

EEO Public File Report  
 Townsquare Media - Quad Cities

KBEA (FM)  
 KIIK (FM)  
 WXLN (FM)  
 KJOC (FM)  
 KBOB (AM)

October 1st, 2019 - September 30th, 2020  
 Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the Hiree
Chief Engineer	15, 16	15
Account Executive	9, 10, 11, 12, 15, 16	12, 15, 16
Brand Manager	11, 14, 15, 16	14
On Air Host / Assistant Brand Manager	11, 14, 15, 16	15
Digital Content Creator	10, 11, 12	10

**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	Augustana College 639 38th Street Rock Island, IL 61201	No	0
2	Blackhawk College 301 Avenue of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	No	0
3	Iowa Workforce Development Center www.iowaworkforce.com	No	0

4	Eastern Iowa Job Training Davenport, Iowa 52801 Allen Campbell 563-326-5219	No	0
5	Western Illinois University 3300 River Drive Moline, IL 61265 309-298-1838	No	0
6	Hamilton Technical College 1011 E. 53rd St. Davenport, IA 52807	No	0
7	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	No	0
8	Station Website Posting	No	2
9	Station On-Air Announcements	No	3
10	Market Outreach and Networking	No	1
11	Self-Referral / Word of Mouth	No	2
12	<a href="http://www.Townsquaremedia.com/career">www.Townsquaremedia.com/career</a>	No	7
13	Internal Transfer / Promotion	No	0

14	AllAccess Radio Jobs www.allaccess.com	No	1
15	Indeed.com, Via Greenhouse	No	5
16	LinkedIn, Via Greenhouse	No	5
17	Facebook	No	0
18	SEU Internship Program	No	0
19	Iowa Broadcasters Association 102 N. 2nd Avenue E - BOX 1009 Newton, IA 50208 (515) 224-7237 www.iowabroadcasters.com	No	0

**Total Interviewees Over Reporting Period**

**26**

## Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Training Programs for Station Personnel	<p>During the reporting period, our sales and programming management teams conducted weekly training sessions. All radio personnel are required to attend meetings. Training is conducted on a group level once each week and covers understanding of radio, and our stations, radio competition and other topics such as cold calling, proposal writing, creative writing and use of company resources to enhance job performance. As part of this program all personnel also attend weekly one-on-one meetings with the manager to discuss personal performance and strategies.</p> <p>The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>
Participate in Events Sponsored by Educational Institutions	<p>Operations Manager, Ryan McCredden, Participated in a Sports Industry educational seminar for students at St.Ambrose University on 11/15, 2019</p>
Participate in Events Sponsored by Educational Institutions	<p>WXLP morning show personality, Greg Dwyer, participated in a career day November 8th at Port Byron High School. He gave a presentation and answered questions about working in the Broadcast Industry.</p>
Quad City Chamber Event	<p>All 5 stations participated in the QC Business Expo held at Jumer's Casino on February 12th, 2020</p>