

**TOWNSQUARE LICENSE, LLC  
WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM and WDBQ(AM)  
Dubuque, Iowa Employment Unit**

**EEO Public File Report  
October 1, 2022 – September 30, 2023**

**I. VACANCY LIST**

Job Title	Recruitment Sources ("RS") used to fill vacancy	RS Referring Hiree
No vacancies filled during reporting period		

**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	TSM Websites (via Greenhouse)	NO	0
2	Indeed.com (via Greenhouse)	NO	0
3	LinkedIn + LinkedIn Limited (via Greenhouse)	NO	0
4	Career Builder (via Greenhouse)	NO	0
5	Glassdoor (via Greenhouse)	NO	0
6	Access Dubuque Jobs.accessdubuque.com 801 Bluff Street Dubuque, IA 52001 Contact: Sara Beighle 563-588-5771 sbeighle@wcinet.com	NO	0
7	Iowa Workforce Development Center 680 Main Street Floor 2 Dubuque, IA 52001 Contact: Charlotte Miller 563-556-0154 <a href="mailto:charlotte.miller@iwd.iowa.gov">charlotte.miller@iwd.iowa.gov</a>	NO	0
8	Loras College Center for Learning 1450 Alta Vista Street Dubuque, IA 52001 Contact: Bobbi Martin 563-588-7922 Bobbi.martin@loras.edu	NO	0
9	Clarke University Career Services 1550 Clarke Drive Dubuque, IA 52001 Becky 563-588-6300 <a href="mailto:Kristi.gimmelbecker@clarke.edu">Kristi.gimmelbecker@clarke.edu</a>	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
10	University of Dubuque Career Services 2000 University Ave 2 <sup>nd</sup> Floor Peter Commons Dubuque, IA 52001 Sandy 563-589-3000 <a href="mailto:career@dbq.edu">career@dbq.edu</a>	NO	0
11	Northeast Iowa Community College 1625 Hwy 150 South Calmar, IA 52132 Chris 563-556-5110 Ext. 297	NO	0
12	On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Jeff Robb <a href="mailto:Jeff.robbs@townsquaremedia.com">Jeff.robbs@townsquaremedia.com</a>	NO	0
13	Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Jeff Robb <a href="mailto:Jeff.robbs@townsquaremedia.com">Jeff.robbs@townsquaremedia.com</a>	NO	0
<b>Total No. of Interviewees During Reporting Period</b>			<b>0</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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 <sup>st</sup> and March 1 <sup>st</sup> . Students fill out the scholarship form. Brand Manager for WJOD/Townsquare Media reviews the forms and chooses the recipient. It is given out at the annual awards banquet the 3 <sup>rd</sup> Thursday in March.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On August 3, 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.