

**EEO PUBLIC FILE REPORT**  
**Townsquare License, LLC**  
**Quad Cities Employment Unit**  
**KBEA-FM, KIIK-FM, WXLN(FM), KJOC(FM), KBOB(AM)**  
**October 1, 2023 – September 30, 2024**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Public Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Source</b>	<b>RS Referring Hiree</b>
Account Executive	5/15/2024	1, 2, 3, 4	<u>RS 8 – 1</u> Total: 1	8

**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a> - career page (via Greenhouse)	N	0
2	Indeed.com (via Greenhouse) (Indeed also independently posts vacancy to Glassdoor.com)	N	0
3	LinkedIn (via Greenhouse)	N	0
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	0
6	LinkedIn (candidate sourced)	N	0
7	Employee Referral	N	0
8	Client Referral	N	1
<b>TOTAL INTERVIEWS</b>			<b>1</b>

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**Section 3. Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On October 19, 2023, Brand Manager and Market President hosted a group of 15 journalism students from the Muscatine High School. The Brand Manager spoke with the students about radio and digital media and gave the group a tour of the station. The Market President spoke with the students about sales and marketing.
2	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 2, 2024, the Market President and Producer hosted a group of music production students from Central High School. The MP and Producer spoke with the students about marketing and the promotional side of radio. The students took a tour of the studio.
3	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On February 20, 2024, the Market President and Producer had another visit from the group of music production students from Central High School. The MP and Producer continued their discussions about marketing and the promotional side of radio. The students were able to ask follow up questions from their first visit and get further insight on how the radio industry operates.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 19, 2024, Brand Manager visited a group of 6 <sup>th</sup> grade students enrolled in the Muscatine Community School District's SPARK program (Summer Program for Arts, Recreation, & Knowledge). The students are studying advertising and had the opportunity to discuss with the Brand Manager how radio advertising works and the role it plays in radio. They discussed location and licensing of the radio tower, music licensing, and various services offered by Townsquare.
5	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 6, 2024, the Market President participated in an internal compliance training provided by the legal and human resources departments of Townsquare. The training was approximately 1 hour in length and covered topics such as broad recruitment and FCC obligations and compliance. The training also covered areas of internal process to ensure compliance with the Company's EEO practices.
6	Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	On August 28, 2024, On-Air Host hosted a group of Scouts from Troop 1004. During their visit at the station, the On-Air Host spoke about journalism, the different aspects of radio, and the different team members who help run the station. The Scouts took a tour of the station and were able to ask questions which helped with the merit badge in journalism.

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7	<p>Participation in events/programs sponsored by educational institutions relating to career opportunities in broadcasting</p>	<p>On September 23, 2024, On-Air Talent attended a 2-hour multimedia event held at the Downtown Davenport Urban Campus of Eastern Iowa Community Colleges (EICC). The goal of the event is to help educate high school students on careers that fall under a multimedia pathway and give them the opportunity to speak directly with professionals from the industry. Approximately 80 students were in attendance.</p>
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