

TOWNSQUARE LICENSE, LLC
WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM and WDBQ(AM)
Dubuque Employment Unit
EEO Public File Report
October 1, 2021 – September 30, 2022
(amended June 8, 2023)

I. VACANCY LIST

| Job Title | Recruitment Sources ("RS") used to fill vacancy | RS Referring Hiree |
|---|--|---------------------------|
| Account Executive (1/24/2022) | 7, 9, 10, 13 | 9 |
| Account Executive (8/29/2022) | 7, 13 | 13 |
| Director of Content / AMD (WJOD) (3/9/2022) | 7, 13 | 13 |
| Brand Manager / Prod. Director (KXGE) (3/1/2022) | 7, 13 | 13 |
| Brand Manager / AMD Host (KLYV) (3/1/2022) | 7, 13 | 13 |

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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 | Access Dubuque Jobs.accessdubuque.com 801 Bluff Street Dubuque, IA 52001 Contact: Sara Beighle 563-588-5771 sbeighle@wcinet.com | NO | 0 |
| 2 | Iowa Workforce Development Center 680 Main Street Floor 2 Dubuque, IA 52001 Contact: Charlotte Miller 563-556-0154 charlotte.miller@iwd.iowa.gov | NO | 0 |
| 3 | Loras College Center for Learning 1450 Alta Vista Street Dubuque, IA 52001 Contact: Bobbi Martin 563-588-7922 Bobbi.martin@loras.edu | NO | 0 |
| 4 | Clarke University Career Services 1550 Clarke Drive Dubuque, IA 52001 Becky 563-588-6300 Kristi.gimmelbecker@clarke.edu | NO | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 5 | University of Dubuque Career Services 2000 University Ave 2 nd Floor Peter Commons Dubuque, IA 52001 Sandy 563-589-3000 career@dbq.edu | NO | 0 |
| 6 | Northeast Iowa Community College 1625 Hwy 150 South Calmar, IA 52132 Chris 563-556-5110 Ext. 297 | NO | 0 |
| 7 | Indeed.com – via Greenhouse | NO | 0 |
| 8 | Career Builder – via Greenhouse | NO | 0 |
| 9 | LinkedIn + LinkedIn Limited – via Greenhouse | NO | 1 |
| 10 | On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Jeff Robb Jeff.rob@townsquaremedia.com | NO | 0 |
| 11 | Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Jeff Robb Jeff.rob@townsquaremedia.com | NO | 0 |
| 12 | Glassdoor – via Greenhouse | NO | 0 |
| 13 | TSM Websites – via Greenhouse | NO | 5 |
| | Total No. of Interviewees During Reporting Period | | 6 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|--|
| 1 | Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting | FFA - Farm and Ag Communications Scholarship given annually to a Graduating Senior of the FFA Chapter. It goes to a graduating senior pursuing a career in broadcasting/ag reporting. Every senior enrolled in the FFA program is eligible to apply for this scholarship. The FFA advisor informs students of the scholarship and assists them in applying. Students can apply between January 1 st and March 1 st . Students fill out the scholarship form. Brand Manager for WJOD/Townsquare Media reviews the forms and chooses the recipient. It's given out at the annual awards banquet the 3 rd Thursday in March. |
| 2 | Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues | The Market President spoke at a Rotary Club-sponsored Career Fair event on Feb 8, 2022 designed to promote businesses in the community and opportunities being offered; spoke about both Content/On Air and Sales positions. |