

**TOWNSQUARE LICENSE, LLC
 KCRR(FM), KKHQ(FM), KOEL(AM), KOEL(FM)*
 Waterloo Employment Unit
 EEO Public File Report
 October 1, 2020 – September 30, 2021**

I. VACANCY LIST

Job Title	Recruitment Sources ("RS") used to fill vacancy	RS Referring Hiree
Account Executive	1, 2, 4	1
Account Executive	1, 2	1
Account Executive	1, 2	1
Brand Manager	Exigent Circumstances	Exigent Circumstances
On-Air Host	1, 5	1

*Townsquare's Waterloo and Cedar Rapids employment units merged on September 24, 2021. The instant report covers the Waterloo stations only, but the report for 2021-2022 and all future reports will also cover the three Cedar Rapids stations: KDAT(FM), KHAK(FM), and KRNA(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	Indeed.com (via Greenhouse)	No	29
2	Radio Station webpage	No	24
3	Prior Employee	No	1
4	Diversity Jobs	No	1
5	On-Air Announcements – KCRR, KKHQ, KOEL-FM	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			55

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President and Business Manager participated in this webinar for training on FCC EEO obligations on January 13, 2021.
2	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	Stations established an on-air and digital internship program, done both in-person and remotely, to help college students learn and understand the business. The Director of Content handled supervision of all interns during this period. During this period, we hosted three (3) interns, each from the University of Northern Iowa. The internships lasted the duration of each student's semester.