

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

Amended May 6, 2024

Section 1. Vacancy List

Date of Hire	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Interviews per RS	RS that Referred the Hiree
3/1/2022	Account Executive	7, 8, 14, 15, 16, 19	RS 8 – 1 RS 16 – 1 RS 20 - 1 Total: 3	20
1/31/2022	Digital Managing Editor (or "Radio Host/Digital Content Writer")	7, 14, 15, 19	RS 7 – 1 Total: 1	7

**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 30-298-1838	no	0

6	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	no	0
7	Townsquare Media careers page (via Greenhouse)	no	1
8	Station On-Air Announcements	no	1
9	Market Outreach & Networking	no	0
10	Self-Referral / Word of Mouth Referral	no	3
11	Townsquare Media Recruiter	no	0
12	Internal Transfer/Promotion	no	0
13	Allaccess Radio Jobs www.allaccess.com	no	0
14	Indeed.Com, Via Greenhouse (Indeed also independently posts vacancy to Glassdoor.com)	no	0
15	LinkedIn, Via Greenhouse	no	0
16	Facebook	no	1
17	SEU Internship Program	no	0
18	Iowa Broadcasters Association 102 North 2nd Avenue Box 1009 Newton, Ia 50208 (515) 224-7237 www.iowabroadcasters.com	no	0
19	Zip Recruiter	no	0
20	LinkedIn (candidate sourced)	No	1
<b>TOTAL</b>			<b>7</b>

### Section III. Recruitment Initiatives

	Date	Type of Recruitment Initiative	Brief Description of Activity
1	3/29/22	Participate in Events Sponsored by Educational Institutions	WXLP morning show personality participated in a career day at Matherville Intermediate School (part of the Sherrard Community Unit School District). He gave a presentation and answered questions about working in the Broadcast Industry.
2	4/28/22	Participate in Events Sponsored by Educational Institutions	KBEA morning show personality, KBEA afternoon show personality, and KLIK morning show personality participated in a career day at North Scott Middle School and separately gave presentations and answered questions about working in the Broadcast Industry.
3	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.
4	4/8/22	Participate in Events Sponsored by Educational Institutions	To kick off Hall of Fame weekend, WXLP Morning Show personality spoke to a broadcast journalism class at Illinois State University for students interested in a Broadcast career.
5	4/9/22	Participate in Events Sponsored by Educational Institutions	WXLP Morning Show spoke at the Illinois State University Hall of Fame Dinner for students interested in pursuing a career in Broadcasting.

6	11/9/21	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/Director of Sales participated in Simpli.fi's "Bullseye 101" training course on Targeted Advertising. Topics included Ad Budgets, AD Campaign, Geo-Fencing, Targeted Advertising, Foot Traffic, Keyword Retargeting, and more.
7	11/16/21	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/Director of Sales participated in Simpli.fi's "Bullseye 201" training course on Advanced Targeted Advertising. Topics included Addressable Audience Curation, Advanced Sales, Advanced Targeted Advertising, Audience Segment, Creative Strategy, Pitch, Unstructured Data, and more.
8	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>
9	1/10/22 – 3/11/22	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/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.
10	7/12/22- 7/15/2022	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.

11	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.
12	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.