

**TOWNSQUARE LICENSE, LLC**  
**WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM and WDBQ(AM)**  
**Dubuque Employment Unit**  
**EEO Public File Report**  
**October 1, 2020 – September 30, 2021**  
**(amended October 6, 2023)**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources ("RS") used to fill vacancy</b>	<b>RS Referring Hiree</b>
Account Executive (1/4/2021)	Exigent Circumstances	Exigent Circumstances
Account Executive (1/8/2021)	7	7
Account Executive (5/17/2021)	Exigent Circumstances	Exigent Circumstances

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**II. MASTER RECRUITMENT SOURCE LIST**  
**(“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS  Over Reporting Period</b>
1	Access Dubuque Jobs.accessdubuque.com 801 Bluff Street Dubuque, IA 52001 Contact: Sara Beighle 563-588-5771 sbeighle@wcinet.com	NO	0
2	Iowa Workforce Development Center 680 Main Street Floor 2 Dubuque, IA 52001 Contact: Charlotte Miller 563-556-0154 <a href="mailto:charlotte.miller@iwd.iowa.gov">charlotte.miller@iwd.iowa.gov</a>	NO	0
3	Loras College Center for Learning 1450 Alta Vista Street Dubuque, IA 52001 Contact: Bobbi Martin 563-588-7922 Bobbi.martin@loras.edu	NO	0
4	Clarke University Career Services 1550 Clarke Drive Dubuque, IA 52001 Becky 563-588-6300 <a href="mailto:Kristi.gimmelbecker@clarke.edu">Kristi.gimmelbecker@clarke.edu</a>	NO	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
5	University of Dubuque Career Services 2000 University Ave 2 <sup>nd</sup> Floor Peter Commons Dubuque, IA 52001 Sandy 563-589-3000 <a href="mailto:career@dbq.edu">career@dbq.edu</a>	NO	0
6	Northeast Iowa Community College 1625 Hwy 150 South Calmar, IA 52132 Chris 563-556-5110 Ext. 297	NO	0
7	Indeed.com – via Greenhouse	NO	1
8	Career Builder – via Greenhouse	NO	0
9	LinkedIn + LinkedIn Limited – via Greenhouse	NO	0
10	On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Jeff Robb <a href="mailto:Jeff.robbs@townsquaremedia.com">Jeff.robbs@townsquaremedia.com</a>	NO	0
11	Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Jeff Robb <a href="mailto:Jeff.robbs@townsquaremedia.com">Jeff.robbs@townsquaremedia.com</a>	NO	0
12	Glassdoor – via Greenhouse	NO	0
13	TSM Websites – via Greenhouse	NO	0
14	Market Outreach	NO	2
<b>Total No. of Interviewees During Reporting Period</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting	FFA - Farm and Ag Communications Scholarship given annually to a Graduating Senior of the FFA Chapter. It goes to a graduating senior pursuing a career in broadcasting/ag reporting. Every senior enrolled in the FFA program is eligible to apply for this scholarship. It's given out at the annual award banquet in March each year.
2	Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Market President participated in this webinar for training on FCC EEO obligations on January 13, 2021.