

**TOWNSQUARE LICENSE, LLC
CEDAR RAPIDS EMPLOYMENT UNIT
KDAT(FM), KHAK(FM), KRNA(FM), and KRQN(FM)*
EEO PUBLIC FILE REPORT
October 1, 2020– September 30, 2021**

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	20	22
Director of Sales	20	20
Account Executive	17, 18, 19, 20	19
Market President	20	20

*Townsquare programmed station KRQN under a Time Brokerage Agreement until May 1, 2021. Thus, as of May 1, KRQN is no longer part of the Cedar Rapids employment unit and will not be included in future reports.

Also, Townsquare’s Cedar Rapids and Waterloo employment units merged on September 24, 2021. The instant report covers the Cedar Rapids stations only, but the report for 2021-2022 and all future reports will also cover the four Waterloo stations: KCRR(FM), KKHQ-FM, KOEL(AM), and KOEL-FM.

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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 st 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 www.eiccinfo@eicc.edu	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 Careercat@uni.com	N	0
12	Townsquare Career Fairs Townsquare Media 425 2 nd Street SE Cedar Rapids, IA 52401	N	0
13	Cornell College Career Services 600 1 st Street West Mt. Vernon, IA 52314 319-895-4457	N	0
14	Iowa Workforce Development Center www.iowaworkforce.com	N	0
15	Iowa State University Ames, IA 50011 www.iastate.edu	N	0
16	Glassdoor online (through Greenhouse)	N	0
17	Townsquare Media website online	N	1
18	Indeed online (through Greenhouse)	N	4
19	Linked In Online (through Greenhouse)	N	2
20	Market Outreach	N	5
21	Express Employment Professionals (Staffing Agency) 120 3rd Avenue Southwest, Suite 1 Cedar Rapids, Iowa 52404 (319) 363-3345	N	0
22	Employee Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Townsquare Media Cedar Rapids hosts a student or students each year for an internship. The student(s) get an overall education of what Townsquare Cedar Rapids is all about. Interns usually participate in some of the following activities: managing and scheduling content for our stations' social media platforms, shooting/editing/uploading video, editing morning show audio, production of on-air segments, assisting with live events, managing app alerts and messages, creating and sending out station newsletters, and more. Interns are given the opportunity to learn and execute both the on-air and online sides of radio. Interns work most closely with our Brand Managers and Operations Manager. This past summer, the stations hosted an intern from Kirkwood Community College.
2	Participation in job fair.	WO Approvals Manager attended the University of Iowa Business & Entrepreneurship Job & Internship Virtual Career Fair on 2/24/21.
3	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The Market President participated in this Webinar for training on FCC EEO Obligations on January 13, 2021.