

**Townsquare Media - Waterloo
KCRR(FM), KKHQ(FM), KOEL(AM) and KOEL(FM)
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018¹**

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 Hiree
Account Manger	16, 22, 23, 24, 25, 37	16
Operations Manager	16, 22, 23, 24, 25, 37, 38	37
Account Manger	22, 23, 24, 25, 38	38
Sales Assistant/Promotions Director (3 people hired)	16, 22, 23, 24, 25, 37, 38	38
On Air	16, 22, 23, 24, 25, 37, 38	37
Assistant Business Manager	16, 22, 23, 24, 25, 37	16

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
16	Indeed Jobs www.indeed.com	No	26
22	KCRR-FM www.KCRR.com	No	1
23	KKHQ-FM www.Q923.net	No	0
24	KOEL-AM www.K985.com	No	0
25	KOEL-FM www.KOEL.com	No	0
36	Glassdoor www.glassdoor.com	No	2

¹ This Report provides recruitment data collected from September 21, 2017 through **September 28, 2018.**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Townsquare Media Website www.townsquaremedia.com	NO	38
38	Internal Recruiter	No	23
TOTAL INTERVIEWEES OVER REPORTING PERIOD			90

III. RECRUITMENT INITIATIVES

	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	Summer/Fall 2018: 2 students from the University of Northern Iowa and 2 from Hawkeye Community College, 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 2018 at Hawkeye Community College

