

**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**

Posted Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Account Executive	3/1/2008	3/15/2008	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	4	1
1	FT Account Executive	4/1/2008	4/21/2006	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	4	1
1	PT Reception and Traffic Assistant	8/15/2008	8/22/2008	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	2	1
1	FT Account Executive	9/1/2008	9/8/2008	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	3	1
1	FT Account Executive	9/15/2008	10/1/2008	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	2	1

**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**

Posted Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Admin Asst/ Front	3/15/2006	4/24/2006	Connoisseur Media On Air Announcements; Billings Gazette; Billingshelpwanted.com	3	1
4	FT Account Executive	4/1/2006	5/15/2006	Connoisseur Media On Air Announcements; Connoisseurmedia.com Careers Page; Billings Gazette; Billings Outpost; Billingshelpwanted.com; Other Referral; Job Fair @ Billings Convention Center	10	4
1	FT Program Director - KPLN	4/12/2006	8/1/2006	Billings Gazette; AllAccess.com; Billingshelpwanted.com; Montana Association of Broadcasters; MSUB Career Services; Rocky Mountain College Career Services;	7	1
1	FT Program Director - KWMY	4/12/2006	7/25/2006	Connoisseurmedia.com Careers Page; Other Referral	7	1
1	FT On Air Personality	4/12/2006	7/3/2006	Connoisseurmedia.com Careers Page; Other Referral	9	1
1	PT Morning Co-Host - KPBR	5/15/2006	6/12/2006	Other Referral; Connoisseur Media On Air Announcements; Connoisseurmedia.com Careers Page	3	1
1	PT Street team	6/15/2006	6/29/2006	Connoisseur Media On Air Announcements; Other Referral; AllAccess.com; Billings Gazette	4	1
1	PT Street team	6/15/2006	6/29/2006		3	1
1	PT Street team	6/15/2006	7/19/2006		3	1
1	PT Street team	6/15/2006	7/19/2006		3	1
1	FT Account Executive	7/15/2006	8/1/2006	Other Referral; Billings Gazette; Billings Outpost; Connoisseurmedia.com Careers Page	3	1
1	PT Front Desk/ Admin Asst	7/31/2006	8/15/2006	Other Referral; Billings Gazette; Billings Outpost; Connoisseurmedia.com Careers Page	4	1
1	FT Account Executive	8/1/2006	8/26/2006	Other Referral; Billings Gazette; Billings Outpost; Connoisseurmedia.com Careers Page	2	1
1	FT Account Executive	11/1/2006	11/6/2006	Other Referral; Billings Gazette; Billings Outpost; Connoisseurmedia.com Careers Page	3	1

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 December 1, 2006 – November 30, 2007

**Full and Part Time Positions Filled**

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	PT Front Desk	1/5/2007	1/26/2007	Connoisseurmedia.com/careers; 1059thebar.com; planet1067.com; my925fm.com; MSUB Careers; other referral	5	1
1	FT Account Executive	3/1/2007	3/26/2007	Other Referral; Billings Gazette; Billings Outpost; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com	4	1
1	PT On Air	4/1/2007	4/17/2007	Billings Gazette; MSUB Career Services; Rocky Mountain College Career Services; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	3	1
1	FT Account Executive	6/1/2007	6/20/2007	Billings Gazette; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	3	1
1	FT Account Executive	6/15/2007	7/1/2007	Billings Gazette; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	3	1
1	FT Account Executive	7/15/2007	8/1/2007	Billings Gazette; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	2	1
1	PT On Air	8/15/2007	9/5/2007	Billings Gazette; MSUB Career Services; Rocky Mountain College Career Services; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	4	1
1	FT Account Executive	9/15/2007	10/1/2007	Billings Gazette; Connoisseurmedia.com Careers Page; 1059thebar.com; planet1067.com; my925fm.com; Other Referral	5	1

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies		Entitled to Notification
		Contact	Total Interviewed	
1	Montana Association of Broadcasters HC 70 Box 90 Bonner, MT 59823		3	N
2	Billings Gazette 401 N. 28 <sup>th</sup> St Billings, MT 59101	(406) 657-1212 <a href="mailto:classinfo@billingsgazette.com">classinfo@billingsgazette.com</a>	12	N
3	Billingshelpwanted.com	billingshelpwanted.com	7	N
4	All Access Job Board <a href="http://www.allaccess.com">www.allaccess.com</a>	allaccess.com (Free registration/ job postings)	23	N
5	The Billings Outpost 1833 Grand Ave Billings, MT 59102	(406) 248-1616 <a href="http://www.newbillingsoutpost.com">www.newbillingsoutpost.com</a>	6	N
6	Connoisseur Media, LLC 101 Grand Avenue Billings, MT 59101	General Manager (406) 248-7777 Employee Referrals	12	N
7	Rocky Mountain College Career Planning 1511 Poly Drive Billings. MT 59102	Traci Piltz (406) 657-1039 <a href="mailto:careerservices@rocky.edu">careerservices@rocky.edu</a>	4	N
8	MSU Billings 1500 University Drive Billings, MT 59101-0298	Patricia Reuss (406) 657-2168 <a href="mailto:preuss@msubillings.edu">preuss@msubillings.edu</a>	4	N
9	University of Montana Career Services Missoula, MT 59812	(406) 243-2022 <a href="mailto:careers@umontana.edu">careers@umontana.edu</a>		N
10	Montana State University Career Services Box 174180 Bozeman, MT 59717-4180	Sharon Falkenstein (406) 994-5485 <a href="mailto:sharonf@montana.edu">sharonf@montana.edu</a>		N
11	Connoisseur Media Websites	<a href="http://www.connoisseurmedia.com/careers">www.connoisseurmedia.com/careers</a> <a href="http://www.my925fm.com">www.my925fm.com</a> <a href="http://www.planet106.com">www.planet106.com</a> <a href="http://www.1059thebar.com">www.1059thebar.com</a>	11	N
12	Other Referral	(Walk in)	10	N