

**Townsquare License, LLC**  
**Cedar Rapids/Waterloo Employment Unit**  
**KDAT(FM), KHAK(FM), KRNA(FM), AND KRQN(FM),**  
**KCRR(FM), KKHQ(FM), KOEL(AM), KOEL(FM)**  
**EEO PUBLIC FILE REPORT**  
**(10/1/2022-9/30/2023)**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive – Waterloo (hired 1/3/2023)	1-3, 10	2
Account Executive – Cedar Rapids (hired 4/17/2023)	1-3	5
Account Executive – Cedar Rapids (hired 5/1/2023)	1-3	5
Account Executive – Cedar Rapids (hired 9/6/2023)	1-3	5
Market President (hired 8/1/2023)	1-3	8

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<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	Townsquare Media career page <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> (via Greenhouse)	No	0
2	LinkedIn (via Greenhouse)	No	1
3	Indeed.com (via Greenhouse)	No	2
4	LinkedIn Prospect (sourced)	No	3
5	Indeed.com Prospect (via Greenhouse)	No	8
6	NAFB (National Association of Broadcasters)	No	0
7	Diversity Jobs	No	0
8	Townsquare Employee (Transfer)	No	1
9	Market Outreach	No	0
10	Grow Cedar Valley” Business Expo Waterloo Convention Center	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 22, 2023, Market President participated in an online training for Valuing Diversity provided by Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	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 4, 2022, Senior Account Executive and Market President participated in the “Grow Cedar Valley” Business Expo at the Waterloo Convention Center. 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.