

Townsquare Media - Waterloo
KCRR(FM), KKHQ(FM), KOEL(AM) and KOEL(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

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
Sales Executive	1, 11, 12	12

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	Indeed Jobs (through Greenhouse) www.indeed.com	No	4
2	All Access www.allaccess.com	No	0
3	On-Air Announcements – KCRR, KKHQ, KOEL-FM	No	0
4	KCRR-FM www.KCRR.com	No	0
5	KKHQ-FM www.Q923.net	No	0
6	KOEL-AM www.K985.com	No	0
7	KOEL-FM www.KOEL.com	No	0
8	Walk-in / Self Referral	No	0
9	Job Fair (see Section III)	NO	0
10	LinkedIn www.Linkedin.com	No	0
11	Townsquare Media Website www.townsquaremedia.com	NO	1
12	Internal Recruiter	No	1
13	Employee Referral	No	0
14	Glassdoor www.glassdoor.com	NO	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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	Spring/Summer/Fall 2020: 8 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 was supposed to attend a job fair in April 2020 at the Isle Casino Hotel in Waterloo, but it was cancelled due to COVID-19
3	Participated in Job Fair or Event	Our Operations Manager and HR manager were signed up to attend at Job/Internship Fair at the University of Northern Iowa in September 2020, but it was cancelled due to Covid-19
4	Participated in Job Fair or Event	Our HR manager intended to participate in a job fair at Iowa Work Force Development, but it was cancelled due to Covid-19

