

Townsquare License, LLC
Quad Cities Employment Unit
KBEA-FM, KIIK-FM, WXLP(FM), KJOC(FM), KBOB(AM)

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 the reporting period		

Section II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (yes/no)	# of Interviewees Referred by RS Over Reporting Period
1	Indeed.com (via Greenhouse)	no	0
2	LinkedIn (via Greenhouse)	no	0
	Townsquare Corporate careers webpage www.townsquaremedia.com	no	0
3	Augustana College 639 38th Street Rock Island, IL 61201	no	0
4	Blackhawk College 301 Avenue of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	no	0
5	Iowa Workforce Development Center www.iowaworkforce.com	no	0
6	Eastern Iowa Job Training Davenport, Iowa 52801 Allen Campbell 563-326-5219	no	0
7	Western Illinois University 3300 River Drive Moline, IL 61265 30-298-1838	no	0
8	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	no	0
9	Station On-Air Announcements	no	0

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10	Market Outreach & Networking	no	0
11	Referral / Word of Mouth	no	0
12	Townsquare Media Recruiter (Sourced)	no	0
13	Internal Transfer/Promotion	no	0
16	Allaccess Radio Jobs www.allaccess.com	no	0
17	Facebook	no	0
18	SEU Internship Program	no	0
19	Iowa Broadcasters Association 102 North 2nd Avenue Box 1009 Newton, Ia 50208 (515) 224-7237 www.iowabroadcasters.com	no	0
Total Interviewees Over Reporting Period			0

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SECTION III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Events Sponsored by Educational Institutions	On July 19, 2023, the stations' on-air talent spoke with students participating in the S.P.A.R.K. (Summer Program for Arts, Recreation & Knowledge) at the Muscatine Community School District. He spoke with the students about the location and licensing of the B100/KBEA radio tower, music licensing, as well as the different broadcast and digital careers and services offered by Townsquare Media. A Q&A was held at the end of the session where the students were able to ask questions.
2	Participate in Events Sponsored by Educational Institutions	On April 12, 2023, two of the stations' on-air talent spoke with communications students at an Illinois State University's "Communications Week" event. The talent gave a joint speech during the event, speaking about careers in broadcasting and encouraging students to pursue their own careers in broadcasting.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 23, 2023, Market President participated in an online training for Valuing Diversity provided by Trust 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.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	One of the employment unit's Account Executives is a member of the BNI (Business Networking International), a sales focused networking group. To encourage women and minorities to pursue a career in broadcasting sales, the AE set up a one-day job shadow with a BNI member. The job shadow took place on June 22, 2023. The shadow worked with the AE for one full business day, learning the ins and outs of broadcast sales.
5	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues	One of the employment unit's Account Executives is a member of the BNI (Business Networking International), a sales focused networking group. To encourage women and minorities to pursue a career in broadcasting sales, the AE set up a one-day job shadow with a BNI member. The job shadow took place on June 29, 2023. The shadow worked with the AE for one full business day, learning the ins and outs of broadcast sales.

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6	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues	One of the employment unit's Account Executives is a member of the BNI (Business Networking International), a sales focused networking group. To encourage women and minorities to pursue a career in broadcasting sales, the AE set up a one-day job shadow with a BNI member. The job shadow took place on July 11, 2023. The shadow worked with the AE for one full business day, learning the ins and outs of broadcast sales.
7	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues	One of the employment unit's Account Executives is a member of the BNI (Business Networking International), a sales focused networking group. To encourage women and minorities to pursue a career in broadcasting sales, the AE set up a one-day job shadow with a BNI member. The job shadow took place on July 19, 2023. The shadow worked with the AE for one full business day, learning the ins and outs of broadcast sales.