

Narrative Statement

Townsquare Media Dubuque License, LLC (“Licensee”) is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion. As indicated in the EEO Public File Reports attached, Licensee has developed a list of recruitment sources to widely disseminate information regarding the stations’ job openings to the community. We also review our list of outreach sources periodically to see if the source information should be updated, expanded, or modified. Licensee has engaged in several non-vacancy-specific “recruitment initiatives” to promote broadcasting employment generally, such as job fairs, tours of broadcast facilities, community outreach, and internal training efforts. For details, see the EEO Public File Reports attached.