the Human Resources Development Council (HRDC).

School Visits

Our staff members have made several visits to school in Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools through Promotion and Public service. Schools visited in 2010 include: Laurel High School, Huntley Project Schools and several in Billings School District 2.

Montana State University Billings Career Services Advisory Board

Our Sales manager is a member of this board. Connoisseur Media is a “Platinum Partner” with Montana State University Billings Career Services.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2011, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events including:

“Alive After 5” – this was a 13 week series of business mixers/ social gatherings designed to further acquaint members of the general public with members of the DBA as well as to feature specific businesses that are members.

“The Christmas Stroll” – a special event to feature the downtown business district as a destination for holiday Shoppers.

“The Holiday Christmas Parade of Lights” – Billings annual Christmas Parade through downtown sponsored by the DBA.

Job Fairs

Through this period, our staff participated in several Job Fairs where we gathered Resumes and met with various potential candidates. These included:

Career Fitness Fair – February 11, 2011, Montana State University Billings

MSU-Billings Yellowjacket Market – September 13, 2011, Montana State University Billings College of Technology
Campus

September 14, 2011 Montana State University Billings Main Campus

Tech Expo – October 18, 2011 – Montana State University Billings College of Technology

Meet, Greet & Eat: Etiquette Business Dinner - November 8, 2011 – MSU Billings Career Services

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2011			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Billings Help Wanted Website	www.billingshelpwanted.com	1	N	1, 2
2	Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	2	N	1, 2
3	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	1	N	1
4	Connoisseur Media Websites	www.connoisseurmedia.com/careers www.my1059.com www.planet106.com www.941ksky.com www.963thezone.com www.newstalk730.com www.kblg910.com	2	N	1, 2
5	Internships	Ops Manager (406) 248-7777 School to Work Programs	1	N	1

*Connoisseur Media Billings has not been specifically asked to keep any agency or entity on a list for future openings.

EEO PUBLIC FILE REPORT

Connoisseur Media; Billings, MT
KWMY/ KPBR-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM
December 1, 2009 – November 30, 2010

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	PT Programming	12/1/2009	Acquisition of new stations. We interviewed staff of stations for potential positions after our acquisition.	7	1
2	PT Programming	12/8/2009	Acquisition of new stations. We interviewed staff of stations for potential positions after our acquisition. Montana State University	7	1
3	FT Sales Manager	3/1/2010	This position was filled by the acquisition of stations. The staff member and position was included as part of the acquisition.	1	1
4	FT Account Executive	9/27/2010	General Manager Referral, On Air Recruiting Ads, Montana State University	5	1

Outreach 2010

Connoisseur Media; Billings, MT
KWMY/ KPBR-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM
December 1, 2009 – November 30, 2010

Internships

Our Internship program included students from Broadview High School as well as students involved in both Summer and year round programs with the Human Resources Development Council (HRDC).

School Visits

Our staff members have made several visits to school sin Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools though Promotion and Public service. Schools visited in 2010 Include: Laurel High School, Huntley Project Schools and several in Billings School District 2.

Boy/ Girl Scout Tours

We have allowed several tours of Boy and Girls Scouts from local troops through the Stations. While touring, most were looking to complete requirements needed for rank and merit advancement in Scouting. Many also had an interest in what would be required to work in a Radio Station. Lengthy Q & A sessions were held as part of these tours.

Montana State University Billings Career Services Advisory Board

Our Sales manager is a member of this board. Connoisseur Media is now a “Platinum Partner” with Montana State University Billings Career Services.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2010, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events including:

“Alive After 5” – this was a 13 week series of business mixers/ social gatherings designed to further acquaint members of the general public with members of the DBA as well as to feature specific businesses that are members.

“The Christmas Stroll” – a special event to feature the downtown business district as a destination for holiday Shoppers.

“The Holiday Christmas Parade of Lights” – Billings annual Christmas Parade through downtown sponsored by the DBA.

Job Fairs

Through 2010, our staff participated in several Job Fairs where we gathered Resumes and met with various potential candidates. These included:

Career Fitness Fair – February 11, 2010, Montana State University Billings

MSU-Billings Yellowjacket Market – September 14, 2010, Montana State University Billings Senior Campus
September 15, 2010 MSU- Billings COT Campus

Ask an Executive – October 6, 2010 - MSU Billings Career Services

Tech Expo – October 26, 2010 – MSU – Billings College of Technology

Meet, Greet & Eat: Etiquette Business Dinner - November 16, 2010 – MSU Billings Career Services

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2010			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Billings Help Wanted Website	www.billingshelpwanted.com	4	N	1
2	Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	4	N	1, 2
3	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	2	N	2, 4
4	Connoisseur Media Websites	www.connoisseurmedia.com/careers www.my1059.com www.planet106.com www.941ksky.com	5	N	2
5	Internships	Ops Manager (406) 248-7777 School to Work Programs	1	N	1
6	Radio Station Acquisition - position transferred with ownership of stations	General Manager (406) 248 7777	1	N	3
7	Radio Station Acquisition – staff of stations under former ownership interviewed for possible positions	General Manager (406) 248 7777	7	N	2

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EEO PUBLIC FILE REPORT
Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KPBR-FM
December 1, 2008 – November 30, 2009

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Reception	1/03/2009	Connoisseur Media Employee Referral	4	1
2	PT Board Op	7/29/2009	Connoisseur Media Employee Referral	4	1

Outreach 2009

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KPBR-FM
December 1, 2008 – November 30, 2009

Internships

Our Internship program included Greg, Jason, Angelo, Bobby and several others who decided after 1 or 2 days that they did not want to continue. Greg has been promoted to PT Board Op/ Air Staff.

School Visits

Our staff members have made several visits to school sin Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools though Promotion and Public service. Schools visited in 2009 nclude: Laurel High School, Huntley Project Schools and several in Billings School District 2.

Boy/ Girl Scout Tours

We have allowed several tours of Boy and Girls Scouts from local troops through the Stations. While touring, most were looking to complete requirements needed for rank and merit advancement in Scouting. Many also had an interest in what would be required to work in a Radio Station. Lengthy Q & A sessions were held as part of these tours.

Montana State University Billings Career Services Advisory Board

Our Sales manager is a member of this board. Connoisseur Media is now a “Platinum Partner” with Montana State University Billings Career Services.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2009, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events including:

“Alive After 5” – this was a 13 week series of business mixers/ social gatherings designed to further acquaint members of the general public with members of the DBA as well as to feature specific businesses that are members.

“The Christmas Stroll” – a special event to feature the downtown business district as a destination for holiday Shoppers.

“The Holiday Christmas Parade of Lights” – Billings annual Christmas Parade through downtown sponsored by the DBA.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2009			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Billings Help Wanted Website	www.billingshelpwanted.com	4	N	1
2	Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	4	N	1, 2
3	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	2	N	
4	Connoisseur Media Websites	www.connoisseurmedia.com/careers www.my925fm.com www.planet106.com www.1059thebar.com	5	N	2
5	Internships	Ops Manager (406) 248-7777 School to Work Programs	1	N	1

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EEO PUBLIC FILE REPORT
 Connoisseur Media; Billings, MT
 KWMY-FM, KPLN-FM, KPBR-FM
 December 1, 2007 – November 30, 2008

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Account Executive	3/15/2008	Connoisseur Media Employee Referral;	4	1
2	FT Account Executive	4/21/2008	Billings Gazette	4	1
3	PT Reception and Traffic Assistant	8/22/2008	Connoisseur Media Websites	2	1
4	FT Account Executive	9/8/2008	Connoisseur Media Websites	3	1
5	FT Account Executive	10/1/2008	Billings Gazette	2	1

Outreach 2008

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KPBR-FM
December 1, 2007 – November 30, 2008

Internships

Our Internship program included Daron in December of 2007. Daron's Internship closed at the end of December, 2007 and he was then hired on Part Time in Programming. He was later promoted to Full Time position in Sales during 2008. In September 2008, we added Joe as an Intern to Programming. Both of these interns came to us through Montana State University, Billings Campus.

School Visits

Our staff members have made several visits to school sin Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools though Promotion and Public service. Schools visited in 2008 include: Laurel High School, Huntley Project Schools and several in Billings School District 2.

Boy/ Girl Scout Tours

We have allowed several tours of Boy and Girls Scouts from local troops through the Stations. While touring, most were looking to complete requirements needed for rank and merit advancement in Scouting. Many also had an interest in what would be required to work in a Radio Station. Lengthy Q & A sessions were held as part of these tours.

Downtown Billings Alliance (DBA)

Through the Summer and Fall of 2008, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events including:

“Alive After 5” – this was a 12 week series of business mixers/ social gatherings designed to further acquaint members of the general public with members of the DBA as well as to feature specific businesses that are members.

“The Christmas Stroll” – a special event to feature the downtown business district as a destination for holiday Shoppers.

“The Holiday Christmas Parade of Lights” – Billings annual Christmas Parade through downtown sponsored by the DBA.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2008			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Billings Gazette 401 N. 28 th St Billings, MT 59101	(406) 657-1212 classinfo@billingsgazette.com	4	N	1, 2, 3, 4, 5
2	Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	4	N	1, 2, 3, 4, 5
3	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	2	N	1
4	Connoisseur Media Websites	www.connoisseurmedia.com/careers www.my925fm.com www.planet106.com www.1059thebar.com	5	N	1, 2, 3, 4, 5

*Connoisseur Media Billings has not been specifically asked to keep any agency or entity on a list for future openings

EEO PUBLIC FILE REPORT
 Connoisseur Media; Billings, MT
 KWMY-FM, KPLN-FM, KPBR-FM
 December 1, 2006 – November 30, 2007

Full and Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	PT Front Desk	1/26/2007	Other referral	5	1
2	FT Account Executive	3/26/2007	Billings Outpost	4	1
3	PT On Air	4/17/2007	Connoisseur Media "On Air Recruiting Ads"	3	1
4	FT Account Executive	6/20/2007	Connoisseur Media Websites	3	1
5	FT Account Executive	7/1/2007	Billings Gazette	3	1
6	FT Account Executive	8/1/2007	Billings Gazette	2	1
7	PT On Air	9/5/2007	Connoisseur Media "On Air Recruiting Ads"	4	1
8	FT Account Executive	10/1/2007	Connoisseur Media Websites	5	1

Outreach 2007

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KPBR-FM
December 1, 2006 – November 30, 2007

Internships

Our Internship program included Beth in May of 2007. Beth was hired on Part Time in programming and later promoted to an assistant position in Traffic as well. In August 2007, we added Daron. Both of these interns came to us through Montana State University, Billings Campus.

Boy/ Girl Scout Tours

We have allowed several tours of Boy and Girls Scouts from local troops through the Stations. While touring, most were looking to complete requirements needed for rank and merit advancement in Scouting. Many also had an interest in what would be required to work in a Radio Station. Lengthy Q & A sessions were held as part of these tours.

Downtown Billings Alliance (DBA)

Through the Spring, Summer and Fall of 2007, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In many cases, we partnered with the DBA for these events.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2007			
		Contact	Total Interviewed	Entitled to Notification	Used to Fill
1	Billings Gazette 401 N. 28 th St Billings, MT 59101	(406) 657-1212 classinfo@billingsgazette.com	5	N	2, 3, 4, 5, 6, 8
2	The Billings Outpost 1833 Grand Ave Billings, MT 59102	(406) 248-1616 www.newbillingsoutpost.com	2	N	2
3	Connoisseur Media, LLC "On Air Recruiting Ads" 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	7	N	1, 3, 7
4	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	3	N	1, 3
5	Connoisseur Media Websites	www.connoisseurmedia.com/careers www.my925fm.com www.planet106.com www.1059thebar.com	8	N	1, 2, 4, 5, 6, 7, 8
6	Other Referral	(Walk in)	4	N	1, 2, 3, 4, 7

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EEO PUBLIC FILE REPORT
 Connoisseur Media; Billings, MT
 KWMY-FM, KPLN-FM, KPBR-FM
 December 1, 2005 – November 30, 2006

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Admin Asst/ Front	4/24/2006	Billings Gazette	3	1
2	FT Account Executive	5/15/2006	Other Referral	10	4
3	FT Program Director - KPLN	8/1/2006	Montana Association of Broadcasters	7	1
4	FT Program Director - KWMY	7/25/2006	Connoisseurmedia.com Careers Page	7	1
5	FT On Air Personality	7/3/2006	AllAccess.com	9	1
6	PT Morning Co-Host - KPBR	6/12/2006	Other Referral	3	1
7	PT Street team	6/29/2006	Connoisseur Media On Air Announcements	4	1
8	PT Street team	6/29/2006	Connoisseur Media On Air Announcements	3	1
9	PT Street team	7/19/2006	Connoisseur Media On Air Announcements	3	1
10	PT Street team	7/19/2006	Connoisseur Media On Air Announcements	3	1
11	FT Account Executive	8/1/2006	Billings Outpost	3	1
12	PT Front Desk/ Admin Asst	8/15/2006	Billings Gazette	4	1
13	FT Account Executive	8/26/2006	Billings Gazette	2	1
14	FT Account Executive	11/6/2006	Billings Gazette	3	1

Outreach 2005

Connoisseur Media; Billings, MT
KWMY-FM, KPLN-FM, KPBR-FM
December 1, 2005 – November 30, 2006

Internships

After launching all three stations during the first quarter of 2005, we approached Montana State University, Billings Campus and Rocky Mountain College about Internships through the stations. We weren't able to put a program in place until the Fall of 2005. No actual interns were recruited during this year, although several were interviewed about the possibility. We were unable to find candidates who had a schedule that would allow for it.

Job Fairs

In the second quarter of 2005, our General Manager and Sales Manager attended a 2 day Job Fair held at the Billings Convention Center. Several applications and Resumes were gathered for possible candidates in Sales.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2006			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Montana Association of Broadcasters HC 70 Box 90 Bonner, MT 59823		4	N	3, 4, 5
2	Billings Gazette 401 N. 28 th St Billings, MT 59101	(406) 657-1212 classinfo@billingsgazette.com	15	N	1, 2, 7, 8, 9, 10, 11, 12, 13, 14
3	Billingshelpwanted.com	billingshelpwanted.com	11	N	1, 2
4	All Access Job Board www.allaccess.com	allaccess.com (Free registration/ job postings)	5	N	3, 4, 5
5	The Billings Outpost 1833 Grand Ave Billings, MT 59102	(406) 248-1616 www.newbillingsoutpost.com	7	N	2, 11, 12, 13, 14
6	Connoisseur Media, LLC 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	5	N	6
7	Rocky Mountain College Career Planning 1511 Poly Drive Billings, MT 59102	Traci Piltz (406) 657-1039 careerservices@rocky.edu	2	N	7, 8, 9, 10
8	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 preuss@msubillings.edu	4	N	7, 8, 9, 10
9	Connoisseur Media Websites	www.connoisseurmedia.com/careers	4	N	1, 2, 3, 4, 5, 11, 12, 13, 14
10	Other Referral	(Walk in)	7	N	2, 3, 4, 5, 6, 7, 8, 9, 10

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