

**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	20,18,32,34,35,36	18
KKCB On-Air Talent	2,18,11,4	2

## 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	All Access Music Group	No	2
3	Radio & Records	No	
4	Radio Online	No	1
5	Minnesota WorkForce Center-Duluth	No	
6	Duluth Workforce Development	No	
7	Duluth Women's Club	No	
8	Fond Du Lac Tribal and Community College	No	
9	Wisconsin Indianhead Technical College	No	
10	Lake Superior College	No	
11	Minnesota Broadcasters Association	No	1
12	College of St. Scholastica	No	
13	University of Minnesota-Duluth	No	
14	Career Services University of Wisconsin-Superior	No	
15	MN Job Bank	No	
16	On Air KKCB, KLDJ, WEBC & KBMX	No	
17	Referral (Outside)/Walk-In/Internal Candidate	No	
18	Referral (Employee)	No	7
19	Referral (Manager)	No	
20	Referral (Business)	No	5
21	Referral (Candidate)		1
22	Myclearcareers.com Clear Channel Worldwide	No	
23	Career Services Brown College	No	
24	Wisconsin Job Center	No	
25	Superior Chamber of Commerce	No	
26	Media Staffing Network	No	
27	Duluth News Tribune	No	
28	Radio and Television Business Report	No	

29	Inside Radio	No	
30	Craigslist	No	1
31	Wisconsin Broadcasters Association		
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>72</b>