

Townsquare License, LLC
KCRR(FM), KKHQ-FM, KOEL(AM), KOEL-FM,
KDAT(FM), KHAK(FM), and KRNA(FM)*
Cedar Rapids/Waterloo Employment Unit
EEO PUBLIC FILE REPORT
(10/1/2021-9/30/2022)

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	3, 4, 6	6
Account Executive	3, 4, 6	4
Account Executive	4, 6	7
News Director	8	8
Sales Assistant	6	6
On Air & Content Creator	3	3
On Air & Content Creator	3	2
Brand Manager	3	3

* It is noted that (1) KCRR(FM), KKHQ-FM, KOEL(AM), KOEL-FM and (2) KDAT(FM), KHAK(FM), and KRNA(FM) were previously two separate employment units. The two employment units have merged; thus, while the two employment units previously prepared separate EEO public file reports, this report and all future reports will cover all seven stations.

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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 12-month period
1	Employee Referral	No	0
2	Market Outreach	No	2
3	Radio Station Webpage	No	6
4	Indeed.com (via Greenhouse) Indeed.com	No	13
5	Diversity Jobs	No	0
6	LinkedIn	No	12
7	Prior Employees	No	1
8	NAFB (National Association of Farm Broadcasting)	No	1
9	On Air Announcements	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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	Market President and Operations Manager participated in this recorded webinar for training on FCC EEO obligations on January 19, 2022. New Market President in 2022.
2	Establishment of internship program	Stations established an on-air and digital internship program, done both in-person and remotely, to help college students learn and understand the business. 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 alerts and messages, creating and sending out station newsletters, and more. Interns work closely with Brand Managers and Operations Manager. The stations hosted interns from Kirkwood Community College (1/3/22-3/5/22) and University of Northern Iowa (1/21/22-5/6/22).