

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Duluth License, LLC**  
**KBMX(FM)/KKCB(FM)/KLDJ(FM)/WEBC(AM)**  
**[Dec.2016-Nov.2017]**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Assistant Business Manager	18,21,32,34,35,36	18
Account Executive	20,18	18

## Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Transfers other Markets/Internal	No	
2	Joel Denver All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310.457.6616 (p)	No	
3	Lon Helton Radio & Records 2049 Century Park East, 41st Floor Los Angeles, CA 90067 Tel 310-553-4330	No	
4	Radio Online <a href="http://www.radioonline.com">www.radioonline.com</a>	No	
5	Rhonda Rutford Minnesota WorkForce Center-Duluth 320 West 2nd Street, Suite 205 Duluth, MN 55802 (218) 723-4755; (218) 730-5952	No	
6	Job Postings Duluth Workforce Development 411 West 1st Street, Room 332 City Hall, Duluth, MN 55802 (218) 730-5770; fax: (218) 723-4734	No	
7	Kathy LaTour Duluth Women's Club 2400 East Superior Street Duluth, MN 55812 (218) 724-3168	No	
8	Patricia Grace Fond Du Lac Tribal and Community College 2101 14 <sup>th</sup> Street Cloquet, MN 55720 (218) 879-0819; (218) 879-0814	No	
9	Allison Iacone Wisconsin Indianhead Technical College 600 North 21st Street Superior, WI 54880 (715) 394-6677 ext. 6329; fax: (715) 394-4598	No	
10	Paul Waterman Lake Superior College 2101 Trinity Road	No	

	Duluth, MN 55811 (218) 733-7717; fax: (218) 723-4857		
11	Megan Eischen Minnesota Broadcasters Association 3033 Excelsior Blvd, Suite 301 Minneapolis, MN 55416 (612) 926-8123	No	
12	Carrie Taylor-Kemp College of St. Scholastica 1200 Kenwood Avenue Duluth, MN 55811 (218) 625-4882; fax: (218) 723-6482 Post online: <a href="http://www.css.edu">www.css.edu</a>	No	
13	Julie Westerlund University of Minnesota-Duluth 1049 University Avenue Duluth, MN 55812 (218) 722-9263; fax: (218) 726-7505	No	
14	Career Services University of Wisconsin-Superior P.O. Box 2000 Superior, WI 54880 (715) 394-8024; fax: (715) 394-8027 Post online: <a href="http://www.ecampusrecruiter.com/uwsuper">www.ecampusrecruiter.com/uwsuper</a>	No	
15	MN Job Bank <a href="http://Minnesotaworks.net">Minnesotaworks.net</a>	No	
16	On Air KKCB, KLDJ, WEBC & KBMX	No	
17	Referral (Outside)/Walk-In/Internal Candidate	No	
18	Referral (Employee)	No	5
19	Referral (Manager)	No	
20	Referral (Business)	No	5
21	Referral (Candidate)		1
22	Kimberly Wray, SPHR, ARM Director of HR Services <a href="http://Myclearcareers.com">Myclearcareers.com</a> Clear Channel Worldwide 200 East Basse San Antonio, TX 78209 210-832-3429 direct	No	
23	Karol Baumeister Career Services Brown College 1440 Northland Drive Mendota Heights, MN 55120 Phone: (651) 905-3509; Fax: (651) 905-3550	No	

24	Mary Ann Grymala Wisconsin Job Center 1805 North 14 <sup>th</sup> Street, Suite 1 Superior, WI 54880 Phone: 392-7800; Fax: 888-491-5680 Post online: <a href="http://dwd.wisconsin.gov/jobnetbusiness">http://dwd.wisconsin.gov/jobnetbusiness</a> supempservices@dwd.state.wi.us	No	
25	Superior Chamber of Commerce 205 Belknap Street Superior, WI 54880 (715) 394-7716 (715) 394 3810 Fax <a href="http://www.superiorchamber.org">www.superiorchamber.org</a>	No	
26	<a href="http://mediastaffingnetwork.com/pages/post_a_job/105.php">http://mediastaffingnetwork.com/pages/post_a_job/105.php</a>	No	
27	Duluth News Tribune 424 West 1 <sup>st</sup> Street Duluth, MN 55802	No	
28	Radio and Television Business Report c/o April McLynn P.O. Box 6633 Woodbridge, VA 2219 (703) 490-3099 www.rbr.com	No	
29	Inside Radio www.insideradio.com	No	
30	Craigslist www.craigslist.com	No	1
31	Wisconsin Broadcasters Association 44 E Mifflin St, Suite 900 Madison, WI 53703 (608) 255-2600 www.wi-broadcasters.org		
32	Indeed.com		42
33	Ziprecruiter.com		
34	Townsquaremedia.com		9
35	LinkedIn		2
36	Market Outreach		1
<b>Total Number of Interviews over 12-month period:</b>			<b>66</b>