



Allison Zolot
Senior Vice President & General Counsel

May 6, 2024

VIA Upload to Online Public Inspection Files

EEO Staff
Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, D.C. 20554

RE: EEO Audit – KUAD-FM, Windsor, CO (Facility ID 49538)

Dear Sir or Madam:

Townsquare Media of Fort Collins, Inc., the licensee of broadcast station KUAD-FM, Windsor, Colorado, hereby responds to the Commission’s notice of audit issued to KUAD-FM. This response includes information about the following stations, which, with KUAD-FM, comprise the Townsquare Media of Fort Collins, Inc.’s employment unit (referenced to herein as “Townsquare Fort Collins,” the “Unit,” or “Stations”):

KKPL(FM), Laporte, CO (Facility ID 54394)
KMAX-FM, Wellington, CO (Facility ID 84497)
KTRR(FM), Loveland, CO (Facility ID 50375)

The following subparagraphs correspond to the numbered paragraphs in the FCC’s audit notice.

i. *Public File Reports.* Copies of the Unit’s two most recent EEO public file reports for the periods covering December 1, 2021 to November 30, 2022 (“2021-2022 Reporting Period”) and December 1, 2022 to November 30, 2023 (“2022-2023 Reporting Period”) (the 2021-2022 Reporting Period and the 2022-2023 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively. As noted on the face of the reports, both were amended on May 6, 2024.

ii. *Websites.* The Stations’ website addresses are <https://k99.com/>, <https://999thepoint.com/>, <https://943TheX.com/>, and <https://retro1025.com/>. The Unit’s most recent public file report is posted on each of these websites.

iii. *Supporting Documentation for Vacancies.* Among other sources, Townsquare Fort Collins uses a recruiting company called Greenhouse to export vacancy listings to a variety

of sources, including Indeed.com, LinkedIn.com, ZipRecruiter.com, and the Townsquare Media Careers webpage. The text of the notice that was posted to Greenhouse sources is included in Exhibit 3, along with screenshots from Greenhouse showing the Greenhouse sources that were notified about each vacancy. Exhibit 3 also includes information excerpted from reports that Greenhouse provides to Townsquare Fort Collins. These reports indicate the Greenhouse source that referred each applicant for the various full-time positions filled during the Audit Period. Not all of these applicants were interviewed. No recruitment sources have requested to be notified of vacancies. The dates of all full-time hires during the Audit Period are provided in the EEO public file reports (see Exhibit 1 and Exhibit 2).

iv. *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 the EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2).

v. *Documentation of Recruitment Initiatives.* The Unit currently has a total of 11 full-time employees. The population of the market in which the Stations operate is more than 250,000.¹ Therefore, the Unit is required to perform four points worth of recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

The Unit engaged in a number of recruitment initiatives during the Audit Period, as shown in the EEO public file reports attached as Exhibit 1 and Exhibit 2. (Note that the EEO public file report covering December 1, 2021 to November 30, 2022 is part of the December 1, 2020 to November 30, 2022 two-year term, and the EEO public file report covering December 1, 2022 to November 30, 2023 is part of the December 1, 2022 to November 30, 2024 two-year term.) The Unit personnel involved in each recruitment initiative are listed in these reports, and documentation of the initiatives is provided in Exhibit 4.

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

vii. *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 the department heads to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the Market President, who is responsible for EEO compliance.

¹ The Stations operate in the Fort Collins-Loveland, CO Metropolitan Statistical Area, which had a population of 359,066 according to the 2020 U.S. Census.

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 Fort 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 the Stations' websites post that Townsquare Media 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 application process. Job notices inform potential applicants that Townsquare Media is an equal opportunity employer and state the company's EEO policy.

viii. *Analysis of EEO Program's Effectiveness.* The success of Townsquare Fort Collins' EEO recruiting program is vital to the success of the Unit, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market President and the heads of the various departments assess the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and 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 recognizes that a large part of the Unit's recruitment program involves its efforts to post all available positions on widely used job-related websites. The Unit periodically adds organizations to its recruitment source list as they come to its attention and checks on organizations to confirm their contact information. Thus, the process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that participation in events/programs with local schools, coupled with its vacancy-specific announcements and its internship program, allows station personnel to come into contact with, and select its employees from, a wide cross-section of members in the community. And it continually evaluates and modifies its program to ensure and optimize recruiting success. In addition, Townsquare Fort Collins draws upon the human

EEO Staff
May 6, 2024
Page 4

resources and recruiting departments of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.

ix. *Analysis of Pay, Benefits and Selection Techniques.* Townsquare Fort 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 Fort Collins does not have any union agreements, is not a religious broadcaster, and is not subject 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 Fort Collins' counsel, Emilie de Lozier of Wilkinson Barker Knauer LLP, at (202) 383-3378.

Very Truly Yours,



Allison Zolot
Senior Vice President
General Counsel

Exhibit 1

EEO Public File Report for 2021-2022 Reporting Period
(part of the 2020-2022 two-year term)

TOWNSQUARE MEDIA OF FORT COLLINS, INC.
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022
Amended May 6, 2024

SECTION I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Date of Hire	Public Recruitment Sources (RS) Used to Fill Vacancy	Interviews per Source	RS Referring Hiree
Account Executive No. 1 & 2	1/24/2022 2/14/2022	1, 2, 3, 6	RS 1 - 1 RS 4 - 1 Total: 2	1, 4
Account Executive No. 3 & 4	5/31/2022 6/6/2022	1, 2, 3, 6	RS 1 - 3 RS 2 - 3 RS 6 - 1 RS 7 - 2 Total: 9	7, 1
Director of Content	12/6/2021	1, 2, 3, 6	RS 2 - 1 RS 6 - 1 Total: 2	2
Market President	8/22/2022	1, 2, 3, 6, 9, 14	RS 4 - 1 RS 6 - 1 RS 14 - 1 RS 15 - 1 Total: 4	4

TOWNSQUARE MEDIA OF FORT COLLINS, INC.
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022
Amended May 6, 2024

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Indeed.com via Greenhouse (Indeed also independently posts vacancy to Glassdoor.com)	No	4
2	LinkedIn.com via Greenhouse	No	4
3	Zip Recruiter	No	0
4	Referral (Employee)	No	2
5	Previous Employee	No	0
6	Townsquare Corporate Website via Greenhouse	No	3
7	Indeed Sourced	No	2
8	Internal Transfer	No	0
9	Colorado State University via Handshake.com	No	0
10	NAACP Michael Lynch NAACP Denver Youth Council PO Box 1234 Westminster, CO 80030 303-428-1593	No	0
11	Front Range Community College via Purple Briefcase	No	0
12	National Association of Hispanic Journalists	No	0
13	Market Outreach	No	0
14	Career Builder	No	1
15	LinkedIn (candidate sourced)	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			17

TOWNSQUARE MEDIA OF FORT COLLINS, INC.
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022
Amended May 6, 2024

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establishment of training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On August 16-19, 2022, a sales team member attended four-day “Top Gun” training program designed to help train and advance top sellers to the next level of their careers.
2		
3		
4		
5		
6		
7		
8		
9		
10		

Exhibit 2

EEO Public File Report for 2022-2023 Reporting Period
(part of the 2022-2024 two-year term)

EEO PUBLIC FILE REPORT
Townsquare Media of Fort Collins, Inc.
Fort Collins Employment Unit
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
December 1, 2022 to November 30, 2023
Amended May 6, 2024

Section 1. Vacancy List

Job Title	Date Filled	Public Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each Source	RS Referring Hiree
On-Air Host/Producer	6/6/2023	1, 2, 3, 4, 8, 9	RS 1 - 8 RS 2 - 3 RS 3 - 4 RS 6 - 1 RS 7 - 2 <u>RS 9 - 1</u> Total: 19	1
Account Executive No. 1 and No. 2	5/22/2023 (both)	1, 2, 3, 4	RS 2 - 1 RS 6 - 2 <u>RS 7 - 1</u> Total: 4	2, 7
Account Executive No. 3	9/11/2023	1, 2, 3, 4	RS 1 - 2 RS 2 - 2 RS 3 - 2 Total: 6	2
Account Executive No. 4	1/9/2023	1, 2, 3, 4	RS 1 - 1 RS 2 - 2 RS 3 - 5 RS 5 - 1 RS 7 - 1 Total: 10	7

EEO PUBLIC FILE REPORT
Townsquare Media of Fort Collins, Inc.
Fort Collins Employment Unit
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
December 1, 2022 to November 30, 2023
Amended May 6, 2024

Section 2. Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.townsquaremedia.com - career page (via Greenhouse)	N	11
2	Indeed.com (via Greenhouse)	N	8
3	LinkedIn (via Greenhouse)	N	11
4	Zip Recruiter (via Greenhouse)	N	0
5	Indeed.com (candidate sourced)	N	1
6	LinkedIn.com (candidate sourced)	N	3
7	Employee Referral	N	4
8	Social Media – Facebook	N	0
9	Social Media – Trade Press	N	1
10	Internal Applicant/Promotion	N	0
	TOTAL INTERVIEWS		39

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On August 29, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
2	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	On April 27, 2023, the EU began hosting a student intern from Fossil Ridge Highschool (every Friday for three hours). The student is still an intern with the station and will remain with the station through the end of the year. The intern is supervised by the Director of Content and spends her time working on programming and promotions (writing articles, assist with promotional winners, and onsite activations for promotions, etc.).
3	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	Beginning January 8, 2023 and continuing through May 8, 2023, the EU hosted a student intern from the Front Range Community College. The intern was supervised and worked closely with the Director of Content under the real day-to-day pressure of a “live production” setting, operating the board, editing clips, and assisting with daily broadcast duties

EEO PUBLIC FILE REPORT
Townsquare Media of Fort Collins, Inc.
Fort Collins Employment Unit
KUAD-FM / KTRR(FM) / KMAX-FM / KKPL(FM)
December 1, 2022 to November 30, 2023
Amended May 6, 2024

4	Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 7, 2023, the Director of Content gave a studio tour to a group of students from the WEST Program (Windsor Exceptional Students in Transition).
5	Participation in other activities designed to widely disseminate information about employment opportunities in broadcasting	The EU's Director of Content sits on the communication media advisory board for Aims Community College. The Committee meets once per quarter for 1.15 hours to discuss topics including how the university can better partner with industries in the area, how the university can re-brand or market their communications/media program, how to get students out in the field working more efficiently, and provides input to the Advisory Board curriculum for the Mass Communication Department

Exhibit 3

Documentation of Recruitment for Vacancies

Account Executive

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Fort Collins Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

What the role will look like?

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the Fort Collins market
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

Qualifications:

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

Benefits:

- Competitive compensation package with uncapped earning potential
- Tech package for laptop and cell phone
- Monthly car allowance

- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays
- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

About Us

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 322 local terrestrial radio stations in 67 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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.

#LI-EB1

Greenhouse report for Account Executive vacancies filled 1/24/2022 and 2/14/2022.

Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Fort Collins	Applied through your website's jobs page	01/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/02/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/03/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/07/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/07/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/18/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/19/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/24/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/24/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/25/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	01/26/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/01/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/06/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/08/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/10/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/14/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/05/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/06/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/06/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/08/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/09/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/10/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/14/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/15/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/16/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/20/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	10/25/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	11/09/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	11/30/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	11/30/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/07/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/08/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/14/2021
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/27/2021
		Account Executive - Fort Collins	Employee Referral	1/19/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/01/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/09/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/18/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/24/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/24/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/31/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	10/04/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	10/20/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/08/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/09/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/14/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/15/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/03/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/14/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/14/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/14/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/14/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/16/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/16/2021
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/26/2021

Account Executive - Fort Collins

Fort Collins, CO
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

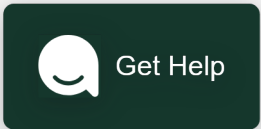
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

This selection will not be visible to candidates on the job post.

Application language

English

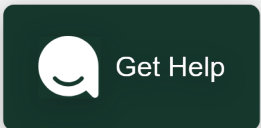
Recently Viewed

Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

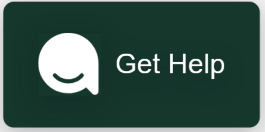
Hide

Optional

























Required

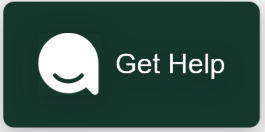


Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Resume	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Custom application questions

LinkedIn Profile	 
Website	 
How did you hear about this job? (Required)	 
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)	 
If yes, please, explain:	 
Have you ever been disciplined or fired from a job? (Required)	 
If yes, please, explain:	 
Have you ever been employed by our company or predecessor? (Required)	 
If so, please, provide dates and position:	 
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)	 
If yes, please, explain:	 
Provide a copy of such agreement:	 



Are you related to any current employee of Townsquare Media? (Required)



If so, please, explain relationship:



Are you legally authorized to work in the U.S.? (Required)



Do you now need or will you need sponsorship in the future? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

Default

Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.



Get Help

Recently Viewed

This will only appear for external job boards with a saved OERX client ID.

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

Location

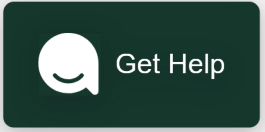
Fort Collins, Colorado, United States

- Remote *i*

[← Back](#)

[Preview](#)

[Save](#)



Recently Viewed

Account Executive

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Fort Collins Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

What the role will look like?

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the Fort Collins market
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

Qualifications:

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

Benefits:

- Competitive compensation package with uncapped earning potential
- Tech package for laptop and cell phone
- Monthly car allowance

- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays
- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

About Us

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 322 local terrestrial radio stations in 67 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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.

#LI-EB1

Greenhouse report for Account Executive vacancies filled 5/31/2022 and 6/6/2022.

Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Fort Collins	Applied through your website's jobs page	04/15/2022
		Account Executive - Fort Collins	Applied through your website's jobs page	05/02/2022
		Account Executive - Fort Collins	Applied through your website's jobs page	05/13/2022
		Account Executive - Fort Collins	Applied through your website's jobs page	05/26/2022
		Account Executive - Fort Collins	Indeed Sourced	04/20/2022
		Account Executive - Fort Collins	Indeed Sourced	05/05/2022
		Account Executive - Fort Collins	Indeed Sourced	05/06/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	02/23/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/01/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/02/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/03/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/09/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	03/12/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/12/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/12/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/16/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/18/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/19/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/21/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/21/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/21/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	04/23/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	05/07/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	05/22/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	05/24/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	05/25/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	05/26/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	06/06/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	02/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	02/22/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/06/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/12/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/18/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/21/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	05/16/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	05/26/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/28/2022

Account Executive - Fort Collins

Fort Collins, CO

Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Get Help

Edit your job post

Post details

Job name *

Account Executive

Post to *

Townsquare Media

Location *

Fort Collins, CO

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

Select...

This selection will not be visible to candidates on the job post.

Application language

English

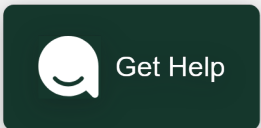
Recently Viewed

Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

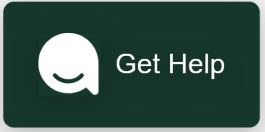
Hide

Optional

Required



Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Resume	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Recently Viewed

Custom application questions

LinkedIn Profile		
Website		
How did you hear about this job? (Required)		
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)		
If yes, please, explain:		
Have you ever been disciplined or fired from a job? (Required)		
If yes, please, explain:		
Have you ever been employed by our company or predecessor? (Required)		
If so, please, provide dates and position:		
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)		
If yes, please, explain:		
Provide a copy of such agreement:		



Recently Viewed

Are you related to any current employee of Townsquare Media? (Required)



If so, please, explain relationship:



Are you legally authorized to work in the U.S.? (Required)



Do you now need or will you need sponsorship in the future? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

Default

Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.



Get Help

Recently Viewed

This will only appear for external job boards with a saved OER client ID.

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

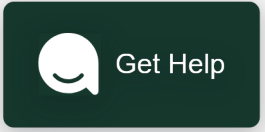
Location

- Remote *i*

[← Back](#)

[Preview](#)

[Save](#)



Recently Viewed

Director of Digital & Radio Content

Townsquare Media Fort Collins has an immediate opening for a Director of Content in Fort Collins, which includes being the Brand Manager for our AC brands (a local content creator on-air and digital). You'll lead our local Fort Collins content team, developing and executing a strategy to produce the best local content, on-air, online, and on site. We have 5 great Northern Colorado brands (New Country 99.1, Retro 102.5, 99.9 The Point, 94.3 The X, Power 102.9) and a team of talent that you'll lead to market-leading performance.

You'll develop your team's individual talents to help them engage audiences on multiple platforms, performing on-air, and writing on website and socials. You'll write and create clickable, sharable local content on our great online platforms. And you'll work creatively and collaboratively with your on air, online, production and sales teams, and with our advertising partners. You'll receive excellent training in both on-air and digital content creation. Competitive salary and immediate bonus opportunity. All the benefits: health, dental, 401k, etc. Put yourself in the picture with the multi-platform team that started it all—Townsquare!

Responsibilities

- Clear vision for the future of local content in the Fort Collins region, a strong desire to win and the confidence to manage a strong, staff
- Leadership and ownership of our experienced teams and strong local brands in the Fort Collins market; on-air, online, and onsite
- Expertise with content creation and curation
- Ability to develop market leading talent and create a positive culture where employees are engaged, especially when you can't be in both markets simultaneously.
- Creating tribes that actively engage their audience on-air, online, and onsite
- Expertise building programming clocks, music sequencing, and fundamentals of strategy and tactics designed to increase station time, time spent listening, and occasions
- Sound design and audio architecture writing creative, impactful audio elements for station imaging and client commercials and updating to keep fresh
- Extremely creative in the development of unique content and multi-media strategies, and ways to publish in an omni-channel company.
- Work with sales team to provide solutions to clients and create monetizable programs, sponsorships, and events
- Attend other programming/sales meetings as requested
- Total responsibility for the overall sound of all stations
- Knowledge of multiple formats
- Experience in winning in a competitive landscape
- Creation and implementation of multi-purpose ideas that grow ratings, digital audience, and revenue
- Learn the Townsquare content publishing, social media procedures and help your team implement them to grow on-air, online, and on-site attendance
- Inspire others to strive for excellence beyond their limitations
- Able to do a co-hosted show, voice track or go live on one or more Townsquare radio stations when needed, vacation relief, sick days or in case of emergency, etc.

- Track record of maximizing endorsement revenue and opportunities for talent.

Qualifications

- Demonstrated success as a leader
- Strategic thinker and attentive to the trends in the business.
- Strong judgment
- 3+ Years of management experience
- Strong writing and communications skills
- On-air programming experience
- Familiarity with a wide variety of digital assets
- Strong business acumen
- Desire to win

Benefits

- 3 weeks of PTO (+ 9 paid holidays)
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- Casual, high-energy work environment
- Opportunity for upward mobility
- Company provided laptop
- Competitive salary + bonus program
- Company discounts
- Pet Insurance
- Time off for volunteering
- And much more...

About Us

Townsquare is a community-focused digital media, digital marketing solutions and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing web sites, search engine optimization, social platforms and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 322 local terrestrial radio stations in 67 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#) and [Loudwire.com](#)

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.

Greenhouse report for Director of Content vacancy filled 12/6/2021.

Last Name	First Name	Applied For	Source	Application Date
		Director of Digital & Radio Content - Fort Collins	Applied through your website's jobs page	10/21/2021
		Director of Digital & Radio Content - Fort Collins	Applied through your website's jobs page	11/02/2021
		Director of Digital & Radio Content - Fort Collins	Applied through your website's jobs page	10/26/2021
		Director of Digital & Radio Content - Fort Collins	Applied through your website's jobs page	10/04/2021
		Director of Digital & Radio Content - Fort Collins	Applied through your website's jobs page	09/22/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	11/08/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/30/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/24/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/04/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/29/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/12/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/05/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	11/04/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/07/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	10/02/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/30/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/29/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/29/2021
		Director of Digital & Radio Content - Fort Collins	Linkedin (Ad Posting)	09/29/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/07/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/04/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/02/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/12/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/03/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/26/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/05/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/04/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/04/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/03/2021
		Director of Digital & Radio Content - Fort Collins	Responded to an ad on Indeed	10/03/2021

Director of Digital & Radio Content - Fort Collins

Fort Collins, CO
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

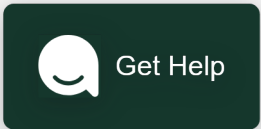
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

This selection will not be visible to candidates on the job post.

Application language

English

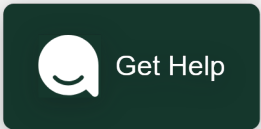


Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

Hide

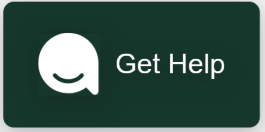
Optional

Required



























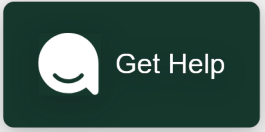


Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resume	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Custom application questions

Please submit a video introducing yourself, and tell a funny or moving story. (Required)	 
Please submit a radio aircheck if you have one.	 
Do you inform or entertain audiences anywhere else? (Youtube, Social Media, TikTok, Podcast, etc). Please show us: (Required)	 
Please include a writing sample. (Required)	 
Do you have any written content published anywhere? Please show us:	 
LinkedIn Profile	 
Website	 
How did you hear about this job? (Required)	 
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)	 
If yes, please, explain:	 
Have you ever been disciplined or fired from a job? (Required)	 
If yes, please, explain:	 



If so, please, provide dates and position:



Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)



If yes, please, explain:



Provide a copy of such agreement:



Do you have a valid driver's license and state minimum required auto insurance? (Required)



Are you related to any current employee of Townsquare Media? (Required)



If so, please, explain relationship:



Are you legally authorized to work in the U.S.? (Required)



Do you now need or will you need sponsorship in the future? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates



Get Help

Recently Viewed



- Default
- Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.

Include 'Apply with SEEK' button

This will only appear for external job boards with a saved SEEK Client ID.

Publish to free job boards

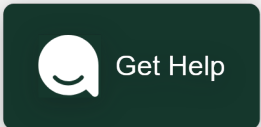
It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

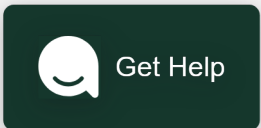
- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

Location

Fort Collins, Colorado, United States

Remote *i*





Market President

At Townsquare, we are a team of driven individuals who strive to be the leader in local media by building the strongest brands in the market, and monetizing those brands on air, on line and on site through our premier marketing and advertising solutions.

We are looking for a hands-on leader with proven success in the media and advertising space to join Townsquare as a Market President. This is a management position with a focus on driving revenue by building a culture of success and leading their team to become the best in-class media company in Fort Collins market!

Responsibilities:

- Oversee all aspects of the market operation with a particular focus on revenue generation across Townsquare's multiple media and entertainment platforms.
- Create a vision and strategy for consistent revenue and profit growth, with the ability to communicate and execute the plan
- Support the content team (on air and on line) and hold them accountable to executing the brand strategy and delivering content excellence.
- Recruit, train & develop top sales talent
- Lead their sales team to exceed revenue targets by developing a sales strategy and holding the team accountable to hitting and exceeding their individual goals.
- Ensure the station's license is in order and that Federal Communications Commission (FCC) and other federal, state and local rules and regulations are followed.
- Drive key account growth through the selling of results based, integrated programs while also pushing significant new business development.
- Prepare and manage the fiscal budget. Develop/implement strategic goals to exceed local advertising, live events and digital services budgets.
- Represent TSM to key client accounts and community; developing strong client relationships and community partnerships that further our business.

Qualifications:

- 5+ years of sales management experience in the media/advertising space
- Must have experience with digital advertising
- Radio/Broadcast experience is preferred
- Track record in exceeding budgets and outperforming the marketplace
- Proven ability to recruit, lead, motivate and coach others to achieve revenue results
- Must have experience in local media or broadcast and a strong understanding of digital advertising solutions
- Positive, encouraging management style that will lead from the front – this is NOT a sit-behind the desk management position
- Experience in putting together multi-media advertising campaigns

Benefits

- 3 weeks of PTO (+ 9 paid holidays)
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- Employee Stock Purchase Plan
- Casual, high-energy work environment
- Opportunity for upward mobility
- Company provided laptop
- Competitive salary + bonus program
- Company discounts
- Pet Insurance
- Time off for volunteering
- And much more...

About Us

Townsquare is a radio, digital media, entertainment and digital marketing solutions company principally focused on being the premier local advertising and marketing solutions platform in small and mid-sized markets across the U.S. Our assets include 321 radio stations and more than 330+ local websites in 67 U.S. markets, a digital marketing solutions company (Townsquare Interactive), a proprietary digital programmatic advertising platform (Townsquare Ignite) and approximately 200 live events. Our brands include local media assets such as WYRK, KLAQ, K2 and NJ101.5; iconic local and regional events such as WYRK's Taste of Country (update link!), the Boise Music Festival, the Red Dirt BBQ & Music Festival and Taste of Fort Collins; and leading tastemaker music and entertainment websites such as XXLmag.com, TasteofCountry.com and Loudwire.com.

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.

#LI-KB1

Greenhouse report for Market President vacancy filled 8/22/2022.

Last Name	First Name	Applied For	Source	Application Date
		Market President	Applied through your website's jobs page	04/29/2022
		Market President	Applied through your website's jobs page	04/28/2022
		Market President	Applied through your website's jobs page	04/25/2022
		Market President	Applied through your website's jobs page	05/09/2022
		Market President	CareerBuilder Applicant	04/21/2022
		Market President	Linkedin (Ad Posting)	05/14/2022
		Market President	Linkedin (Ad Posting)	06/16/2022
		Market President	Linkedin (Ad Posting)	07/27/2022
		Market President	Linkedin (Ad Posting)	07/13/2022
		Market President	Linkedin (Ad Posting)	07/12/2022
		Market President	Linkedin (Ad Posting)	06/20/2022
		Market President	Linkedin (Ad Posting)	05/22/2022
		Market President	Linkedin (Ad Posting)	06/07/2022
		Market President	Linkedin (Ad Posting)	05/26/2022
		Market President	Linkedin (Ad Posting)	04/20/2022
		Market President	Linkedin (Ad Posting)	04/24/2022
		Market President	Responded to an ad on Indeed	04/26/2022
		Market President	Responded to an ad on Indeed	05/10/2022
		Market President	Responded to an ad on Indeed	05/08/2022
		Market President	Responded to an ad on Indeed	04/21/2022
		Market President	Responded to an ad on Indeed	04/20/2022
		Market President	Employee Referral	04/26/2022

Market President

Fort Collins, CO

Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

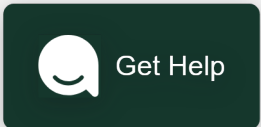
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

This selection will not be visible to candidates on the job post.

Application language

English

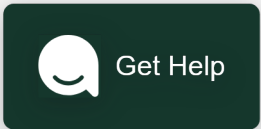


Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

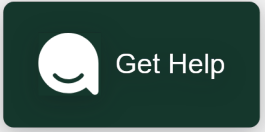
Hide

Optional

Required



























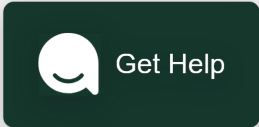
Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Resume	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Recently Viewed

Custom application questions

LinkedIn Profile	 
Website	 
How did you hear about this job?	 
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)	 
If yes, please, explain:	 
Have you ever been disciplined or fired from a job? (Required)	 
If yes, please, explain:	 
Have you ever been employed by our company or predecessor? (Required)	 
If so, please, provide dates and position:	 
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)	 
If yes, please, explain:	 
Do you have a valid driver's license and state minimum required auto insurance? (Required)	 



⋮ If so, please, explain relationship:



⋮ Are you legally authorized to work in the U.S.? (Required)



⋮ Do you now need or will you need sponsorship in the future? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

Default

Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.

Include 'Apply with SEEK' button

This will only appear for external job boards with a saved SEEK Client ID.



Get Help

Recently Viewed

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

Location

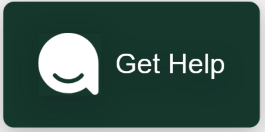
Fort Collins, Colorado, United States

- Remote *i*

[← Back](#)

[Preview](#)

[Save](#)



Morning Show Host/ Digital Content Writer - KUAD 99.1 - Fort Collins, CO

****This is a Full-time in-office position working closely and collaboratively with a Team****

Townsquare Media Fort Collins has an open opportunity for a Radio Host & Digital Content Writer for our 99.1-FM new country brand. We're looking for a country music enthusiast, strong content creator and someone to be the champion of the station on the streets - you must be a 360 talent to propel the brand to new heights.

Townsquare is a digital-first company, built in tandem with great radio brands that emphasize great local content and community involvement. You must be excited to embrace and prioritize the digital world alongside the terrestrial and be ready to learn and grow with a world-class team.

Applicants must be social media savvy, regularly contribute great local content to the station's website, mobile app, and all social platforms. Digital is not an afterthought at Townsquare Media, it is part of our DNA - and what sets us apart.

The successful candidate must be able to connect and engage with the station's target audience on all platforms. You're ready to put down roots, build community relationships and become a part of a community - at a driven and inventive company that strongly values our most important asset - our people. We're looking for someone that's ready to build and be part of the future of Townsquare Media.

Responsibilities

- Host daily drive program and be live on air Monday - Friday.
- Spend time each day doing daily show prep.
- Entertains and informs the listener audience both on the air, via digital content, and social media outlets.
- Publish a minimum of 2 original local articles per day on the station website and mobile app.
- Write assigned Facebook posts along with other social media platforms.
- Conducts on-air interviews, attends and assists in all market cluster live events, and produces commercials on a daily basis.
- Conducts Live Remotes and appearances and assist in special promotions and programming activities.
- Assist Brand Manager and Director of Content on various projects aimed at improving the quality of our brands and events
- Assist Brand Manager, Director of Content and Market President in building a high performing team that is positive and professional
- Working with the Brand Manager, contribute to the vision, Leadership, and Management for 99.1 Country Brand
- Participate in regular strategy and brainstorming sessions with station leadership and sales team

Qualifications

- History of original written digital content or able to prove an ability to write original content
- Knowledge of basic FCC rules and regulations.
- Ability to interact with management and staff at all levels, multi-task, and handle pressures and deadlines.
- Skill in operation of control board, remote broadcasting, and other related production equipment.
- Proficiency in Zetta and Adobe Audition.
- Computer literacy in applicable programs and excellent verbal communication skills.
- Public speaking skills and ability to interact with listeners and clients in a public setting.
- Problem-solving ability and skill in prioritizing.

Benefits

- PTO accrued through the year plus company holidays off
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- Casual, high-energy work environment
- Opportunity for upward mobility
- Company provided laptop
- Competitive salary + bonus program
- Company discounts
- Pet Insurance
- Time off for volunteering
- Salary plus quarterly bonus and endorsement opportunity

About Us

Townsquare is a community-focused digital media, digital marketing solutions and radio company focused outside the Top 50 markets in the U.S. Our assets include Townsquare Interactive, a digital marketing services subscription business providing web sites, search engine optimization, social platforms and online reputation management for approximately 21,900 SMBs; Townsquare IGNITE, a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 357 local terrestrial radio stations in 74 cities with corresponding local news and entertainment websites and apps including legendary brands such as WYRK.com, WJON.com, and NJ101.5.com, along with a network of national music brands including XXLmag.com, TasteofCountry.com, UltimateClassicRock.com and Loudwire.com.

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.

Morning Show Host/ Digital Content Writer - K99

(PRGMMGHOST) Fort Collins, CO
Job Status: Open

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

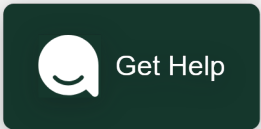
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Morning Show Host/ Digital Content Writer - KUAD (K9)

Post to *

Townsquare Media

Location *

Fort Collins, CO

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

N/A ×
Fort Collins Base Pa... × ▾

This selection will not be visible to candidates on the job post.

Application language

English

Recently Viewed

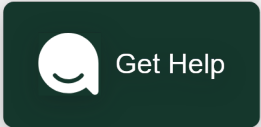
Post description

Custom description



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Pay transparency

Fort Collins Base Pay Range



USD \$00000 \$00000

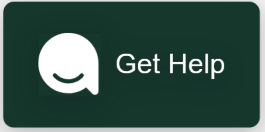
Basic application information

Personal information Hide Optional Required

First name			<input checked="" type="radio"/>
Last name			<input checked="" type="radio"/>
Email			<input checked="" type="radio"/>
Phone number		<input checked="" type="radio"/>	<input type="radio"/>
Resume		<input checked="" type="radio"/>	<input type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>















Education Hide Optional Required

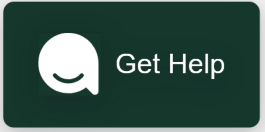
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>		
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>		

Custom application questions

- Please submit a video introducing yourself, and tell a funny or moving story.  
- Please provide the URL for your video submission (if unable to attach a file above), or write 'Attached' in this field. (Required)  
- Please submit a radio aircheck if you have one.  
- Do you inform or entertain audiences anywhere else? (Youtube, Social Media, TikTok, Podcast, etc). Please show us: (Required)  
- Please include a writing sample. (Required)  
- Do you have any written content published anywhere? Please show us:  
- LinkedIn Profile  



How did you hear about this job? (Required)



Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)



If yes, please, explain:



Have you ever been disciplined or fired from a job? (Required)



If yes, please, explain:



Have you ever been employed by our company or predecessor? (Required)



If so, please, provide dates and position:



Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)



If yes, please, explain:



Provide a copy of such agreement:



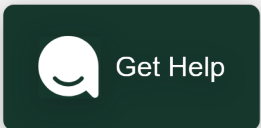
Do you have a valid driver's license and state minimum required auto insurance? (Required)



Are you related to any current employee of Townsquare Media? (Required)



If so, please, explain relationship:



Do you now need or will you need sponsorship in the future? (Required)



Are you able to work in the Fort Collins office? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Application confirmation page

- Default
- Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.

Include 'Apply with SEEK' button

This will only appear for external job boards with a saved SEEK Client ID.



Get Help

Publish to free job boards

Recently Viewed



Indeed

LinkedIn Limited ⓘ

ZipRecruiter ⓘ

Location

Fort Collins, Colorado, United States

Remote ⓘ

[← Back](#)

[Preview](#)

[Save](#)



Get Help

Recently Viewed

Account Executive

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Fort Collins Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

What the role will look like?

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the Fort Collins market
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

Qualifications:

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

Benefits:

- Competitive compensation package with uncapped earning potential
- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays

- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

We are seeking multiple levels of experience which will dictate the pay range. The salary offerings will be in the range of \$40k-\$70k + Monthly Bonus Opportunity

Fort Collins AE Pay Range

\$40,000—\$70,000 USD + MBO

About Us

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 357 local terrestrial radio stations in 74 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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.

#LI-MS1

Account Executive - Fort Collins 1/12/23 - 1/15/24

Fort Collins, CO
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

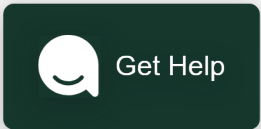
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

N/A x ▾

This selection will not be visible to candidates on the job post.

Application language

English



Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

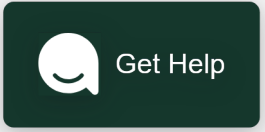
Hide

Optional

























Required

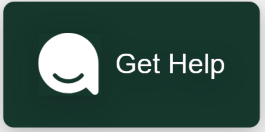


Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resume	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Custom application questions

LinkedIn Profile	 
Website	 
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)	 
If yes, please, explain:	 
Have you ever been disciplined or fired from a job? (Required)	 
If yes, please, explain:	 
Have you ever been employed by our company or predecessor? (Required)	 
If so, please, provide dates and position:	 
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)	 
If yes, please, explain:	 
Provide a copy of such agreement:	 
Do you have a valid driver's license and state minimum required auto insurance? (Required)	 



⋮ If so, please, explain relationship:



⋮ Are you legally authorized to work in the U.S.? (Required)



⋮ Do you now need or will you need sponsorship in the future? (Required)



⋮ How did you hear about this job? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

- Default
- Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.



Get Help

This will only appear for external job boards with a saved USER CLIENT ID.

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited
- ZipRecruiter

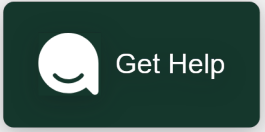
Location

- Remote

Back

Preview

Save



Recently Viewed

Account Executive

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Fort Collins Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

What the role will look like?

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the Fort Collins market
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

Qualifications:

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

Benefits:

- Competitive compensation package with uncapped earning potential
- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays

- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

We are seeking multiple levels of experience which will dictate the pay range. The salary offerings will be in the range of \$40k-\$70k + Monthly Bonus Opportunity

Fort Collins AE Pay Range

\$40,000—\$70,000 USD + MBO

About Us

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 357 local terrestrial radio stations in 74 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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.

#LI-MS1

Account Executive - Fort Collins 1/12/23 - 1/15/24

Fort Collins, CO
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

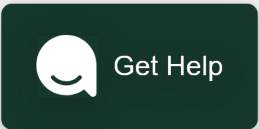
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

N/A x

This selection will not be visible to candidates on the job post.

Application language

English

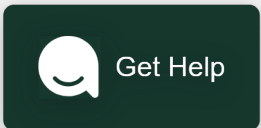


Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

Hide

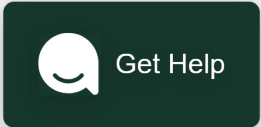
Optional

Required





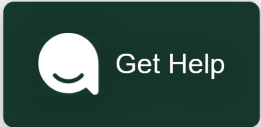
Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resume	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



Recently Viewed

Custom application questions

LinkedIn Profile		
Website		
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)		
If yes, please, explain:		
Have you ever been disciplined or fired from a job? (Required)		
If yes, please, explain:		
Have you ever been employed by our company or predecessor? (Required)		
If so, please, provide dates and position:		
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)		
If yes, please, explain:		
Provide a copy of such agreement:		
Do you have a valid driver's license and state minimum required auto insurance? (Required)		



⋮ If so, please, explain relationship:



⋮ Are you legally authorized to work in the U.S.? (Required)



⋮ Do you now need or will you need sponsorship in the future? (Required)



⋮ How did you hear about this job? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

Default

Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.



Get Help

Recently Viewed

This will only appear for external job boards with a saved OER Client ID.

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

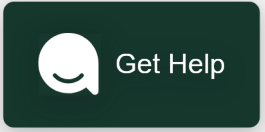
Location

- Remote *i*

[← Back](#)

[Preview](#)

[Save](#)



Recently Viewed

Account Executive

At Townsquare we are a team of driven individuals who push ourselves and those around us to grow personally and professionally. You can expect a dynamic and competitive work environment that fosters success, training, development and unlimited earning potential.

Are you driven by customer success and finding the perfect solution for your clients? Do you want to grow your career with the industry leader in digital space, make money and have fun while doing it? Then we want to talk to you!

We're looking to build out a team of driven individuals to bring our best-in-class marketing solutions to local business in the Fort Collins Market. This team is at the forefront of establishing and maintaining client relationships by leveraging our cross-platform advertising solutions to develop successful marketing campaigns for our clients.

What the role will look like?

- Determine strategy for identifying, connecting and closing new opportunities in your local market
- Prospect and identify potential clients using our proprietary data and analytics
- Build and maintain close working relationships with internal teams to identify upsell and cross sell opportunities
- Using your influencing and relationship-building skills, you provide world class client service, research and market analysis to create a successful campaign for our clients.
- Responsible for bringing our premier marketing and advertising solutions to local and regional businesses in the Fort Collins market
- Diversifying our clients' solutions through cross-selling a variety of marketing solutions including broadcast, digital (website design, SEO, SEM, Programmatic, Paid Search/Social, etc.), live event sponsorship and much more

Qualifications:

- Proven track record of meeting and exceeding aggressive sales goal
- Strong marketing acumen
- Effective verbal and written communications essential.
- Experience selling or working with digital and or multimedia advertising solutions
- 1+ year of sales or marketing experience is preferred, but not required
- Goal-oriented, strong work ethic and a desire to learn and grow a career in Sales
- Valid Driver's license, auto insurance, and vehicle
- Bachelor's Degree preferred but not required

Benefits:

- Competitive compensation package with uncapped earning potential
- Tech package for laptop and cell phone
- Monthly car allowance

- 4-week long sales training program
- 3 weeks of PTO + 9 paid holidays
- Medical, Dental, Vision and Pet Insurance
- 401(K) Retirement Plan
- Casual, high-energy work environment
- Unlimited growth opportunities!

About Us

Townsquare is a community-focused digital media, digital marketing solutions, and radio company focused outside the Top 50 markets in the U.S. Our assets include [Townsquare Interactive](#), a digital marketing services subscription business providing websites, search engine optimization, social platforms, and online reputation management for approximately 21,900 SMBs; [Townsquare IGNITE](#), a proprietary digital programmatic advertising technology with an in-house demand and data management platform; and Townsquare Media, our portfolio of 322 local terrestrial radio stations in 67 cities with corresponding local news and entertainment websites and apps including legendary brands such as [WYRK.com](#), [WJON.com](#), and [NJ101.5.com](#), along with a network of national music brands including [XXLmag.com](#), [TasteofCountry.com](#), [UltimateClassicRock.com](#), and [Loudwire.com](#).

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.

#LI-EB1

Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/08/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/09/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/09/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/11/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/12/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/13/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/16/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/16/2022
		Account Executive - Fort Collins	Linkedin (Ad Posting)	12/19/2022
		Account Executive - Fort Collins	Employee Referral	11/22/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/12/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/01/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/09/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/18/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/24/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/24/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	01/31/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	02/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	02/22/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/06/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/18/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	04/21/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	05/16/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	05/26/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/07/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/08/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/09/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/11/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/13/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/13/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	06/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	07/12/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	07/28/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	08/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	08/30/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/13/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/15/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/18/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/23/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/25/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	09/28/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	10/06/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	10/24/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	10/28/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/02/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/22/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	11/30/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/13/2022
		Account Executive - Fort Collins	Responded to an ad on Indeed	12/14/2022

Account Executive - Fort Collins

Fort Collins, CO
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed

Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

This location will be visible to candidates on the job post.

Pay transparency rules * ?

Select one or more rules to pull in the appropriate pay range fields. [Learn more](#)

This selection will not be visible to candidates on the job post.

Application language

English

Recently Viewed

Custom description ?



Inclusive job descriptions motivate candidates from all backgrounds to apply, broadening your talent pool and making it more diverse. Consider:

- Listing only the qualifications that are necessary for the role
- Avoiding stereotypically masculine language
- Communicating a growth mindset by using language that emphasizes learning and growth over innate abilities
- Including benefits that appeal to a wide range of demographic groups

Basic application information

Personal information

Hide

Optional

Required

Recently Viewed



Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Resume	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Cover letter	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Education	Hide	Optional	Required
School name	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End year	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
End month	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Recently Viewed

Custom application questions

LinkedIn Profile		
Website		
How did you hear about this job? (Required)		
Is there any reason why you could not perform any of the job duties listed in the job description for which you are applying with or without a reasonable accommodation? (Required)		
If yes, please, explain:		
Have you ever been disciplined or fired from a job? (Required)		
If yes, please, explain:		
Have you ever been employed by our company or predecessor? (Required)		
If so, please, provide dates and position:		
Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)? (Required)		
If yes, please, explain:		
Provide a copy of such agreement:		

Recently Viewed

Are you related to any current employee of Townsquare Media? (Required)



If so, please, explain relationship:



Are you legally authorized to work in the U.S.? (Required)



Do you now need or will you need sponsorship in the future? (Required)



Add custom question

Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

[Customize](#) your auto-reply templates.

Application confirmation page

Default

Customize

Include EEOC questions

Collect demographic data about gender, race, veteran, and disability status to meet EEOC compliance and reporting requirements for U.S federal contractors. The language and format of these questions can't be changed.



This will only appear for external job boards with a saved USER CLIENT ID.

Publish to free job boards

It can take up to 48 hours for new posts or updates to appear on these boards. [Learn more.](#)

- Indeed
- LinkedIn Limited *i*
- ZipRecruiter *i*

Location

- Remote *i*

[← Back](#)

[Preview](#)

[Save](#)

Recently Viewed

Exhibit 4

Documentation of Outreach Initiatives

The attached materials document the initiatives included in the EEO public file reports and generally are presented in the order that the initiatives appear in those reports. Note that the EEO public file report covering December 1, 2021 to November 30, 2022 is part of the December 1, 2020 to November 30, 2022 two-year term, and the EEO public file report covering December 1, 2022 to November 30, 2023 is part of the December 1, 2022 to November 30, 2024 two-year term.

From:

To:

Cc:

Subject: Top Gun Training

Date: Monday, August 1, 2022 2:13:59 PM

Attachments: [image001.png](#)

Hello Leaders

You are receiving this e-mail because you have nominated one of your sellers to participate in a new training series, we have dubbed Top Gun Academy. Top Gun Academy will be 4 days of training to take our best performing AE's and take their skills to the next level, moderated by

The training will be all virtual, and will be just 90 minutes per session for 4 days. The curriculum is detailed more below, but the end goal is to to arm your sellers with even more knowledge and take them from GOOD to GREAT!

The initial class size is a small (about 10-12 AE's), to ensure participation and role playing. Stay tuned for an invite coming from _____, and please let your AE's know this is coming.

Please let us know if you have any questions!

Thanks!

Tuesday August 16th – Friday August 19th :

- Session 1 (90 min)
 - Solutions to Goals QuickFire – Establish a baseline
- Session 2 (90 min)
 - Townsquare DNA – Folding this into all aspects of the sale
- Session 3 (90 Min)
 - Audience and Budget Recommendations – How to use reach/frequency to recommend an appropriate budget
- Session 3 (90 min)
 - The Pitch Deck – Ensuring that we are using our go-to-market deck in the most effective way for the highest opportunity to earn the close

	Albany
	Boise
	Buffalo
	Duluth
	Ft. Collins
	Grand Rapids
	Lansing
	Rochester
	Shreveport

	Trenton
	Utica
	Victoria
	Great Falls

Vice President of Digital Sales
Townsquare Media

c |
in |

townsquareinteractive.com | townsquareignite.com

From:
To:
Subject: Fwd: Top Gun Academy Training!
Date: Monday, August 15, 2022 6:29:50 PM
Attachments: [image001.png](#)
[image002.png](#)

From: @townsquaremedia.com>
Sent: Friday, August 12, 2022 11:27:35 AM
To:

Subject: Top Gun Academy Training!

Happy Friday!

You have been selected by your leadership to attend these Top Gun Academy Training sessions next week! Being selected means you are perceived by leadership **as top tier digital drivers** in the company. These courses are designed to take what you do amazing now and give you some additional tools to drive more revenue and MAKE more commissions...

Here is a little more detail as to what we will cover in class!

Day 1

Group Discussion & Solutions to Goals QuickFIRE

We are going to discuss as a group the most important elements of a marketing strategy. Afterwards we will roll a new QuickFIRE with more complex scenarios! This will be great to learn from each other and dive into tactical/goal knowledge which will be revealing.

Day 2

Townsquare DNA Deep Dive

and I will be spending this time to help you see how Townsquare DNA can be used in all phases of the sale: Pre-sale, Discovery/Strategy Design & In Pitch. The goal is that you all have a deep understanding of how these are central to the sales process and sets you apart.

Day 3

Budget Recommendations & Negotiation

We will be sharing a method of suggesting an appropriate marketing budget as well as the working in a few platforms to reveal audience sizes to leverage frequency.

Day 4

The Pitch

We will break down the pitch deck and show the most effective way to present our strategies and value for the best opportunity for closing!

Super excited to spend time with you all next week!

Corporate VP Digital Solutions & Training

Mobile:

[Townsquare Media](#) | [Townsquare Ignite](#)

Townsquare Media does not discriminate in advertising sales based on race or ethnicity. Any provision in any order or agreement for advertising that purports to discriminate on the basis of race or ethnicity, even if handwritten, typed or otherwise made a part of a particular contract, will be rejected.

“Progress is impossible without change, and those who cannot change their minds cannot change anything”

~ George Bernard Shaw



From: [@trustmineral.com](mailto:)
To:
Subject: Learn course completion
Date: Tuesday, August 29, 2023 2:36:02 PM
Attachments: [valuing_diversity_1693334124.pdf](#)

Hi [REDACTED],

This is to notify you that [REDACTED] has completed the course Valuing Diversity.

Please find attached a copy of the certificate for your records.

Thank you,
Mineral Team.



© 2023 Mineral, Inc.
4637 Chabot Drive, Suite 200. Pleasanton, CA 94588
844-413-2468

Internet Email Warning

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Mineral

CERTIFICATE OF ACHIEVEMENT

This is to certify that

has completed the course:

Valuing Diversity

August 29, 2023



INTERN/TRAINEE AGREEMENT

Intern/Trainee's Full Name: _____ SSN: _____

Address: _____
(Street Address) (City) (State) (Zip Code)

Parent or Legal Guardian (if under 18): _____

Emergency Contact: _____
(Name) (Relationship) (Phone Number)

Term of Internship: From (Start date): _____ to (End date): _____

Educational Facility Providing Academic Credit:
(*If Applicable)
Fossil Ridge Hs _____
(Facility Name) (Contact Person) (Phone Number)

***A copy of the Letter of Internship from the educational facility providing academic credit must be attached to this Agreement if the Internship program is through an educational facility providing academic credit.**

Once completed, please retain this original signed document and the Letter of Internship (if applicable) in a secure file in the office of the local market/office location Business Manager/ABM, and provide a copy to the Intern/Trainee for his/her records.

The Intern/Trainee (and/or Parent or Legal Guardian) agrees that the Intern/Trainee's participation in Townsquare Media's Internship/Trainee program does not create an employer/employee relationship between Townsquare Media, Inc. (the "Company") and Intern/Trainee, and therefore Intern/Trainee is not entitled to wages or compensation for the time spent in the Internship/Trainee program nor to any of the benefits that the Company provides to its employees. These benefits include, but are not limited to, health insurance, life insurance, pension and profit sharing, unemployment compensation insurance, or the Company's Workers' Compensation policy.

The Intern/Trainee (and/or Parent or Legal Guardian) acknowledges that the Intern/Trainee has accepted an educational opportunity for the term set forth above to serve as an Intern/Trainee for the purpose of acquiring general skills while in the process of performing tasks and fulfilling assignments that are a legitimate part of the learning experience, without compensation, and with the express understanding that the Intern/Trainee will be receiving training similar to what one learns in a vocational school or academic institution. *If applicable that the Intern/Trainee is currently a student at a bona fide educational facility including, but without limitation to, a university, community college, trade school or high school, he/she may be entitled to receive academic credit from his or her educational facility for their Internship program with Townsquare Media, Inc.

The Intern/Trainee (and/or Parent or Legal Guardian) understands that the Company reserves the right to terminate any Internship program during the Internship period set forth above.

The Intern/Trainee (and/or Parent or Legal Guardian) also understands that Intern/Trainee is not entitled to a job with the Company at the completion of their Internship.

Intern/Trainee (and/or Parent or Legal Guardian) understands that Intern/Trainee is not eligible to win prizes or participate in Company contests.

Intern/Trainee (and/or Parent or Legal Guardian) understands that Intern/Trainee has no authority to bind the Company in any matter.

The Intern/Trainee (and/or Parent or Legal Guardian) agrees to release, indemnify and hold harmless the Company and its respective officers, directors, agents, representatives, and employees (referred to collectively as "Releases") from any claim arising out of any injury as a result of the Internship, including, without limitation, any and all claims, actions, damages, liabilities, injury and loss that in any way are caused by, arise out of, or result from the negligence, gross negligence, or recklessness of the Company and/or Releases. Intern/Trainee (and/or Parent or Legal Guardian) agrees to defend, indemnify and hold harmless the Company and/or Releases from any and all such claims, actions, damages, liabilities, injury or loss.

Signature of Intern/Trainee _____

Date: 03-23-23

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian) _____

Date: 03/30/23



Intern- Acknowledgement Regarding COVID-19

I, _____, an Intern/Trainee at Townsquare understand that when in the office or upon entering the building where the office is based, I must adhere to all required protocol related to reducing the spread of COVID-19. Failure to follow the protocols may result in the termination of my internship. I understand that Townsquare takes the safety of employees and interns very seriously and as part of the Townsquare community, I am equally committed to the safety of those around me.

In addition, I acknowledge that the following statements below are true and I will continue to respond positively to each point every day before coming to the office location:

- I have not been diagnosed with COVID-19 within the past two weeks;
- I have not knowingly been in contact with anyone diagnosed with COVID-19 within the past two weeks;
- I have not had a fever, sore throat, cough, or difficulty breathing in the past two weeks;
- I have not knowingly been in direct contact with anyone who has had a fever, sore throat, cough, or difficulty breathing in the past two weeks;
- I will let TSM know immediately (i.e., within 2 hours) if I develop a fever, sore throat, cough, or difficulty breathing or if I learn that I – or anyone else with whom I have been in contact – is diagnosed with COVID-19; and

By signing below, I agree that I have read, understand, and agree with the above statements and that I am signing this form voluntarily.

Name 3/23/23
Date

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian) 3-30-23
Date

From:
To: [Human Resources](#)
Subject: Intern email and log-in
Date: Thursday, April 27, 2023 10:21:24 AM
Attachments: [image001.png](#)

Is it possible to get an intern an email and log-in?

I would like to add

Thank you,

Director of Content
Townsquare Media Northern Colorado



99.9 THE POINT | **RETRO 102.5** | **K99 New Country** | **94.3 THE X** | **POWER 102.9** | **TASTE OF FORT COLLINS** | **WINE TIME**

Townsquare is a media, entertainment and digital marketing solutions company focusing on small and medium-sized markets and local communities. Our NoCo brands K99, RETRO 102.5, 99.9 The Point, 94.3 The X, and through a network agreement, Power 102.9, home of the Rams, reach 150K residents each week with our radio broadcasts, and we engage 370K people digitally through our station apps, websites and social media. We publish more than 25 local news stories daily, produce premium events such as Taste of Fort Collins, and activate audiences daily for our hundreds of local business partners.



**FRONT RANGE
COMMUNITY COLLEGE**

Internship Education Handbook

June 1, 2010

Student - Employer - College

**Boulder County Campus
2121 Miller Drive
Longmont, Colorado 80501
303-678-3722**

**Larimer Campus
4616 South Shields
Fort Collins, Colorado 80526
970-226-2500**

**Westminster Campus
3645 West 112th Avenue
Westminster, Colorado 80031-2199
303-466-8811**

**Brighton Center
Community College Center
1931 East Bridge Street
First Floor, Suite 1
Brighton, Colorado 80601
303-404-5099**

www.frontrange.edu



Internship Education at Front Range Community College

Internship Education offers students the opportunity to earn college credit and gain practical work experience under the supervision of an experienced employer and college faculty member.

To participate in internship education, students must have:

- Completed a sufficient academic preparation in their program major;
- Maintained a minimum cumulative grade point average of 2.0;
- Completed an internship application with a faculty recommendation (this form is included in this Handbook);
- Obtained an internship job placement prior to course enrollment.

Students should meet with their faculty advisor to identify potential internship cooperators, verify their eligibility and complete the application forms the semester before they enroll in an internship course. Transferability of internship credit is at the discretion of the institution to which the credits are being transferred. Students should consult with a transfer advisor from the receiving institution for information on transferability. NOTE: Internships require a ratio of 45 contact hours for 1 semester credit.

FORMS TO COMPLETE:

In addition to the usual admission and registration processes, there are two documents required for creating and registering for an internship:

1. Internship Learning Application and Training Agreement
2. Internship Education Learning Objectives and Activities

These two documents are included in this Handbook.

DIRECTIONS FOR COMPLETION AND DISTRIBUTION:

1. Student and FRCC Faculty Advisor complete the Internship Learning Objectives and Activities form, and the Application and Training Agreement form, including signatures.
2. FRCC Faculty Advisor brings a copy of these completed forms to Dean of Instruction's office.
3. FRCC Faculty Advisor distributes copies of the forms as follows:
 - Original copy plus one photocopy to the student;
 - One copy to the employer;
 - One copy to the academic department chair;
 - One copy for the FRCC Faculty Advisor to keep.



INTERNSHIP EDUCATION APPLICATION and TRAINING AGREEMENT

Student: _____ Student ID #: _____
Address: _____ City: _____ Zip: _____
Telephone: _____ Fax#: _____ Email: _____

Employer (company): Townsquare Media
Supervisor (name of person): _____ Position: Director of Content
Address: _____ City: _____ Zip: _____
Telephone: _____ Fax#: _____ Email: _____

The above student, completing an internship with your organization, will receive credits for this experience from Front Range Community College. A signed copy of this form will be returned to you indicating acceptance of these arrangements.

Course: MUS 2084 Section: 601 Semester: Spring Year: 2023 Program Major Recording Arts Technology

Duration of Internship: Starting date: 1/8/2023 Ending date: 5/8/2022

What type of work will this student be performing? Running live broadcast for sporting events and sending to radio affiliates

Remuneration, (if applicable) \$N/A per hour. Other benefits student will receive: N/A

Student agrees to:

- Follow the employer's work and job conduct rules.
Report to internship promptly and regularly and notify the Employer at once if illness or an emergency prevents the student from reporting to work.
Attend special seminars or related classes (as specified), and perform all assignments.
Notify the Faculty Advisor immediately if he/she is dismissed from his/her internship; or changes of duties/functions.

College agrees to:

- Provide staff to work with the employer and to coordinate the student's on-the-job experiences and his/her college program.
Grant appropriate credits for successful job performance.

Employer agrees to:

- Instruct the student as to rules, regulations and duties of the job/internship.
Provide adequate supervision for the student and help him/her progress on the internship.
Provide performance ratings at the end of the semester that may be used in determination of a course grade for the student.
Confer with the Faculty Advisor regarding any problems concerning any personnel problems while on the job should the need arise.
Accept and assign the student to jobs and to otherwise treat him/her without regard to race, color, national origin, age, religion, sex or handicap.
Provide Worker's Compensation, if the employer pays the student.

Employer's Signature _____ Date 2/22/23

Student's Signature _____ Date

Faculty Advisor's Recommendation and Signature _____ Date 1/9/23

Dept. Chair or Program Director Signature _____ Date 1/9/23



INTERNSHIP LEARNING OBJECTIVES AND ACTIVITIES

Student Name _____
Student ID Number _____

Course Name Internship
(Cannot be the same name as a Catalog course name.)
Prefix: MUS Course Number: 2084 Section Number: 601 Number of Credits: 2
Term: Fall; Spring X; Summer; Year 2023
Begin date 1/8/2023; End date 5/8/2023

XXX 180-184/280-284: Internship provides students with the opportunity to supplement course-work with practical work experience related to their educational program. Students work under the immediate supervision of experienced personnel at the business location and with the direct guidance of the FRCC Faculty Advisor.

Course Objectives:

- 1. Demonstrate proficiency with Audioparts Engineering Soundboard and how it interfaces with Skyview Fast Plyer and Adobe Audition.
2. Demonstrate the ability to operate quickly under pressure while communicating with the broadcasters at the sporting event and connecting the appropriate sound files in a timely manner while live.
3. Develop interpersonal skills to work with the technical director, director of content, and the various broadcasters.

Use attached pages for additional course objectives.

Assignments/Activities/Assessment criteria:

- 1. Manage audio files from broadcasts and upload for archival purposes.
2. Communicate live with the broadcasters on site and follow ques for audio files in the broadcast.
3. Operate soundboard and recording programs effectively during broadcast.

Use attached pages for additional course assignments/activities/assessment criteria.

Scheduled meeting dates with FRCC faculty advisor (list the dates on the line below):

Week 3, Week 8, Week 13, ,

Student Signature _____ Date _____

Faculty Advisor Signature _____ Date 1/9/23

Employer Signature _____ Date 2/22/23

Dept. Chair or Program Director Signature _____ Date 1/9/23

The FRCC Faculty Advisor will distribute completed copies of this form to the student, employer, FRCC academic Department Chair or Program Director, and keep a file copy.

The FRCC Faculty Advisor will record the student's grade at the end of the current semester.



Internship Learning Objectives and Activities

Directions for completion and distribution of this document:

1. Student and FRCC Faculty Advisor complete the appropriate paperwork, including signatures.
2. FRCC Faculty Advisor brings this completed form to: Larimer-Deans of Instruction; Westminster-Annette Bailey or John Eggers; Boulder County-.
3. FRCC Faculty Advisor distributes copies of this form as follows:
 - a. Original copy plus one photocopy to the student;
 - b. One copy to the employer;
 - c. One copy to the academic Department Chair or Program Director;
 - d. One copy for the FRCC Faculty Advisor to keep.
4. The student takes the original copy of the Application and Training agreement to the Admissions and Records Office to complete their registration.



INTERNSHIP EDUCATION TIMELINE

No matter what time of the semester a student enrolls or completes their internship, there are some basic tasks that need to be completed at the beginning, middle and the end of the internship.

Prior to Beginning

Student

- Review Internship Handbook
- Meet with the Faculty Advisor in your area
 - Establish appropriate Learning Objectives and Activities (see form)
- Complete Application and Training Agreement form
- Register for internship course

Faculty Advisor and Employer

- Assist student with establishing Learning Objectives and Activities
- Complete and sign forms
 - Application and Training Agreement
 - Learning Objectives and Activities
- Distribution of completed forms by Faculty Advisor to Employer and Student
- Advisor sends the worker's compensation notice (page 8) to the employer.

Middle

Student, Faculty Advisor and Employer

- Maintain mutual communication on student progress as appropriate for internship

End

Student

- Provide Employer with Evaluation for completion
- Notify Faculty Advisor of completion of internship

Employer

- Provide feedback to Faculty Advisor.
- Provide feedback to the student.

Faculty Advisor

- Evaluate student achievement of Learning Objectives and Activities.
- Review Final Student Evaluation by Employer
- **Submit grade to Registrar**

Faculty advisors, you may use this sheet as a checklist to ensure all functions are completed.

INTERNSHIP EDUCATION FACT SHEET

As an extension of the classroom, the College Internship Program offers students an opportunity to earn college credit and gain practical work experience in a chosen career. Students work with their Faculty Advisor and an experienced employer to design and complete work experiences that apply the knowledge and skills the student has gained in the classroom to a work setting.

The BENEFITS of an INTERNSHIP are:

- An opportunity to gain practical experience in your chosen career,
- An opportunity for gaining employment under an industry mentor,
- An opportunity to network professionally for new employment opportunities,
- A chance to be exposed to challenging new situations you can't learn in a classroom
- A chance to identify or redefine your career aspirations
- And much...much...more!

Getting an INTERNSHIP

Internship opportunities may be identified through:

- Referral from a faculty or staff member
- Internship listing on the Program bulletin boards.
- Direct contact with an employer or organization.
- Contacting a professional association, organization or trade show.
- and more...

ENROLLING IN AN INTERNSHIP

Meet with your Faculty Advisor to identify potential internship employers, verify your eligibility and complete the necessary forms.

RULES OF CONDUCT

As an Intern, students must abide by the following general policies:

1. Attendance, Vacations & Holidays – Tardiness and poor attendance are unprofessional. Students are expected to be prompt while working for their sponsor, and to follow the work schedule they have developed with their Employer. Student vacations and times-off should be discussed and agreed to by the Employer before the internship begins.
2. Dress – Students are expected to maintain a personal appearance and dress appropriate to the professional setting of their internship and their job duties.
3. Injury – Any injury must be reported immediately to their Employer, Faculty Advisor and their campus Human Resources.
4. Transportation – Transportation to and from the internship site is the student's responsibility.
5. Confidentiality, Ethics & Behavior – Students are expected to maintain confidentiality with their internship at all times, and to abide by their Employer's code of professional ethics and rules of behavior. Students may be disciplined or dismissed from their internship for using illegal drugs, alcohol, or smoking if such is the pre-existing policy of their Employer, if pre-existing company policies are followed in the discipline or dismissal process. The Employer will notify the College in writing in the event an intern is disciplined (including warnings) or dismissed.
6. Additional items as designated by College/Department and/or Employer.



WORKERS' COMPENSATION

I. What is the purpose of Workers' Compensation?

- A. Provide a No Fault, sole remedy in cases of on-the-job injury at no cost to employee.
- B. Return the injured employee to work as soon as possible

II. Who is covered by Workers' Compensation?

- A. **Employees** are workers covered by the Workers' Compensation insurance paid by the employer.

NOTE: Student interns who receive remuneration (hourly wage, stipend, tuition reimbursement, etc.) from their employer are employees and shall be covered by the employer's workers' compensation.

- B. **Unpaid Student Interns** are covered by the educational institution's Workers' Compensation insurance program when the internship meets ALL OF the following conditions:

1. Internship (job) placement is located off campus.
2. Student is registered in an internship at the college.
3. Internship (job) placement is not paid or remunerated by the employer.
4. Internship course is a requirement, option or substitute of the student's academic program.
5. Written training agreement between the College and the Employer.

- C. **Volunteers** - volunteers are not covered by the Workers' Compensation Act except for emergency response volunteers specifically designated in the act.

III. In the event of injury or accident, what is the sequence of events for Student Interns under the Workers' Compensation Act?

A. Medical Treatment

Seek **emergency** treatment first if necessary.

B. Injury/Accident Report

Student intern should contact the College Human Resources Office at his/her Campus immediately to report the injury or accident, and request an injury report including information, criteria and procedures. (See Important Numbers in the Supplemental Section of this handbook). This information must also be given to the employer.

Email correspondence confirming September 7, 2023 station tour to students.

From:
To:
Subject: WEST tour and contact info
Date: Friday, August 18, 2023 11:42:28 AM

Hi ,

Great to just chat with you. I'm so excited we were able to book a tour, and we'll look forward to seeing you on Sept 7th at 1:30! Let me know if you need anything from me or if anything changes. Have a great weekend.


Special Education/Transition Teacher
W.E.S.T. program (Windsor Exceptional Students in Transition)

@weldre4.org

Internet Email Warning

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Director of Content serves on the communication media advisory board for Aims Community College. The following are agendas for the meetings she attended during the 2022-2023 reporting period.

Advisory Committee Communication Media March 31st, 2023 Comm-Media 8:15 - 9:30 am EDBH - room 142		
<u>Committee Chair:</u> <u>Facilitator:</u> Voting Members: Other Attendees:	Regular Meeting MINUTES <u>Minute Taker:</u>	<u>Absent:</u>

Agenda/Topic	Discussion	Action
October 2022 Minutes to approve	Review and Approve Minutes from Fall Meeting	motioned: seconded: approved: All
Program approval:	The Communication Media Program met its program approval in Jan 2023	Informational
Old Business:		Introduce _____, new full time instructor for Comm Media. : Teaching Digital Effects, Adobe Premier : Program removed
Video Editing & Effects AAS Removed MGD 1903 Lightwave from the catalog and replaced it with MGD 1055 3D Modeling I, <i>required for the Video Editing & Effects AAS degree</i>	MGD 1065 After Effects I was successfully added to the degree and MGD 2055 to the electives. MGD 1055 and 2055 updated at State level, new courses for Aims CC.	Informational : Teaching Cinema 4D
JOU 2025 New Media and JOU 2041 Feature and Magazine Writing added to the Media Writing and Journalism degrees.	JOU 2025 New Media and JOU 2041 Feature and Magazine Writing new courses for Aims CC.	Informational : Instructed the group about the new JOU 2025 change.
MUS 1065 MIDI I Students may select up to 6 elective credits in MUS	MUS 1065 MIDI I - Music Instrument Digital Interface I adopted as a Comm-Media CTE	Informational Instructed the group about the new

coursework <i>has been removed from all other degrees.</i>	course no longer associated with academic side of the house.	Midi associated with Comm Media, CTE. Managed by Comm Media.
Sound Design I	The template to update Sound Design I curriculum for MGD 1063 was submitted to the state and is back for a rewrite with other state community colleges.	Informational Submitted by _____, but under review.
Pre-requisite changes:	<i>Other classes are noted as permission of instructor in advanced level courses.</i> Internships, Capstone, and Independent studies.	Informational
New Business:		
Proposed changes to Video Editing degree similar to TV Production <i>(see handout)</i> <i>There was a sub memo issue to make equivalencies between these courses - give students the choice of software based Digital Editing courses.</i>	Select two of the following courses: FVM 1064 - Digital Editing: Final Cut Pro3 credits FVM 1065 - Digital Editing: Avid 3 credits, MGD 1064 - Digital Video Editing I 3 credits	motioned: seconded: approved:.
Discussion about Avid software usage?	Current leading industry software? Requires frequent maintenance - updates	Comments:

General questions for the Advisory committee.	<p>What skills have been missing from applicants / employees?</p> <p>What skills would you like to see implemented in the future?</p> <p>What software skills would you like to see from your employees?</p> <p>In regards to social media, what skills do you want to see from applicants?</p>	Comments:

--	--	--

--	--

--	--	--

Evaluations	Advisory Committee Evaluation now online.	Evaluations will be sent out shortly after the meeting.
Additional Questions or Comments?	<p>Events: LiSA – Live in Studio A available in April Dark Side of the Moon 50th Anniversary Tribute in May Graduation Ceremony for Comm-Media – Friday, May 12th at 5 pm.</p> <p>Azaret Open House - May 12 & 13 (2pm to 4pm)</p>	<p>Informational</p> <p>shared the events with the group.</p> <p>Invited to the graduation for Comm Media.</p> <p>inviting open house. Meeting the advising team. Different departments. TRIO, May 12 and 13th (2pm to 4pm)</p>

Other Business:	<p>Date for the next meeting?</p> <p>Tour Comm-Media facilities</p>	
Meeting Adjourned:		<p>motioned: seconded: approved: Everyone</p>

**Advisory Committee
Communication Media
October 6th, 2023
Comm-Media 8:15 - 9:30 am
ATTC 2rd floor - room 221**



<p><u>Committee Chair:</u></p> <p>Facilitator:</p> <p>Voting Members:</p> <p><u>Other Attendees:</u></p>	<p>Regular Meeting MINUTES</p> <p><u>Minute Taker:</u></p>	<p><u>Absent:</u></p>
---	--	------------------------------

Agenda/Topic	Discussion	Action
<i>March 2023 Minutes to approve</i>	Review and Approve Minutes from Fall Meeting	motioned: seconded: approved:
Program approval:	The Communication Media Program Review Q & A	Informational
Old Business: Kate		
Sound Design I	The template to update Sound Design I curriculum for MGD 1063 was submitted to the state and is back for a rewrite with other state community colleges.	Informational
Comm-Media Checklists	share handouts	Informational
New Business:		
Questions for the Advisory Committee	How can we best partner with you in your industry to share people resources? It may look like training for your staff or sending you an intern for an internship.	Comments:
	Do you feel that our current certificates and degrees offer students the type of experience they need in the industry? Should we be crafting smaller certificates that teach other specific skill sets?	Comments:
Branding Comm-Media	Rebranding or Marketing the brand Comm-Media - new terms or technology?	Comments:

Video Editing & Effects certificate?	We have a Video Editing & Effects AAS but not a smaller certificate. Do we need a certificate to get students working sooner? Editing for YouTube	Comments:
Radio Broadcasting is changing.	Recommendations for alternatives, like Podcasting, Live Streaming, etc.	Comments:
Additional Questions or Comments?		

Other Business:	Date for the next meeting?	
Meeting Adjourned:		motioned: seconded: approved: