

**WJOD (FM), KLYV (FM) KXGE (FM), WDBQ (FM) and WDBQ (AM)  
EEO PUBLIC FILE REPORT  
October 1, 2016 – September 30, 2017**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Production Director	1-13	12
Account Executive	1-13	12
Brand Manager	1-13	9
Morning Show Host	1-13	8
Production Director	1,12,13	1

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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 <a href="mailto:sbeighle@wcinet.com">sbeighle@wcinet.com</a>	NO	2
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 <a href="mailto:Bobbi.martin@loras.edu">Bobbi.martin@loras.edu</a>	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
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	3
8	Dubuque Help Wanted.Com Dubuque, Iowa 52001 Emily Brady 800-365-8630 Ext. 4248	NO	2
9	Indeed.com	NO	1
10	Career Builder	NO	0
11	LinkedIn	NO	1
12	On Air Announcements 5490 Saratoga Road Dubuque, IA 52002 563-557-1040 Contact: Daniel Sullivan sully@townsquaremedia.com	NO	3
13	Streaming Sites – Stations WJOD, Y105, KXGE & WDBQ-FM 5490 Saratoga Road Dubuque, IA 5202 563-557-1040 Contact: Daniel Sullivan sully@townsquaremedia.com	NO	1
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15			
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23			

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24			
25			
26			
27			
28			
29			
30			
31			
32			
33			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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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 three interns through the reporting period in Continuity and Programming. Interns were from University of Wisconsin Platteville & Hempstead High School.
<b>2</b>	Participate in Job Fair	No
<b>3</b>	Host Open House	No