

EEO PUBLIC FILE REPORT
Townsquare Media – Quad Cities
KBEA (FM) KQCS (FM) KBOB (AM) WXLN (FM) KJOC (FM)
October 1, 2015 – September 30, 2016

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Assistant Business Manager	3,11,12,13,14,18	Position Open
Part Time On Air KQCS – KBEA	5,7,11,13,14,17,18	13
Part Time On Air KJOC	5,7,11,13,14,17,18	13
Media and Digital Sales Exec.	3,9,13,14,18	14
Operations Manger		Corporate Hire
Director of Sales		Corporate Hire

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	Specs Howard School of Media Arts	N	1

	1990 W. Nine Mile Rd. Southfield, MI www.specshoward.edu		
6	Western Illinois Univeristy 3300 River Drive Moline, IL 61265 30-298-1838	N	0
7	Hamilton Technical College 1011 E. 53 rd St. Davenport, IA 52807	N	2
8	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	N	0
9.	University of Iowa Iowa City, Iowa 52242 www.hirehawk.com	N	0
10.	University of Northern Iowa Career Services Cedar Falls, IA 50614 careercat@uni.com	N	0
11.	Townsquare Career Fairs – Townsquare Media 1229 Brady Street Davenport, IA 52081	N	1
12.	Rock Island Argus Moline Dispatch www.qconline.com/jobs 309-764-4344	N	0
13.	Word Of Mouth Referral	N	5
14.	Self-Referral	N	1
15.	Quad City Times Davenport, Iowa 52801 www.qctimes.com/jobs	N	0
16.	Quad Help Wanted Quadhelpwanted.com	Y	0
17.	Allaccess Radio Jobs www.allaccess.com	N	8
18.	Jobvite – Townsquare Media Job Postings includes,	N	5

	Indeed, Craigslist, Simply Hired, Glassdoor, Townsquare Media Careers, Townsquare Media Facebook Page, individual employee linked in news feed and Twitter		
Total Number of Interviews over 12-month period: 22			

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 and 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.
Attend Job Fair	On 9/22/16 Townsquare Media attended the University of Iowa Career Fair. Cedar Rapids business manager was in attendance to accept resumes and answer questions regarding employment opportunities.
Host Job Fair	Townsquare Media Quad Cities did not host a job fair during this period.