

EEO PUBLIC FILE REPORT
Townsquare Media – Quad Cities
KBEA (FM) KIIK (FM) KBOB (AM) WXLN (FM) KJOC (FM)
October 1st, 2018 – September 30th, 2019
Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Account Executive	7,10,12,15,16,17	16
Operations Manager	12,14	12

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Augustana College 639 38 th Street Rock Island, IL 61201	N	0
2	Blackhawk College 301 Avenue of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	N	0
3	Iowa Workforce Development Center www.iowaworkforce.com	N	0
4	Eastern Iowa Job Training Davenport, Iowa 52801 Allen Campbell 563-326-5219	Y	0
5	Western Illinois University 3300 River Drive Moline, IL 61265 30-298-1838	N	0
6	Hamilton Technical College 1011 E. 53 rd St. Davenport, IA 52807	N	0
7	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	N	1
8	Station Website Postings	N	0
9.	Station On-Air Announcements	N	0
10.	Market Outreach & Networking	N	0
11.	Self-Referral / Word of Mouth Referral	N	0
12.	Townsquare Media Recruiter Website, Via Greenhouse	N	5

13.	Internal Transfer/Promotion	N	0
14.	Allaccess Radio Jobs www.allaccess.com	N	1
15.	Indeed.Com, Via Greenhouse	N	9
16.	LinkedIn, Via Greenhouse	N	3
17.	Facebook	N	1
18.	SEU Internship Program	N	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD - 20

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Training programs for station personnel	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. The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions.
Participate in Events Sponsored by Educational Institutions	WXLP morning show personality, Bill Michaels, participated in a career day March 29th at Matherville Intermediate School. He gave a presentation and answered questions about working in the Broadcast Industry.
Internship Program	Our Engineer hosted a student from Hamilton Technical College from May 3 rd to September 21 st , 2019. This student focused on engineering tasks 4 hours each week alongside our Chief Engineer.
Participate in Events Sponsored by Educational Institutions	Stations Engineer contacted 2 area technical schools and met with professors to seek out students interested in learning what engineering is all about and what are the best course and the different avenues you can get into for broadcast engineering.
Participate in Events Sponsored by Educational Institutions	WXLP On Air Personality attended an event at a local high school and answered questions about working in the Broadcast industry.