

TOWNSQUARE LICENSE, LLC
WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM and WDBQ(AM)
Dubuque Employment Unit
EEO Public File Report
October 1, 2020 – September 30, 2021

I. VACANCY LIST

Job Title	Recruitment Sources ("RS") used to fill vacancy	RS Referring Hiree
Account Executive	1-9, 12	7
Account Executive	1-9, 12	10

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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	1
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: Jeff Robb Jeff.robbs@townsquaremedia.com	NO	2
11	Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Jeff Robb Jeff.robbs@townsquaremedia.com	NO	1
12	Glassdoor – via Greenhouse	NO	0
13	TSM Websites – via Greenhouse	NO	0
Total No. of Interviewees During Reporting Period			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in scholarship program 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. It's given out at the annual award banquet in March each year.
2	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in this webinar for training on FCC EEO obligations on January 13, 2021.