

**TOWNSQUARE MEDIA CEDAR RAPIDS**  
**KDAT(FM), KHAK(FM), KRNA(FM), and employees at KRQN (FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018– September 30, 2019**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	16,17,18,19,20,21,22	19
Account Executive	16,17,18,19,20,21,22	20
Ignite Account Manager	21	21
Director of Sales	16,17,18,19,20,21,22	18

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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 Reporting Period
1	Coe College / Career Services 1220 1 <sup>st</sup> Avenue NE Cedar Rapids, IA 52402	N	0
2	Station On-Air Announcements	N	0
3	Kaplan University Placement Office 3165 Edgewood Road Cedar Rapids, IA 52404	N	0
4	Eastern Iowa Community College mhildebrandt@eicc.edu <a href="http://www.eiccinfo@eicc.edu">www.eiccinfo@eicc.edu</a>	N	0
5	Upper Iowa University 700 Bell Drive SW Cedar Rapids, IA 52404	N	0
6	Kirkwood Community College Placement Office 6301 Kirkwood Blvd. SW Cedar Rapids, IA 52404	N	0
7	Mount Mercy University Career Services 1330 Elmhurst Drive SE Cedar Rapids, IA 52402	N	0
8	E-mail to all Townsquare Business Managers Townsquarebusinessmanagers@townsquaremedia.com	N	0
9	St Ambrose University Career Services 518 West Locust Davenport, IA 52803	N	0
10	University of Iowa Iowa City, IA 52242 www.hireahawk.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	University of Northern Iowa Career Services GIL 242 Cedar Falls, IA 50614 <a href="mailto:Careercat@uni.com">Careercat@uni.com</a>	N	0
12	Townsquare Career Fairs Townsquare Media 425 2 <sup>nd</sup> Street SE Cedar Rapids, IA 52401	N	0
13	Cornell College Career Services 600 1 <sup>st</sup> Street West Mt. Vernon, IA 52314 319-895-4457	N	0
14	Iowa Workforce Development Center <a href="http://www.iowaworkforce.com">www.iowaworkforce.com</a>	N	0
15	Iowa State University Ames, IA 50011 <a href="http://www.iastate.edu">www.iastate.edu</a>	N	0
16	Glassdoor online (through Greenhouse)	N	1
17	Townsquare Media website online	N	6
18	Indeed online (through Greenhouse)	N	28
19	Linked In Online (through Greenhouse)	N	1
20	Market Outreach	N	1
21	Express Employment	N	3
22	Employee Referral	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			41

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Internship program.	<p>Townsquare Media Cedar Rapids hosts a student or students each year. The student(s) get an overall education of what Townsquare Media Cedar Rapids is all about. This year our intern managed and scheduled content to our station’s social media platforms, shot/edited/uploaded video, edited morning show audio, was involved with the production of on-air segments, assisted with live events, managed app alerts and messages, created and sent out station newsletters, and more. The intern was given the opportunity to learn and execute both the on-air and online sides of radio. The intern(s) work most closely with our Brand Managers. During this reporting period we hosted one intern from the University of Iowa.</p>
<b>2</b>	Attend Job Fair.	<p>Townsquare Media Cedar Rapids was present at the following job fairs: 10/2/18, Coe College, Cedar Rapids, IA; 3/27/19 DMACC Newton, IA; 4/24/19 EICC Muscatine, IA; 9/26/19 University of Iowa. The Business Manager was on hand at all events to gather resumes and answer questions regarding employment opportunities.</p>