

**EEO PUBLIC FILE REPORT**

**Townsquare License, LLC  
Cedar Rapids/Waterloo Employment Unit**

**KDAT(FM), KHAK(FM), KRNA(FM),  
KCRR(FM), KKHQ-FM, KOEL(AM), KOEL-FM**

**October 1, 2023 – September 30, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Market President	4/8/2024	1, 2, 3, 4	RS 6 – 1 <u>RS 8 – 1</u> Total: 2	8
Digital & Radio Content Leader, On-Air Host - KHAK	5/1/2024	1, 2, 3, 4	RS 1 – 1 RS 2 – 2 <u>RS 3 – 2</u> Total: 5	2
Senior Account Executive	7/8/2024	1, 2, 3, 4	<u>RS 7 – 1</u> Total: 1	7
Director of Sales	8/1/2024	Exigent Hire	<u>RS 7 – 1</u> Total: 1	7
Sales Assistant	8/5/2024	1, 2, 3, 4	<u>RS 1 – 1</u> Total: 1	1

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	2
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	2
3	LinkedIn (via Greenhouse)	N	2
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	1
7	Employee Referral	N	2
8	Prior Employee (initiated contact)	N	1
9	SeekOut (candidate sourced)	N	0
<b>TOTAL INTERVIEWS</b>			<b>10</b>

# EEO PUBLIC FILE REPORT

## Townsquare License, LLC Cedar Rapids/Waterloo Employment Unit

KDAT(FM), KHAK(FM), KRNA(FM),  
KCRR(FM), KKHQ-FM, KOEL(AM), KOEL-FM

October 1, 2023 – September 30, 2024

### Section 3. Recruitment Initiatives

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	On October 3, 2023, Senior Account Executive and Market President participated in the “Grow Cedar Valley” Business Expo at Bien VenU in Cedar Falls. The event allows Grow Cedar Valley investors to showcase their products and services in a trade show format. Townsquare Waterloo/Cedar Rapids was a media sponsor for the event. In addition, Townsquare representatives had a table at the event where they were able to meet with potential candidates and share what opportunities Townsquare had to offer.
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day “Top Gun” training program (120 minutes each day, June 11, 2024 through June 14, 2024) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 6, 2024, the new Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company’s EEO practices.
4	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On September 4, 2024, the new Market President participated in an online training titled, Workplace Diversity, Equity, and Inclusion. The course discusses diversity, equity, and inclusion in the workplace and how they benefit an organization. The course talks about how to attract individuals with different characteristics and backgrounds and provides the employer with resources to help them fulfill their potential from a diverse perspective. The course encourages greater diversity, equity, and inclusion.