

**Townsquare Media - Waterloo  
 KCRR(FM), KKHQ(FM), KOEL(AM) and KOEL(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 Hire
Account Manger/Promotions Director	1, 3, 4, 5, 6, ,7, 8, 11, 12, 13,	13
Traffic Director	3, 4, 5, 6, 7, 11, 12, 13	13
Sales Assistant	1, 3, 4, 5, 6, ,7, 8, 11, 12, 13,	8
Part Time On Air	1, 2, 3, 4, 5, 6, ,7, 8, 9, 11, 12, 13,14	9
Brand Manager/On Air	1, 3, 4, 5, 6, ,7, 8, 11, 12, 13,14	1
On Air	1, 3, 4, 5, 6, ,7, 8, 10, 11, 12, 13,14	12
Sales Executive	1, 3, 4, 5, 6, ,7, 8, 9, 11, 12, 13,	13
Sales Executive	1, 3, 4, 5, 6, ,7, 8, 11, 12, 13,	13

**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	<b>Indeed Jobs (through Greenhouse)</b> www.indeed.com	No	44
2	<b>All Access</b> www.allaccess.com	No	1
3	<b>On-Air Announcements – KCRR, KKHQ, KOEL-FM</b>	No	0
4	<b>KCRR-FM</b> www.KCRR.com	No	0
5	<b>KKHQ-FM</b> www.Q923.net	No	0
6	<b>KOEL-AM</b> www.K985.com	No	0
7	<b>KOEL-FM</b> www.KOEL.com	No	0
8	<b>Walk-in / Self Referral</b>	No	3
9	<b>Job Fair (see Section III)</b>	NO	1
10	<b>LinkedIn</b> www.Linkedin.com	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Townsquare Media Website</b> www.townsquaremedia.com	NO	32
12	<b>Internal Recruiter</b>	No	5
13	<b>Employee Referral</b>	No	5
14	<b>Glassdoor</b> www.glassdoor.com	NO	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			95

### III. RECRUITMENT INITIATIVE

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1	Internship Program	<b>Spring/Summer/Fall 2019:</b> 6 students from the University of Northern Iowa interned for our Market, worked on a variety of promotional projects, including preparation of marketing packages, learned about equipment and programming, production and social media and digital content creation.
2	Participated in Job Fair or Event	Our Market Manager attended a job fair in April 2019 at the Isle Casino Hotel in Waterloo.
3	Participated in Job Fair or Event	Our Operations Manager and HR manager attended at Job/Internship Fair at the University of Northern Iowa in September 2019
4	Participated in Job Fair or Event	Our HR manager participated in a job fair at Iowa Work Force Development

