

**TOWNSQUARE MEDIA DUBUQUE LICENSE, LLC**  
**WJOD (FM), KLYV (FM) KXGE (FM), WDBQ (FM) and WDBQ (AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 – September 30, 2019**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-16	11

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

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	<b>University of Dubuque Career Services</b> 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	Telegraph Herald (Newspaper) 801 Bluff Street Dubuque, IA 52001 563-588-5600	NO	0
8	Dubuque Help Wanted.Com Dubuque, Iowa 52001 Emily Brady 800-365-8630 Ext. 4248	NO	0
9	Indeed.com	NO	0
10	Career Builder	NO	0
11	LinkedIn	NO	2
12	On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Daniel Sullivan <a href="mailto:sully@townsquaremedia.com">sully@townsquaremedia.com</a>	NO	1
13	Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Daniel Sullivan <a href="mailto:sully@townsquaremedia.com">sully@townsquaremedia.com</a>	NO	0
14	LinkedIn Limited – via Greenhouse	NO	0
15	Glassdoor – via Greenhouse	NO	0
16	TSM Websites – via Greenhouse	NO	0
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	Yes.  Our SEU offers students interested in Broadcasting the opportunity to get hands on experience through unpaid internships in exchange for academic credits. We had one intern through the reporting period in Continuity and Programming. Intern was from Wahlert Catholic High School.