

TOWNSQUARE MEDIA DUBUQUE LICENSE, LLC
WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM and WDBQ(AM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

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 Executive | 1-9, 12 | 11 |

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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 |

| 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 | 0 |
| 10 | On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Daniel Sullivan sully@townsquaremedia.com | NO | 1 |
| 11 | Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Daniel Sullivan sully@townsquaremedia.com | NO | 1 |
| 12 | Glassdoor – via Greenhouse | NO | 0 |
| 13 | TSM Websites – via Greenhouse | NO | 0 |
| Total No. of Interviewees During Reporting Period | | | 2 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Scholarship Program | FFA - Farm and Ag Communications Scholarship given annually to a Graduating Senior of the FFA Chapter. |