

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Duluth License, LLC**  
**KBMX(FM)/KKCB(FM)/KLDJ(FM)/WEBC(AM)**  
**[Dec.2017-Nov.2018]**

**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        | 18,21,32,34,35,36,37                                 | 37                                |
| Media and Digital Sales Executive | 20,18,32,34,35,36,37                                 | 20                                |
| Account Manager                   | 20,36  | 36                                |
|                                   |  |                                   |
|                                   |  |                                   |
|                                   |  |                                   |

## 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  | 0   |
| 2         | All Access Music Group                              | No  | 0   |
| 3         | Radio & Records                                     | No  | 0   |
| 4         | Radio Online  | No  | 0   |
| 5         | Minnesota WorkForce Center-Duluth                   | No  | 0   |
| 6         | Duluth Workforce Development                        | No  | 0   |
| 7         | Duluth Women's Club                                 | No  | 0   |
| 8         | Fond Du Lac Tribal and Community College            | No  | 0   |
| 9         | Wisconsin Indianhead Technical College              | No  | 0   |
| 10        | Lake Superior College                               | No  | 0   |
| 11        | Minnesota Broadcasters Association                  | No  | 0   |
| 12        | College of St. Scholastica                          | No  | 0   |
| 13        | University of Minnesota-Duluth                      | No  | 0   |
| 14        | Career Services<br>University of Wisconsin-Superior | No  | 0   |
| 15        | MN Job Bank   | No  | 0   |
| 16        | On Air KKCB, KLDJ, WEBC & KBMX                      | No  | 0   |
| 17        | Referral (Outside)/Walk-In/Internal Candidate       | No  | 0   |
| 18        | Referral (Employee)                                 | No  | 0   |
| 19        | Referral (Manager)                                  | No  | 0   |
| 20        | Referral (Business)                                 | No  | 1   |
| 21        | Referral (Candidate)                                | No  | 0   |
| 22        | Myclearcareers.com<br>Clear Channel Worldwide       | No  | 0   |
| 23        | Career Services<br>Brown College                    | No  | 0   |
| 24        | Wisconsin Job Center                                | No  | 0   |
| 25        | Superior Chamber of Commerce                        | No  | 0   |
| 26        | Media Staffing Network                              | No  | 0   |
| 27        | Duluth News Tribune                                 | No  | 0   |

|   |                                      |    |           |
|---|--------------------------------------|----|-----------|
| 28  | Radio and Television Business Report | No | 0         |
| 29  | Inside Radio                         | No | 0         |
| 30  | Craigslist                           | No | 0         |
| 31  | Wisconsin Broadcasters Association   | No | 0         |
| 32  | Indeed.com                           | No | 15        |
| 33  | Ziprecruiter.com                     | No | 0         |
| 34  | Townsquaremedia.com                  | No | 6         |
| 35  | LinkedIn                             | No | 0         |
| 36  | Market Outreach                      | No | 1         |
| 37  | Glassdoor                            | No | 6         |
| <b>Total Number of Interviews over 12-month period:</b> |                                      |    | <b>29</b> |