

April 12, 2018

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 Twelfth Street, S.W.
Washington, D.C. 20554

RE: EEO Audit – KTRR(FM), Loveland, Colorado, Fac. Id. 50375

Dear Sir or Madam:

Townsquare Media of Ft. Collins, Inc. (“Townsquare Ft. Collins”), the licensee of broadcast station KTRR(FM), Loveland, Colorado, hereby responds to the Commission’s notice of audit for KTRR(FM). This response includes information about the following stations which, with KTRR(FM), comprise Townsquare Ft. Collins’s employment unit (the “Unit” or “Stations”):

KKPL(FM), Cheyenne, WY (Fac. Id. 54394)
KMAX-FM, Wellington, CO (Fac. Id. 84497)
KUAD-FM, Windsor, CO (Fac. Id. 49538)

a. **Public File Report.** Copies of the Unit’s two complete EEO public file reports as of the date of the Commission’s notice of audit are attached as Exhibit 1 and Exhibit 2, respectively. The reports are for the periods covering December 1, 2015 to November 30, 2016 (“2015-2016 Reporting Period”) and December 1, 2016 to November 30, 2017 (“2016-2017 Reporting Period”) (the 2015-2016 Reporting Period and the 2016-2017 Reporting Period, together, the “Audit Period”).

The Stations’ website addresses are www.k99.com, www.999thepoint.com, www.tri1025.com, and www.thexfrontrange.com. The Unit’s most recent public file report is posted on each of these websites. The date of each full-time hire during the Audit Period is provided in the Unit’s EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2).

b. **Supporting Documentation for Vacancies.** Copies of all available communications retained by the Unit announcing the vacancies for the full-time positions filled during the Audit Period are attached as Exhibit 4. The Unit aired vacancy-specific notices for some vacancies. Attached as Exhibit 4 are copies of invoices, including the date and time of airing, for these on air notices. The annual EEO public file reports only listed in Section 1 those recruitment sources that generated interviews but, as reflected in Exhibit 4, notices of these vacancies were sent to additional sources.

c. **Total Number of Interviewees and Referral Sources.** The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in Exhibit 3.

d. ***Documentation of Recruitment Initiatives.*** The Unit personnel involved in each recruitment initiative performed during the Audit Period are reflected in the EEO public file reports (see Exhibit 1 and Exhibit 2). All available documentation of these initiatives is provided in Exhibit 5. The Unit currently has a total of 26 full-time employees. The Stations operate in a market with a population that is greater than 250,000.¹ Therefore, the Unit is required to perform four recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

e. ***Discrimination Complaints.*** There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

f. ***Management's EEO Responsibilities.*** EEO compliance is an integral function of management at all levels within the Unit. The Market President requires department managers to attend weekly meetings, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The department managers also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The Market President works with each department head to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the Business Manager, who is responsible for EEO compliance. No job can be filled by a department head without prior approval of the Market President, who signs off on EEO compliance. The management team is informed of EEO requirements by written guidelines forwarded by the Colorado Broadcasters Association, the National Association of Broadcasters, and the Unit's legal services. Though the department managers actively participate in the process, the Market President bears the ultimate responsibility for enforcement of the Unit's EEO policy.

Townsquare Ft. Collins makes a concerted effort to ensure that both employees and applicants are well-informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of Townsquare Media's Employee Policy Manual, which contains a description of the Unit's EEO policy. The EEO policy and other employment-related regulations are also posted in common areas of the Stations, and all of the Stations' websites state that Townsquare Ft. Collins is an equal opportunity employer. In addition, management periodically holds department head meetings to discuss EEO and other employment-related issues. Applicants are informed of the Unit's EEO policies through the interview process and by the application itself, which states the policy. Each job notice informs potential applicants that Townsquare Ft. Collins is an equal opportunity employer.

g. ***Analysis of EEO Program's Effectiveness.*** The success of Townsquare Ft. Collins's EEO recruiting program is vital to the success of the Unit, and management therefore devotes reasonable amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. After each job fair, community event, or other outreach initiative, the participants in that event gather together to measure the success and discuss qualified potential candidates. Likewise, management actively evaluates the sources and

¹ Stations are located in the Ft. Collins, CO Metropolitan Statistical Area, which has a population of 299,630 according to the 2010 U.S. Census.

methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions.

Management has determined that participation in local job fairs and career fairs, coupled with vacancy-specific announcements, allows station personnel to come into contact with, and select employees from, a wide cross-section of members in the community. And Management continually evaluates and modifies its program to ensure and optimize recruiting success. In addition, Townsquare Ft. Collins draws upon the human resources department of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.


h. ***Analysis of Pay, Benefits and Selection Techniques.*** Townsquare Ft. Collins strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the Unit provides equal opportunities to all employees and applicants.

Townsquare Ft. Collins does not have any union agreements, and is not a religious broadcaster. Townsquare Ft. Collins does not program any stations pursuant to a time brokerage agreement.

I certify that the information and statements herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that the attached exhibits are considered material representations.

Please address any questions concerning this letter to Townsquare Ft. Collins's counsel, Howard Liberman of Wilkinson Barker Knauer, LLP, at (202) 383-3373.

Very Truly Yours,



Christopher Kitchen
Executive Vice President
General Counsel

Exhibit 1

EEO Public File Report for 2015-2016 Reporting Period

EEO PUBLIC FILE REPORT
Townsquare Media Ft. Collins License, LLC
KUAD/KTRR/KMAX/KKPL
[12/1/15-11/30/16]

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
Promotions Director	3,5,6,8	8
Account Executive	2,3,5,6,8	8
Account Executive	2,3,5,6,8	6
Regional Account Executive	2,5,6,8	6

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	Indeed.com	No	3
3	Jobvite.com	No	
4	Radio Online www.radioonline.com	No	
5	Business Contact	No	7
6	LinkedIn.com	No	13
7	On Air KUAD, KTRR, KMAX, KKPL	No	1
8	Referral (Employee)	No	1
9	Career Site	No	3
10	The Greeley Stampede	No	
11	Aims Community College	No	
12	Open House	No	
13	TVandradiojobs.com	No	
14	Inside Radio	No	
Total Number of Interviews over 12-month period: 28			

Section 3. Recruitment Initiatives List

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Larimer County Job Fair	1/14/16	KUAD/KTRR/KMAX/KKPL participated in this job fair recruiting for Part Time promotion	Pat Kelley
2	Weld County Job Fair	3/3/16	KUAD/KTRR/KMAX/KKPL participated in this job fair recruiting for interns.	Todd Harding
3	Internship Program	12/1/15-11/30/16	KUAD/KTRR/KMAX/KKPL had 1 intern participate in our internship program from 12/1/15-11/30/16.	Jill Mueggenberg

Exhibit 2

EEO Public File Report for 2016-2017 Reporting Period

EEO PUBLIC FILE REPORT
Townsquare Media Ft. Collins License, LLC
KUAD/KTRR/KMAX/KKPL
[12/1/16-11/30/17]

Section 1. Vacancy List

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
On Air Host	4	4
Director of Sales	1, 2, 3, 6, 7, 8	7
Account Executive	3, 5, 6	5

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	1
2	Indeed.com	No	2
3	Referral (Employee)	No	3
4	Allaccess.com	No	2
5	TSM Recruitment	No	5
6	LinkedIn.com	No	3
7	Career Builder	No	1
8	Greenhouse	No	1
Total Number of Interviews over 12-month period: 18			

Section 3. Recruitment Initiatives List

⊕ **KUAD / KTRR / KMAX / KKPL RECRUITMENT INITIATIVE FORM 12/1/16– 11/30/17**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Wy-Co Job Fair – The Ranch	May 10, 2017	Networked at the events and spoke to several candidates.	Pat Kelley – Mkt President
2	Weld County Employment Services Job Fair	April 12, 2017	Table on Site and briefly spoke about Townsquare to a small group	Pat Kelley – Mkt President
3				

Exhibit 3

New Job Vacancy Forms



New Job Vacancy

General Information:

4. Job Title: Promotions Director
5. Station: All
6. Date Position Filled: 10/12/2016

Recruitment Source (RS):	No. Interviewees Referred by RS for this Vacancy
• Business Contact	<u>2</u>
• Referral (employee)	<u>2</u>
• LinkedIn	<u>3</u>
• Indeed	<u>1</u>
 Total Number of Interviewees for the vacancy	 <u>8</u>



New Job Vacancy

General Information:

7. Job Title: Regional Account Executive
8. Station: All
9. Date Position Filled: 11/21/16

Recruitment Source (RS):	No. Interviewees Referred by RS for this Vacancy
• Business Contact	<u>2</u>
• Referral	<u>1</u>
• LinkedIn	<u>3</u>
• Indeed	<u>1</u>
 Total Number of Interviewees for the vacancy	 <u>7</u>



New Job Vacancy

General Information:

1. Job Title: On Air Host
2. Station: All
3. Date Position Filled: 7/5/2017

Recruitment Source (RS):	No. Interviewees Referred by RS for this Vacancy
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- | | |
|--------------|----------|
| • All Access | <u>4</u> |
|--------------|----------|

Total Number of Interviewees for the vacancy	<u>4</u>
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New Job Vacancy

General Information:

- 1 Job Title: Director of Sales
- 2 Station: All
- 3 Date Position Filled: 3/5/2017

Recruitment Source (RS):	No. Interviewees Referred by RS for this Vacancy
• Indeed	<u>1</u>
• Internal Corp Candidate	<u>1</u>
• LinkedIn	<u>2</u>
• CareerBuilder	<u>1</u>
• Indeed	<u>1</u>
• Greenhouse	<u>1</u>
 Total Number of Interviewees for the vacancy	 <u>7</u>



New Job Vacancy

General Information:

1. Job Title: Account Executive
2. Station: All
3. Date Position Filled: 6/26/17

Recruitment Source (RS):

No. Interviewees Referred by RS for this Vacancy

- Referral 1
- TSM Recruit 4
- LinkedIn 1

Total Number of Interviewees for the vacancy 6

Exhibit 4

Documentation of Recruitment for Vacancies



Promotions Director
Townsquare Media Group
Fort Collins, CO

POSITION OVERVIEW:

The Promotions Director reports directly to the Market President, but is expected to work directly on a day-to-day basis equally with the Operations Manager and Director of Sales, and is responsible for working with the programming, sales, and live events departments, by being the driving force behind organizing and coordinating promotional events, arranging on-air contests, creating/executing sales programs, increasing the visibility of the station in the community, collecting, organizing and distributing contesting prizes, and coordinating promotional on-air activity.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Focus on our station's presence in the local community.
- Continuous brainstorming, suggesting and devising of creative ideas for contesting, promotions and events that generate revenue and drive ratings.
- Work with the sales team to brainstorm, create and execute customized client partnership programs.
- Hire and manage promotions part time staff and interns.
- Plan, execute and track revenue-generating marketing and promotional events and contesting that take place on-air, online and on-site.
- Implement all aspects of on-air contesting. Work with digital team to coordinate online contesting.
- Create client promotions and promotional proposals with OM and DOS.
- Have stations on the street making an impact, whether a paid sales event or if there isn't a sales event scheduled on a weekend, make a plan to have our stations out doing something every weekend.
- Participate at station promotional events as necessary, including set-up and breakdown of promotional equipment and materials.
- Vehicle maintenance: Make sure the vehicles are always clean, loaded, and ready for the next event. We should always be ready to roll to a last-minute opportunity. Ensure vehicles are properly maintained (oil changes, tire pressure, wiper blades, gasoline, etc.).
- Take ownership of the promotional process and see projects through to the end.
- Plan and execute meaningful promotions meetings. Manage and drive the flow of promotion-related communication. Recap events of the previous week at promo meetings.
- Schedule and coordinate station talent at promotional events.
- Plan out in advance a calendar of large community events, and develop an involvement plan.
- Manage the promotions budget by working with the Business and Market Managers

SUGGESTED QUALIFICATIONS/EDUCATION:

- The right candidate will need to be Solution oriented- good problem solving skills in a high energy environment.
- An energetic and outgoing "people person"
- Must be very well organized and manage time well.
- Should have a record of excelling in a team environment and have strong computer and graphic art literacy, and solid writing abilities.
- Supervisory experience since this person will be overseeing a department.
- Prior experience working in marketing or promotions within the same or a similar industry is preferred.

NOTE: The next two postings correspond to the two Account Executive positions listed in the 2015-2016 EEO public file report.



Apply Now

Media and Digital Sales Executive

at Townsquare Media ([View all jobs](#))

Fort Collins, CO

Townsquare Media Group
CO, United States (Ft. Collins)

Townsquare Media Fort Collins includes well-known brands like K99, TRI-102.5, 94.3 Loudwire, 99.9 The Point, and Rock 102.9.

Media and Digital Sales Executive

Are you Commission Driven? Have a sense of what it takes to win? If you want to grow professionally, can move at the speed of light and still have fun - Well then we want to talk to you!

Townsquare Media is looking for a dynamic sales executive to join our media and digital advertising team. You will be selling local advertising for our innovative stations.

Responsibilities

- Prospect for qualified local and regional businesses; conduct thorough Customer Needs Analysis (CNA); present and close appropriate marketing solution programs. These programs may include any of Townsquare Media's many assets for clients: Broadcast and Online radio, digital products such as display, streaming, loyalty programs, e-commerce, audience extension and digital marketing services.
- Leverage our live event platform through sponsorship and sales programs to new and existing clients.
- Create new relationships with local and regional businesses in our area.
- Work with local and corporate marketing teams to develop campaign support materials.
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets.
- Enter new customer data and other sales contract details for station clients.
- Follow accountabilities set forth by your Sales Manager to help guide you to success achieving monthly sales quotas consistently.
- Provide insight and value to executive management to shape the future of our organization.

Qualifications

- Goal oriented, a strong work ethic and a strong desire to learn.
- Previous sales experience. A history of success with customers and a proven ability to develop and grow revenue.
- Knowledge and experience with digital media.
- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate, and enthusiastic, and work with urgency to meet deadlines.
- Accomplished at prospecting and qualifying.
- Ability to engage clients quickly and develop rapport, with excellent communication and problem-solving skills.
- Associates/Bachelor's business/marketing-related degree or equivalent experience.

Benefits

- Weekly, Monthly, and Quarterly contests
- 3 weeks of Vacation Time
- Company provided Laptop
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- High Energy Work Environment



Media and Digital Sales Executive

Townsquare Media Group • Fort Collins, CO

Posted 19 days ago

Job Snapshot

Full-Time
Degree - 4 Year Degree
Other Great Industries
Sales

Feedback

Job Description

Townsquare Media Group (Fort Collins, CO)

Townsquare Media Fort Collins includes well-known brands like, K99, TRI 102.5, X 94.3, 99.9 The Point, & Rock 102.9

Senior Media and Digital Sales Executive

Are you Commission Driven? Have a sense of what it takes to win? If you want to grow professionally, can move at the speed of light and still have fun - Well then we want to talk to you!

Townsquare Media Northern Colorado is looking for a dynamic sales executive to join our media and digital advertising team. You will be selling local advertising for our innovative stations.

Responsibilities

- Prospect for qualified local and regional businesses; conduct thorough Customer Needs Analysis (C.N.A); present and close appropriate marketing solution programs. These programs may include any of Townsquare Media's many assets for clients: Broadcast and Online radio, digital products such as display, streaming, loyalty programs, e-commerce, audience extension and digital marketing services.
- Leverage our live event platform through sponsorship and sales programs to new and existing clients.
- Create new relationships with local and regional businesses in our area.
- Work with local and corporate marketing teams to develop campaign support materials.
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets.
- Enter new customer data and other sales contract details for station clients.
- Follow accountabilities set forth by your Sales Manager to help guide you to success achieving monthly sales quotas consistently.
- Provide insight and value to executive management to shape the future of our organization.

Qualifications

- Goal oriented, a strong work ethic and a strong desire to learn.
- Previous sales experience- A history of success with customers and a proven ability to develop and grow revenue.
- Knowledge and experience with digital media.
- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate, and enthusiastic, and work with urgency to meet deadlines.
- Accomplished at prospecting and qualifying.
- Ability to engage clients quickly and develop rapport, with excellent communication and problem-solving skills.
- Associates/Bachelor's business/marketing-related degree or equivalent experience.
- Valid driver's license, auto insurance, and vehicle required.

Benefits

Regional Digital Sales Executive

Apply Now

at Townsquare Media (View all jobs)

Fort Collins, CO

Regional Digital Sales Executive

Townsquare Media (NYSE: TSQ) is seeking a seasoned Sales Executive, with a true "hunter" mentality to bring our full suite of cross - platform Digital Media Solutions to market. This front line seller will be responsible for building out new revenue channels at the regional level to both agencies and direct clients. We're looking for a domain expert with proven success at selling Advanced Audience Targeting and Extended Reach Digital solutions as well as superior knowledge of new/emerging digital advertising technologies and techniques. The ideal candidate has an entrepreneurial spirit, who works with a sense of urgency and passion, and thrives in this early stage, market development phase. The Regional Digital Sales Executive will be a key contributor to defining sales strategy, offering, programming, packaging and collateral. This new role will work closely with Local sales teams and leadership across 66 markets in the US. This is an ideal role for an experienced, solutions-based seller who is comfortable building new lists, prospecting and closing new business.

Core Responsibilities

- Build out new revenue channels at Regional and Local Key Account levels
- Create, implement & execute on a Sales Territory/Account Plan to drive direct and agency sales efforts, with a focus on Advance Audience Targeting and Extended Reach Digital solutions
- Work independently from, and long-side, Local cross-platform Sellers in individual markets
- Perform extensive needs assessments with prospects (acquisition), and existing customers (cross sell) to determine how TSQ Solutions offer the best results for your customers
- Deliver compelling presentations that highlight the TSQ competitive advantages
- Develop needs-based solution proposals
- Identify, organize and focus internal resources (pre-sales and post sales) that are required to affect close of new sales opportunities
- Meet and Exceed Revenue Targets
- Thrive in a business development role which includes prospecting within a defined geography as well as expanding, thru cross-sell, existing client relationships
- Be successful with cold calling, prospecting and scheduling your own appointments as this is a front line seller role focused on Regional Agencies and Direct Clients
- Research opportunities thoroughly and proactively, identifying an advertiser's needs while working with Client Services to propose efficient solutions
- Expert level understanding of exchange platform and advanced audience targeting capabilities and their value proposition for customers to drive business unit growth and revenue
- Establish strong relationships with advertising agency and client-direct personnel, including all decision-makers and key influencers from junior media planners to top management
- Act as a digital media mentor and resource to our client base and general sales staff
- Become a positive and influential presence in your region

Qualifications

- Minimum 5 years sales experience as an individual contributor in a sales (hunter) role
- Digital Sales background (i.e. mobile, video, display, social, email and paid search)
- Proven experience selling Advanced Audience Targeting, Extended Reach, and Programmatic offerings
- Consultative/Solutions selling experience vs. a single Product selling background
- Proven track record in meeting/exceeding monthly, quarterly and annual revenue goals
- Consistent performer and responder to daily, weekly and monthly Sales KPI's
- Demonstrable experience at new market and revenue development
- Previous Radio, Events and Sponsorship sales experience a huge PLUS
- Deep contacts with Regional Agencies and Direct Clients with focus on Healthcare Services, Retail, Travel/Tourism, Automotive, Energy and Government
- Independent, Entrepreneurial, comfortable in a fast pace, early stage environment
- Detail-oriented, someone who rolls up their sleeves and gets the job done
- Intellectual curiosity to surface insights & implications and use this knowledge to think creatively about how to advance TSQ Regional offerings
- Exceptional communication skills with the ability to clearly articulate compelling value propositions for TSQ's Digital Solutions
- Excellent verbal and written communication skills
- Superior knowledge of new/emerging digital advertising technologies and techniques
- Entrepreneurial spirit, a self-starter, who works with urgency and passion

- Retail, Travel/Tourism, Automotive, Energy and Government
- Independent, Entrepreneurial, comfortable in a fast pace, early stage environment
- Detail-oriented, someone who rolls up their sleeves and gets the job done
- Intellectual curiosity to surface insights & implications and use this knowledge to think creatively about how to advance TSO Regional offerings
- Exceptional communication skills with the ability to clearly articulate compelling value propositions for TSO's Digital Solutions
- Excellent verbal and written communication skills
- Superior knowledge of new/emerging digital advertising technologies and techniques
- Entrepreneurial spirit, a self-starter, who works with urgency and passion
- Regional travel estimated to be 25-35% of the time
- Bachelor's Degree or equivalent experience is required, Advanced degree a plus

About Us

Townsquare is a media, entertainment and digital marketing solutions company principally focused on small and mid-sized markets across the U.S. Our assets include 318 radio stations and more than 325 local websites in 67 U.S. markets, approximately 550 live events with nearly 18 million attendees each year in the U.S. and Canada, a digital marketing solutions company serving more than 11,750 small to medium sized businesses, and one of the largest digital advertising networks focused on music and entertainment reaching more than 50 million unique visitors each month. Our brands include iconic local media assets such as WYRK, KLAQ, K2 and NJ101.5; acclaimed music festivals such as Mountain Jam, WE Fest and the Taste of Country Music Festival, unique touring lifestyle and entertainment events such as the America on Tap craft beer festival series, the Insane Inflatable 5K obstacle race series and North American Midway Entertainment, North America's largest mobile amusement company; and leading tastemaker music and entertainment owned and affiliated websites such as XXLmag.com, TasteofCountry.com, Loudwire.com and BrooklynVegan.com. Additionally, Townsquare also operates Townsquare Cares, a non-profit organization that seeks to better the lives of troops and their families.

TOWNSQUARE MEDIA BROADCASTING, LLC MAINTAINS A DRUG-FREE WORKPLACE AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. APPLICANTS MUST BE ELIGIBLE TO WORK IN THE U.S.

Townsquare Media provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Townsquare Media complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Townsquare Media expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Townsquare Media's employees to perform their job duties may result in discipline up to and including discharge.

Apply for this Job

* Required

First Name *

Last Name *

Email *

Phone *



Director of Sales

Townsquare Media Group Ft Collins/Greeley/Loveland

Townsquare Media Northern Colorado is home to great brands such as K99, Tri 102.5, 99.9 The Point and 94.3 The X...Live Events including Taste of Fort Collins....and unmatched customized Digital.

Director of Sales

The ideal candidate will manage a team of high performance sellers and lead all sales efforts in the Market. The DOS will be responsible for leading this amazing sales staff in terrestrial, Digital, social media, Live Events, and programmatic sales. This person will work closely with the General Manager to create unique and valuable cross platform content driven campaigns for our customers. The position requires management experience and strong leadership/interpersonal skills with the presence to lead others and enhance overall revenues.

The DOS will be a motivator, creative thinker and someone who can energize the team in executing GREATNESS!

Essential Duties and Responsibilities Include but are not limited to:

- Manage, recruit and hire top notch sellers
- Support, coach and train account executives
- Spend a majority of time (75%) with sellers in face to face calls in and around Northern Colorado area
- Implement the strategic sales plan already in place to achieve revenue goals
- Direct forecasting....set and hold account executives accountable in achieving their goals
- Follow through commensurate with Corporate, Regional and Local standards of performance
- Monitor and evaluate activities of each seller individually and as a whole
- Be a key member of the Market Leadership Team with amazing opportunity for growth

Qualifications:

- Must have 3 years of sales and management experience with a proven successful track record.
- In depth knowledge of media including digital products in marketing and advertising.
- Must have strong communication skills and be able to develop exciting written proposals and verbal delivery.
- Must have a successful track record and experience in consultative selling.

Benefits:

- Medical/Dental/Vision insurance package
- 3 weeks paid vacation and 9 paid holidays per year
- Career advancement opportunities

ABOUT US

*These postings were listed on our career's page, CareerBuilder, Indeed, Glassdoor, and SimplyHired.



The image is a screenshot of a web browser displaying a job posting. At the top left is the Townsquare Media Group logo. At the top right is an "Apply Now" button. The main heading is "Director of Sales" followed by "at Townsquare Media (View all jobs)" and "Fort Collins, CO". The job title "Director of Sales" is repeated. The employer is "Townsquare Media Group Ft Collins/Greeley/Loveland". A paragraph describes the company's presence in Northern Colorado. A "Director of Sales" section describes the role. An "Essential Duties and Responsibilities" section lists tasks like managing sellers and forecasting. A "Qualifications" section lists requirements like 3 years of experience. A "Benefits" section lists insurance and vacation. An "About Us" section is partially visible at the bottom.

townsquare
media group

Apply Now

Director of Sales

at Townsquare Media (View all jobs)
Fort Collins, CO

Director of Sales

Townsquare Media Group Ft Collins/Greeley/Loveland

Townsquare Media Northern Colorado is home to great brands such as K99, Tri 102.5, 99.9 The Point and 94.3 The X...Live Events including Taste of Fort Collins ... and unmatched customized Digital.

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- Must have a successful track record and experience in consultative selling.

Benefits:

- Medical/Dental/Vision insurance package
- 3 weeks paid vacation and 9 paid holidays per year
- Career advancement opportunities

About Us

in Q Search

Home My Network Jobs Messaging Notifications Mail Work

lowmagine
Townsquare Media for Colfax, Colorado Area



Director of Sales

Director of Sales

Townsquare Media Northern Colorado is home to great brands such as 959

FM, 70.3, 99.3 The Point, and 96.3 The X-Drive. We're including parts of Fort Collins and surrounding areas in our new Digital

The ideal candidate will manage a team of high performance sales and will be sales driven in the Market. The DOS will be responsible for leading the amazing sales staff at terrestrial digital, satellite media, live events and programmatic sales. This person will work closely with the General Manager to create unique and valuable cross platform content group campaigns for our customers. The job will require management experience and strong sales and customer service skills with the capacity to lead others and obtain great results.

The DOS will be a motivator, creates thrives and someone who can energize the team for a exciting GROWTH.

Essential Duties and Responsibilities include but are not limited to:

- Manage recruit and hire for roles as needed
- Support coach and star account executives
- Spend a majority of time (75%) with sales/trade to drive sales in and around Northern Colorado area
- Implement sales strategy to drive growth to achieve revenue goal
- Drive forecasts, manage and hold account executives accountable in achieving their goals
- Drive through team/department Corporate Sales and ERM standard of performance
- Monitor and evaluate activities of team individually and as a group
- Be a key member of the Market Leadership Team with ongoing opportunity for growth

Qualifications:

Contact the job poster



Jennifer Krutowski
Recruiting Manager at Townsquare Media
Denver, Colorado
para uia
Send InMail

Seniority Level
Mid-Senior level

Industry
Marketing and Advertising

Education
Bachelor's Degree

Employment Type
Full-time

Job Functions
Advertising Management, Sales

PREMIUM
Estimated salary/

Yearly pay range with optional salary information.

Base salary
\$ / YR

Range: \$ / YR

Total compensation
\$ / YR

Range: \$ / YR

Upgrade for Free

Apply for this role
Post a job

INVOICE



Invoice #: MC-1170455690
Invoice Date: 04/30/2017
Contract #: 54413
Page: 1
Net Amount Due: \$0.00

Advertiser: TSM RECRUITMENT/EMPLOYMENT
 HOLD
 WINDSOR, CO 80550

Station(s): KARS-FM
 KKPL-FM
 KMAX-FM
 KTRR-FM
 KUAD-FM

Advertiser: TSM RECRUITMENT/EMPLOYMENT
Product: SALES RECRUITMENT
Estimate #:
Agency Client Code:
Buyer Name:

Salesperson(s): House House
Terms:

Day	Date	Time	Ln	Length	Product	ISCI	Rate
KARS-FM							
WED	04/26/17	06:44a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
WED	04/26/17	07:44p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
WED	04/26/17	11:15p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	07:41a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	11:54a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	01:47p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	03:39p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	08:42a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	03:46p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	09:44p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	10:47p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SAT	04/29/17	07:39p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SAT	04/29/17	09:45p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SAT	04/29/17	11:39p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SUN	04/30/17	03:39p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SUN	04/30/17	04:44p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SUN	04/30/17	11:51p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
KKPL-FM							
WED	04/26/17	07:24a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
WED	04/26/17	09:47a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
WED	04/26/17	01:19p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	08:57a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	02:20p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	06:22p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
THU	04/27/17	10:45p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	11:44a	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	08:18p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	09:17p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
FRI	04/28/17	11:18p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SAT	04/29/17	07:59p	1	60		TSM recruitment Joel 2017-04-2	\$0.00
SAT	04/29/17	09:50p	1	60		TSM recruitment Joel 2017-04-2	\$0.00

The latest Nielsen Audio ratings.


We've added Nielsen Audio share data from Dayton, Grand Rapids, Manchester, Poughkeepsie, NY, Tucson, and Tulsa. Find a list of every station in a market, and ratings for Nielsen Audio subscribers, at Stationratings.com.

Webinar on February 2, 2017 at 1:00 pm ET

8 WAYS TO INCREASE YOUR SALES TEAM'S PRODUCTIVITY

Reach your sales goals and drive revenue with these actionable tips.

[REGISTER](#)



Not an Inside Radio Subscriber? [Click Here](#) to get access to Inside Radio news

Director of Sales - Colorado

Come live in the beautiful front range of Northern Colorado and lead a very dynamic sales team in the booming Ft Collins/Greeley market.



Afternoon Sports Talk Host - Virginia Beach, VA

ESPN Radio 94.1, a locally-owned and operated, Top 50 market radio station located in Virginia Beach, VA, is searching for a full-time afternoon Sports Talk host.



From: Leah Adams [ladams@allaccess.com]
Sent: Thursday, March 09, 2017 1:02 PM
To: Justin Tyler
Subject: RE: Stealth Job Opening

This job has been posted to our site.

Leah Brungardt
Accounting Assistant/Administrative Assistant/Editorial Writer <http://music.allaccess.com/author/leahadams/>

24955 Pacific Coast Hwy. Ste. C-303
Malibu, CA
90265
Office: 310-457-6616
Cell: 310-741-0182



From: Justin Tyler [mailto:Justin.Clapp@townsquaremedia.com]
Sent: Thursday, March 09, 2017 11:22 AM
To: ladams@allaccess.com
Subject: Stealth Job Opening

Afternoon Leah!

I need to post a stealth job opening on All Access for a position we will have open soon, and the details are below. All resumes and applicants can be forwarded to this email address. Thanks!

Fantastic opportunity in a medium sized Colorado region is looking for you. Must have experience in either country, CHR, AC, or Hot AC to be considered for this position. This search is NOT daypart specific, meaning you could be considered for any prime weekday slot. We just want to hear your BEST stuff and make sure you stand out above the rest of the pack. You must also be a forward thinker in both digital and on-air, as well as be able to represent the station at events throughout the marketplace in the most professional manner while having the most FUN. If you are in a smaller market or part time in a larger market, this position could suit you the best. Want to be considered? Send us a resume, an aircheck which will make you stand out above the rest, and tell us what YOU think makes the most compelling show possible in 2017. This position is NOT for voicetrackers or syndicated shows...we only want someone who will live local and be an integral part of the community.



Apply Now

Media and Digital Sales Executive

at Townsquare Media ([View all jobs](#))

Fort Collins, CO

Townsquare Media Group
CO, United States (Ft. Collins)

Townsquare Media Fort Collins includes well-known brands like K99, TRI-102.5, 94.3 Loudwire, 99.9 The Point, and Rock 102.9

Media and Digital Sales Executive

Are you Commission Driven? Have a sense of what it takes to win? If you want to grow professionally, can move at the speed of light and still have fun - Well then we want to talk to you.

Townsquare Media is looking for a dynamic sales executive to join our media and digital advertising team. You will be selling local advertising for our innovative stations.

Responsibilities

- Prospect for qualified local and regional businesses, conduct thorough Customer Needs Analysis (CNA); present and close appropriate marketing solution programs. These programs may include any of Townsquare Media's many assets for clients: Broadcast and Online radio, digital products such as display, streaming, loyalty programs, e-commerce, audience extension and digital marketing services
- Leverage our live event platform through sponsorship and sales programs to new and existing clients.
- Create new relationships with local and regional businesses in our area.
- Work with local and corporate marketing teams to develop campaign support materials.
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets.
- Enter new customer data and other sales contract details for station clients.
- Follow accountabilities set forth by your Sales Manager to help guide you to success achieving monthly sales quotas consistently.
- Provide insight and value to executive management to shape the future of our organization.

Qualifications

- Goal oriented, a strong work ethic and a strong desire to learn.
- Previous sales experience. A history of success with customers and a proven ability to develop and grow revenue.
- Knowledge and experience with digital media.
- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate, and enthusiastic, and work with urgency to meet deadlines.
- Accomplished at prospecting and qualifying.
- Ability to engage clients quickly and develop rapport, with excellent communication and problem-solving skills.
- Associates/Bachelor's business/marketing-related degree or equivalent experience.

Benefits

- Weekly, Monthly, and Quarterly contests
- 3 weeks of Vacation Time
- Company provided Laptop
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- High Energy Work Environment

Exhibit 5

Documentation of Recruitment Initiatives

Recruitment Initiatives List from December 1, 2015 – November 30, 2016:

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Larimer County Job Fair	1/14/16	KUAD/KTRR/KMAX/KKPL participated in this job fair recruiting for Part Time promotion	Pat Kelley
2	Weld County Job Fair	3/3/16	KUAD/KTRR/KMAX/KKPL participated in this job fair recruiting for interns.	Todd Harding
3	Internship Program	12/1/15-11/30/16	KUAD/KTRR/KMAX/KKPL had 1 intern participate in our internship program from 12/1/15-11/30/16.	Jill Mueggenberg

15/1639728.1

Recruitment Initiatives List from December 1, 2016 – November 30, 2017:

KUAD / KTRR / KMAX / KKPL RECRUITMENT INITIATIVE FORM 12/1/16– 11/30/17

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Wy-Co Job Fair – The Ranch	May 10, 2017	Networked at the events and spoke to several candidates.	Pat Kelley – Mkt President
2	Weld County Employment Services Job Fair	April 12, 2017	Table on Site and briefly spoke about Townsquare to a small group	Pat Kelley – Mkt President
3				

Recruitment Initiatives Documentation

Social and Media Digital Intern for TSM Ft. Collins-

The Social and Media Digital Intern will gain experience in social media platforms and the tools used. The intern will maintain a presence on various social media platforms and help to create and publish content that is relevant to Townsquare Media. Will be assigned projects by the DME and will work with her to gain experience.

TOWNSQUARE MEDIA INTERVIEW SHEET

POSITION: Digital Intern

STATION: KUAD, KKPL, KTRR, KMAX, KARS

DATE OF VACANCY: 07/01/2016 DATE OF POSTING:

RESUMES RECEIVED: 1 # INTERVIEWED: 2

	NAME	DATE	TIME	REFERRAL SOURCE
1:	Jenn [REDACTED]	07/01/2016		The Greeley Stampede
2:	Kayla [REDACTED]	09/13/2016		Aims Community College
3:				
4:				
5:				
6:				
7:				
8:				
9:				

WHO HIRED: Jenn [REDACTED] REFERRAL SOURCE: The Greeley Stampede

START DATE OF EMPLOYMENT: 7/11/2016

ATTACHMENTS: PDF, SOURCE LETTERS AND/OR WEBSITE POSTINGS/SPOT TIMES

COMPLETED BY: _____ Madison Scruggs _____

Madison Scruggs

From: Madison Scruggs
Sent: Wednesday, July 13, 2016 12:06 PM
To: 'Jenn [REDACTED]'
Subject: Checklist for blogs

1. Add new post
2. Fill out the title of the blog with an SEO-optimized title—this just means key words first (so instead of 'Big News Coming Out of Disney', say 'Disney Announces Big News'). Great key words help as well!
3. Write the body of your post. Always link to any sources you use and cite your sources for quotes or any information you get on an outside site. You are allowed to use pretty much anything as a source, as long as you trust the website.
4. Make sure you have both a photo at the top of your post and a featured image. The featured image can definitely be the same photo as the one in your post, and can be different as long as there is no text in the featured image photo!
5. Make sure you have an excerpt or a 'read more' line after the first sentence or few sentences.
6. Make sure the author is your name (Or pick 'Townsquare Staff' if you're logged into my account).
7. For dynamic lead settings, make sure you see 'primary' in the dropdown area and then click 'add'. This is all you have to do in this box!
8. Make sure the entire SEO pack is filled out. Title and description can be the same as your blog title and your blog excerpt. Please only use 3-5 keywords, and make sure they serve to categorize your post similar to a tag.
9. Speaking of tags, make sure the box on the right hand side is filled out with key words from your post and specific things people may search for to find your post.
10. Pick a few categories in the Category box above the tags that describe your blog.
11. Crosspost to other sites using the Crossposting box. If you want the post to go to 99.9, type in KKPL. For K99, type in KUAD. For TRI, type in KTRR. For X, type in KMAX. If you are using the backend of one of these sites to publish, you do not have to type in that site's call letters.
12. Only click the box for 'force' if you are comfortable having the blog go live on the sites you are publishing to. If you would rather give the brand managers freedom to go in and read your blog to decide if it is good for their sites, do not click 'force'.

That's it! Here's my log in info:

Madison.scruggs@townsquaremedia.com

~~XXXXXXXXXX~~

Let me know if you need anything else! I'm talking with IT to get your email set up right now.

Have a great day!

Madison Scruggs, Digital Managing Editor
Townsquare Media Northern Colorado
Office: 970.674.2758 | Mobile: 817.528.4273
madison.scruggs@townsquaremedia.com





April 10, 2018

To: Derek Teslik

From: Pat Kelley

Re Job Fairs

I represented Townsquare Media and attended the following Job Fairs...

Larimer County Job Fair on 1/14/2016

Weld County Employment Services Fair on 4/12/2017

Wy-Co Job Fair on 5/10/2017

Regards,

A handwritten signature in blue ink, appearing to be "Pat Kelley". The signature is fluid and cursive, with a large loop at the end.

Pat Kelley, Market President/Chief Revenue Officer

Townsquare Media Northern Colorado

Pat.Kelley@townsquaremedia.com

Office: 970-674-2738 | Mobile/Text: 312-576-5552

K99 | TRI 102.5 | 99.9 The Point | 94.3 The X | Rock 102.9 | CSU Rams Sports

+ web + live events + mobile + targeted digital ad delivery = Main Street's Growth Engine

Pat Kelley

From: Todd Harding
Sent: Tuesday, April 10, 2018 7:27 AM
To: Pat Kelley
Subject: Weld Job Fair

I was proud to represent Town Square Media March 3, 2016 at the Weld County Job Fair at the University of Northern Colorado in Greeley. I talked with dozens of students about a possible career in radio.

Todd Harding

Weld County Now Recruiting Employers For Job Fair For Young People Seeking Summer Jobs

(GREELEY) – On Wednesday, March 4, Employment Services of Weld County and the City of Greeley will hold its 15th Teen Job Fair at Island Grove Event Center, 523 North Fourteenth Avenue in Greeley, from 3:30 PM to 6 PM.

The event is anticipated to draw hundreds of young adults between the ages of 16-21 to meet with employers offering a variety of employment opportunities. In fact, many students will land a summer job right on the spot!

Leslie Galindo, who administers the summer job hunt program for Employment Services of Weld County, is recruiting employers for the event. "We're looking for employers who will offer a diversity of jobs to young adults. If you have full-time or part-time seasonal jobs, I would like to talk with you about participating in our job fair. We have young adults who would love the opportunity to work for you this summer."

This annual job fair for youth is offered as a part of the Governor's Summer Job Hunt, a vital link between classroom learning and actual on-the-job experience. The program is a collaborative effort with the Colorado Department of Labor and Employment and is designed to match young people's skills and interests with employment opportunities. Last year, Employment Services of Weld County assisted almost 3,000 young people in their summer job search.

"This program has helped more than half a million young people since it began in 1981," says Linda Peres, Director of Employment Services of Weld County. "Everyone has stories to tell about their first summer job experience. We want to help make sure that the thousands of teens we assist this summer will have good stories to recount in the years ahead."

To learn more about Weld County's Teen Job Fair and how to participate in the free event, please call Leslie Galindo at 970-353-3800 Extension 6764 or email her at lgalindo@ccw.weldfj.co.us





Looking For a Job? Job Fair in Fort Collins Monday Could Get...

October 10, 2017, by Justin Tyler

On Monday, you may find the right job for you...The public can arrive at 10:30 a.m. and the job fair will run until 12:30 p.m.

[View more articles like this](#)



WY-CO Job Fair to Be Held at the Ranch in Loveland in October

September 26, 2017, by Todd Harding

The WY-CO Workforce Partnership will host a job fair from 3 p.m. to 6 p.m., Wednesday, October 4, 2017 in the First National Bank...Job seekers are encouraged to check with their local workforce centers for job fair prep events and should come prepared with

[View more articles like this](#)



Regional Job Fair September 20, 2016, at the Ranch in Loveland

September 9, 2016, by Todd Harding

Youth and adult job seekers are encouraged to create a profile in connectingcolorado.com before the September 20th job fair...Job seekers don't need to register for the free job fair, but are encouraged to dress appropriately, bring multiple resumes and

[View more articles like this](#)



Northern Colorado and Southern Wyoming Job Fair Coming to the...

May 2, 2016, by Todd Harding

Youth and adult job seekers are encouraged to create a profile in connectingcolorado.com before the May 11th job fair...Job seekers don't need to register for the free job fair, but are encouraged to dress professionally and bring copies of their

[View more articles like this](#)

Supplemental Information Regarding the Unit's Community Involvement

Pat Kelley

From: Raisley, Kelly <Kelly.Raisley@unco.edu>
Sent: Monday, October 09, 2017 1:34 PM
To: Pat Kelley
Subject: RE: Class Visit

Yep, just Apple's need a special adaptor.

See you at 3:30 tomorrow.
Kelly

Kelly Scott Raisley
Journalism & Media Studies
Candelaria Hall 1265 F
970-351-2216



From: Pat Kelley [<mailto:Pat.Kelley@townsquaremedia.com>]
Sent: Monday, October 09, 2017 12:36 PM
To: Raisley, Kelly
Subject: RE: Class Visit

I have a regular computer...I assume that it can hook into your projector.

Thanks!

From: Raisley, Kelly [<mailto:Kelly.Raisley@unco.edu>]
Sent: Monday, October 09, 2017 12:33 PM
To: Pat Kelley
Subject: RE: Class Visit

Hi Pat,
Yes, the classroom does have access to WiFi, it also has a computer and projector. If you want to bring your own computer, and it's an Apple, you'll need to bring the adaptor cord to hook up to the projector – otherwise you can just use the computer in the room.

Kelly

Kelly Scott Raisley
Journalism & Media Studies
Candelaria Hall 1265 F
970-351-2216



From: Pat Kelley [<mailto:Pat.Kelley@townsquaremedia.com>]
Sent: Monday, October 09, 2017 10:58 AM
To: Raisley, Kelly
Subject: RE: Class Visit

Got it....do you have a WiFi I could hook into?

From: Raisley, Kelly [<mailto:Kelly.Raisley@unco.edu>]
Sent: Monday, October 09, 2017 9:11 AM
To: Pat Kelley
Subject: Class Visit

Hi Pat,
Sorry I didn't get this message to you last week, I too am excited for your visit to class. I have attached a campus map (PDF) to this email.

Building and Parking Location information is:
Candelaria Hall Room 1265, I'll have you meet me in the Journalism Office and we can walk to the classroom together (in the same building), on the campus map we are considered "west campus" and our building number (on map) is 130. The easiest way to enter is off 14th Avenue, as it runs right into the parking lot area for this building (Parking lot L). If you enter this way you will see a parking pass machine as you enter, stop there to retrieve a parking pass – our code you can use for a FREE pass is 16338.

Please let me know if you have any questions, my class and I are looking forward to your visit!

Enjoy the evening,
Kelly

Kelly Scott Raisley
Journalism & Media Studies
Candelaria Hall 1265 F
970-351-2216



This message originated from outside UNC. Please use caution when opening attachments or following links. Do not enter your UNC credentials when prompted by external links.
This message originated from outside UNC. Please use caution when opening attachments or following links. Do not enter your UNC credentials when prompted by external links.

You heard from them directly how much they appreciated being able to count each of you as people who care about them and that they know are in their corner. You all treated this process with great respect and compassion and every recipient felt validated and respected as a result.

At the request of several of our Selection Committee Members I have left all the email addresses visible so you have one another's contacts as I appreciate this experience is equally bonding and emotional for all of you who sat around that table this past month. You shared in an experience that very few others would be able to fully understand or appreciate.

I hope you are able to attend our 18th Annual Realities For Children Awards Gala, as I know these youth will be looking for you and we want to have the largest cheering section ever for each of these kids as they take the stage and accept their well-deserved Triumph Award.

On that note I would like to ask 2 things of you.

1) **Please invite everyone you know and work with that to attend this year's event** – to help us give these children the sendoff they deserve. Also there may be people in your sphere of influence that are not aware of Realities For Children and our services that you think would be interested in being involved. By taking a few minutes to extend the invite to your database we may find new Members, Volunteers or Donors – and who knows maybe even a few folks that help us to reach our endowment goal so we can provide so much more to the next rounds of deserving youth. At the very least you will have helped to educate a few people further about the needs and the lives they can change by getting involved – and that is one of our most basic core services.

All you would need do is share a brief personal invite with a link to the website where they can learn more and purchase tickets if they choose to at www.RealitiesForChildrenAwards.com there is also a specific link on that page about the Triumph Awards.

2) Also if you find time – **I would love a brief testimonial or short quote about this experience** – we may choose to share it on our Member Face Book page as part of our general invitation to attend. There are many invested Members and supporters that have not had this experience and opportunity to learn the depths of abuse these children have faced and the amazing spirits that they have to triumph over such adversity. If you feel you are more passionate and on fire to help these children as a result of your experience - maybe you can give a little of that gift to some others by sharing what this experience has meant to you.

Thanks again and I look forward to celebrating the triumph we all hope to witness with the investments we give to make a difference.

Sincerely,

Craig A. Secher

Realities For Children Charities

www.RealitiesForChildren.com

1610 South College Avenue Fort Collins CO 80525 970.484.9090



Pat Kelley

From: Craig Secher <craig@realitiesforchildren.com>
Sent: Monday, March 30, 2015 2:33 PM
To: Pat Kelley
Subject: RE: Triumph Awards

Awesome Pat – we will post that and feel free to extend that personal invite to everyone you would like to attend.

Give me a call 227-5282 about your park permit when you are able

Craig A. Secher

Realities For Children Charities
1610 South College Avenue, Fort Collins

Join us at our 18th Annual Realities For Children Awards Gala – April 11th
Where we celebrate our heroes and the Spirit of Triumph

www.RealitiesForChildrenAwards.com



From: Pat Kelley [mailto:Pat.Kelley@townsquaremedia.com]
Sent: Monday, March 30, 2015 8:10 AM
To: Craig Secher; Angela Myers; April A. Peterson; Brent Barstad; dawn@egercpas.com; Dr Ed; edosgood@gmail.com; Erin Pitts; ian@schlossersigns.com; Ja'Nae Osgood; Kristy Volesky; Matt; Sean Dougherty; tandkw@gmail.com
Subject: RE: Triumph Awards

Craig...as mentioned, this was life changing. Please feel free to post this...

It was an honor to be one of 12 on the selection committee for the 2015 Triumph Awards. As each nominee shared their stories, goals and dreams, my mind went from anger and concern to hope. In the face of abuse, these young people chose the high road and simply didn't know how to quit. I encourage all of Northern Colorado to attend the Triumph Awards Gala on April 11...it will change your life. Despite what the news media says, there is a lot of good in the world. Come see and experience it for yourself. Don't wait, click here now www.RealitiesForChildrenAwards.com

From: Craig Secher [mailto:craig@realitiesforchildren.com]
Sent: Friday, March 27, 2015 5:07 PM
To: Angela Myers; April A. Peterson; Brent Barstad; dawn@egercpas.com; Dr Ed; edosgood@gmail.com; Erin Pitts; ian@schlossersigns.com; Ja'Nae Osgood; Kristy Volesky; Matt; Pat Kelley; Sean Dougherty; tandkw@gmail.com
Subject: Triumph Awards

Good afternoon everyone,

I wanted to take a moment to thank you all for your service on behalf of all the children we will have the opportunity to recognize as 2015 Triumph Award Winners.

Pat Kelley

From: Kirby Kimble
Sent: Thursday, March 29, 2018 2:41 PM
To: Pat Kelley
Subject: Mock Interview thank you (2)



From: Jessica Teal [<mailto:jessica.teal@weldre4.org>]
Sent: Monday, February 19, 2018 10:50 AM
To: Michelle.Bradley@colostate.edu; Pat Kelley <Pat.Kelley@townsquaremedia.com>; Kirby Kimble <Kirby.Kimble@townsquaremedia.com>; alexashugs@gmail.com; spiritheartranch@gmail.com; Copper Cup Productions <coppercupproductions@gmail.com>; Rader - CDPS, Jessica <jessica.rader@state.co.us>; Kristen Stahl <kristenstahl@smithdelivers.com>; valerie@bramerlegal.com; centennial@centennialarch.com; Brown, Bob (ES) <Bob.C.Brown@adp.com>; kristi.watson@unco.edu
Subject: Panelist Thank You Letters

Hello Life Management Mock Interview Panelists!

Again thank you for serving on the mock interview panel, our students have hand-crafted thank you letters for you all. Please be aware that I had them write the formal thank you as if they were looking to be hired for that job which means they included a follow up portion (how they would do that). Of course you do not need to feel the need to hire, again the experience was amazing for them and that is what is important! Thank you!

Jessica Teal
Family and Consumer Sciences
FCCLA Chapter Adviser
FIDM Fashion Club Adviser
Freshman Class Sponsor
Social Committee
CATFACS President-Elect
College of Health and Human Sciences Emerging Leaders Council
Alexa's Hugs Board Member
Windsor High School-Go Wizards!
"Tell me and I forget, Teach me and I remember, Involve me and I learn."
-Benjamin Franklin

