

EEO Public File Report  
 Townsquare License, LLC  
 Quad Cities Employment Unit  
 KBEA-FM  
 KIIK-FM  
 WXLN (FM)  
 KJOC (FM)  
 KBOB (AM)

October 1st, 2021 - September 30th, 2022

Section 1. Vacancy List

|  | Job Title               | Recruitment Sources (RS) Used to Fill Vacancy | RS that Referred the Hiree |
|--|-------------------------|---|----------------------------|
|  | Account Executive       | 8, 9, 16                                      | 9                          |
|  | Digital Managing Editor | 12  | 12                         |

**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<br>639 38th Street<br>Rock Island, IL 61201  | no  | 0  |
| 2         | Blackhawk College<br>301 Avenue of the Cities<br>East Moline, IL 61244<br>309-796-8200<br>www.collegecentral.com/bhc | no  | 0  |
| 3         | Iowa Workforce Development Center<br>www.iowaworkforce.com   | no  | 0  |
| 4         | Eastern Iowa Job Training<br>Davenport, Iowa 52801<br>Allen Campbell 563-326-5219                                    | no  | 0  |
| 5         | Western Illinois University<br>3300 River Drive<br>Moline, IL 61265<br>30-298-1838                                   | no  | 0  |
| 6         | St. Ambrose University Career Service<br>518 West Locust<br>Davenport, IA 52807                                      | no  | 0  |
| 7         | Station Website Postings   | no  | 0  |
| 8         | Station On-Air Announcements   | no  | 1  |

|    |   |    |   |
|----|---|----|---|
| 9  | Market Outreach & Networking  | no | 1 |
| 10 | Self-Referral / Word of Mouth Referral  | no | 3 |
| 11 | Townsquare Media Recruiter  | no | 0 |
| 12 | Internal Transfer/Promotion   | no | 1 |
| 13 | Allaccess Radio Jobs<br>www.allaccess.com   | no | 0 |
| 14 | Indeed.Com, Via Greenhouse  | no | 0 |
| 15 | LinkedIn, Via Greenhouse  | no | 0 |
| 16 | Facebook  | no | 1 |
| 17 | SEU Internship Program  | no | 0 |
| 18 | Iowa Broadcasters Association<br>102 North 2nd Avenue<br>Box 1009<br>Newton, Ia 50208<br>(515) 224-7237<br>www.iowabroadcasters.com | no | 0 |

**Total Interviewees Over Reporting Period**

11

#### Recruitment Initiatives

| Date    | Type of Recruitment Initiative                              | Brief Description of Activity   |
|---------|---|---|
| 3/29/22 | Participate in Events Sponsored by Educational Institutions | WXLP morning show personality participated in a career day at Sherrard High School. He gave a presentation and answered questions about working in the Broadcast Industry.    |
| 4/13/22 | Participate in Events Sponsored by Educational Institutions | KBEA morning show personality participated in a career day at North Scott High School. He gave a presentation and answered questions about working in the Broadcast Industry. |
| 4/13/22 | Participate in Events Sponsored by Educational Institutions | KBEA afternoon personality participated in a career day at North Scott High School. He gave a presentation and answered questions about working in the Broadcast Industry.    |

|                            |   |  |
|----------------------------|---|--|
| 4/13/22                    | Participate in Events Sponsored by Educational Institutions   | KIIK morning show personality participated in a career day at North Scott High School. He gave a presentation and answered questions about working in the Broadcast Industry.  |
| 1/20/22                    | Participate in Events Sponsored by Educational Institutions   | WXLP Morning Show Producer gave a 'what's new in radio' presentation to the Junior Achievement Biztown educational center. JA BizTown combines in-class learning with a day-long visit to a simulated town. This popular learning experience allows elementary school students to operate banks, manage restaurants, sample careers, write checks, and vote for mayor. Students are able to connect the dots between what they learn in school and the real world. |
| 3/31/22                    | Participate in Events Sponsored by Educational Institutions   | WXLP Morning Show personality spoke to a broadcast journalism class at Illinois State University for students interested in a Broadcast career.  |
| 3/31/22                    | Participate in Scholarship Programs   | WXLP Morning Show spoke at the Illinois State University Hall of Fame Dinner for students interested in pursuing a career in Broadcasting. Guidelines for the 2022 School of Communications Scholarship were outlined and applications reviewed.   |
| 11/9/21<br>and<br>11/16/21 | Training program to enable station personnel to acquire skills that could qualify them for higher level positions | Quad City Account Executives participated in the 5-hour BullsEye training through Simpli.fi on Targeted Advertising and Advanced Targeted Advertising.   |

|                   |   |   |
|-------------------|---|---|
| 7/12/22           | Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | Market President participated in the Iowa Broadcasters webinar on FCC EEO rules. Topics included: <ul style="list-style-type: none"> <li>• Background and updates on the current EEO regulatory environment (including developments around EEO Form 395-B)</li> <li>• The FCC's general and specific EEO requirements</li> <li>• Recordkeeping and reporting</li> <li>• Practical considerations related to EEO programs</li> </ul> |
| 1/10/22 – 3/11/22 | Training program to enable station personnel to acquire skills that could qualify them for higher level positions           | Director of Sales participated in Talent Focused Management Workshop facilitated by The Center for Sales Strategy. 9-week program (designed to assist leadership personnel in finding, recruiting, and retaining talent.) Focus on the importance of diversity in skills and talents.   |
| 6/28/22 - 7/1/22  | Training program to enable station personnel to acquire skills that could qualify them for higher level positions           | Director of Sales participated in Leadership Lab Training through Townsquare Media. The 6 hour program is designed to elevate the digital knowledge of Townsquare capabilities through interactive training and role playing.   |
| 8/9/22 - 8/12/22  | Training program to enable station personnel to acquire skills that could qualify them for higher level positions           | Market President participated in Leadership Lab Training through Townsquare Media. The 6-hour program is designed to elevate the digital knowledge of Townsquare capabilities through interactive training and role playing.  |
| 11/19/21          | Participation in Job Fair   | Market President participated in the Veteran's Action Experience Virtual Job Fair. Applications and resumes were collected and reviewed by Market President   |