

Allison Zolot
Senior Vice President & General Counsel

May 4, 2022

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 – WBUF(FM), Buffalo, NY (Facility Id. 53699); WYRK(FM), Buffalo, NY (Facility Id. 1908)

Dear Sir or Madam:

Townsquare Media of Buffalo, Inc. (“Townsquare Buffalo”), the licensee of broadcast stations WBUF(FM), Buffalo, New York and WYRK(FM), Buffalo, New York, hereby responds to the Commission’s notice of audit issued to Townsquare Buffalo for WBUF(FM) and WYRK(FM). This response includes information about the following stations, which, with WBUF(FM) and WYRK(FM), comprise Townsquare Buffalo’s employment unit (the “Unit” or “Stations”):

WMSX(FM), Buffalo, NY (Facility Id. 1915)
WBLK(FM), Depew, NY (Facility Id. 71215)

a. **Public File Report.** Copies of Townsquare Buffalo’s two most recent EEO public file reports for the periods covering February 1, 2020 to January 31, 2021 (“2020-2021 Reporting Period”) and February 1, 2021 to January 31, 2022 (“2021-2022 Reporting Period”) (the 2020-2021 Reporting Period and the 2021-2022 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 April 28, 2022.

The Stations’ website addresses are <https://wbuf.com>, <https://961thebreeze.com>, <https://wyrk.com>, and <https://wblk.com>. The Unit’s most recent public file report is posted on each of these websites.

b. **Supporting Documentation for Vacancies.** For each full-time vacancy filled during the Audit Period, Townsquare Buffalo sent the same notice to the recruitment sources listed in its EEO public file reports for the Audit Period. The text of the notice that was sent to the recruitment sources listed in the reports is included in Exhibit 4. Among other sources,

Townsquare Buffalo used a recruiting company called Greenhouse to export vacancy listings to a variety of sources, including Indeed.com, LinkedIn.com, DiversityJobs.com, and the Townsquare Media Careers webpage. Exhibit 4 includes screenshots from the Greenhouse database and information excerpted from reports that Greenhouse provides to Townsquare Buffalo. These reports indicate the Greenhouse sources 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.

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

d. ***Documentation of Recruitment Initiatives.*** The Unit currently has a total of 31 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 as shown in the EEO public file reports attached as Exhibit 1 and Exhibit 2. The Unit personnel involved in each recruitment initiative are listed in these reports. See Exhibit 5 for documentation of at least four points worth of initiatives.

e. ***Discrimination Complaints.*** Two complaints alleging unlawful discrimination in the employment practices of the Unit were filed during the current license term. First, an employee filed an age, disability, and race discrimination claim with the New York State Division of Human Rights on September 21, 2021 (EEOC Charge No. 16GC200143, FEPA Charge No. 10213879). The employee claimed he was discriminated against, denied wage increases and promotion opportunities, and ultimately terminated due to his race and age. The matter is still open and pending investigation. Second, an employee filed a gender and race discrimination claim with the New York State Division of Human Rights on November 2, 2015 (EEOC Charge No. 525-2016-00036). The employee claimed she was terminated based on her race and gender. The matter was settled in April 2016 and the case was dismissed.

f. ***Management's EEO Responsibilities.*** EEO compliance is an integral function of management at all levels within the Unit. 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. No job can be filled by a department head without prior approval of the Market President, who signs off on EEO compliance.

¹ The Stations operate in the Buffalo-Niagara Falls, NY Metropolitan Statistical Area, which had a population of 1,166,902 according to the 2020 U.S. Census.

Townsquare Buffalo 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 Handbook, which contains a description of the Unit's EEO policy. The EEO policy and other employment-related regulations are also posted in common areas of the Stations, and all of the Stations' websites post that Townsquare Buffalo is an Equal Opportunity Employer. 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.

g. *Analysis of EEO Program's Effectiveness.* The success of Townsquare Buffalo's 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. 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 with 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 and programs with local schools and job fairs, 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 Buffalo draws upon the human resources and recruiting departments of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.

h. *Analysis of Pay, Benefits and Selection Techniques.* Townsquare Buffalo 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.

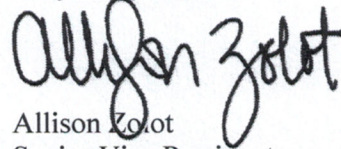
Townsquare Buffalo does not have any union agreements, is not a religious broadcaster, and is not subject to a time brokerage agreement.

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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 Buffalo's counsel, Howard Liberman of Wilkinson Barker Knauer LLP, at (202) 383-3373.

Very Truly Yours,



Allison Zolot
Senior Vice President
General Counsel

Exhibit 1

EEO Public File Report for 2020-2021 Reporting Period

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2020 to January 31, 2021.

1) Employment Unit: Buffalo, New York – Townsquare Media of Buffalo, Inc. – Stations: WYRK(FM), WMSX(FM), WBUF(FM), and WBLK(FM)

2) Unit Members (Stations and Communities of License):

WYRK(FM), Buffalo, New York
 WMSX(FM), Buffalo, New York
 WBUF(FM), Buffalo, New York
 WBLK(FM), Depew, New York

3) EEO Contact Information for Unit Member:

Mailing Address: Townsquare Media of Buffalo, Inc. 14 Lafayette Square, Suite 1200 Buffalo, New York 14203	Telephone Number: 716-852-7444
	Contact Person: Christopher Reeb
	E-mail Address: Christopher.Reeb@townsquaremedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. ACCOUNT EXECUTIVE (ALL STATIONS) (All Recruitment Sources Used) (1 Position Filled)	Internal Referral
2. Digital Sales Lead (All Recruitment Sources Used) (1 Position Filled)	LinkedIn
3. ACCOUNT EXECUTIVE (ALL STATIONS) (All Recruitment Sources Used) (1 Position Filled)	Internal Referral
4. Digital Managing Editor (ALL STATIONS) (All Recruitment Sources Used) (1 Position Filled)	LinkedIn

WYRK(FM), WMSX(FM), WBUF(FM) and WBLK(FM) are Equal Opportunity Employers

5) The following sources, except as otherwise indicated, were sent notifications of all full-time job vacancies by the Station Employment Unit.

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
1. Townsquaremedia.com Career Page/Virtual Job Fairs	David Crumb	Townsquare Media, 14 Lafayette Square, Buffalo, NY 14203	716-852-9292	5	No
2.LinkedIn.com (via Greenhouse)	Online	2029 Stierlin Ct, Mountain View, CA 94043	N/A	2	No
3.Indeed.com (via Greenhouse)	Online	6433 Champion Grandview Way Building #1 Austin, TX 78750	800-462-5842	1	No
4.Diversityjobs.com	Online	3980 North Broadway, ste 103-147 Boulder, CO 80304	954-727-3844	1	No
Totals				9	

6) Total Number of Interviewees Referred: For the period from February 1, 2020 to January 31, 2021 this Employment Unit interviewed 9 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months: February 1, 2020- January 31, 2021.

(a) Participation in Events/Programs Relating to Career Opportunities in Broadcasting Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Buffalo State College - Career Day Townsquare Media personnel presented information about working at a radio station to students and provided direction about how to apply for jobs.	03/12/2020	Market President
College at Brockport – Career Day Townsquare Media personnel presented information about working at a radio station to students and provided direction about how to apply for jobs.	03/04/2020	Senior Account Manager
Fredonia College – Career Day Townsquare Media personnel presented information about working at a radio station to students and provided direction about how to apply for jobs.	03/04/2020	Market President
SUNY Brockport Presentation- A Townsquare Media Representative spoke with Broadcasting/Radio interested students at 89.1 The Point about his career in radio.	11/18/2020	On Air Personality WYRK
Buffalo PAL-Youth Opportunity Connect and Leadership Program- Townsquare Media Representative spoke to a group of teens about broadcasting.	8/4/2020	WBLK On-Air Personality/Director of Community Relations

(b) Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
COVID-19 restrictions prevented the Station Employment Unit from participating in any job fairs during the reporting period.		

(c) Interns

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
COVID-19 restrictions prevented the Station Employment Unit from hosting interns during the reporting period.		

(d) Training

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Townsquare Media training for EEO regulations – Management provided training to management level personnel as to methods ensuring EEO and preventing discrimination.	01/13/2021	All positions

(e) Station Tours

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Hosted 20-25 high school students for a station tour and had them on the air briefly.	12/16/2019	On-Air Talent

Exhibit 2

EEO Public File Report for 2021-2022 Reporting Period

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2021 to January 31, 2022.

1) Employment Unit: Buffalo, New York – Townsquare Media of Buffalo, Inc. – Stations: WYRK(FM), WMSX(FM), WBUF(FM), and WBLK(FM)

2) Unit Members (Stations and Communities of License):

WYRK(FM), Buffalo, New York
WMSX(FM), Buffalo, New York
WBUF(FM), Buffalo, New York
WBLK(FM), Depew, New York

3) EEO Contact Information for Unit Member:

Mailing Address: Townsquare Media of Buffalo, Inc. 14 Lafayette Square, Suite 1200 Buffalo, New York 14203	Telephone Number: 716-852-7444
	Contact Person: Christy Rook
	E-mail Address: Christy.Rook@townsquaremedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Digital Sales Lead (1 Position Filled)	LinkedIn
2. Director of Content (WYRK) (1 Position Filled)	Internal Applicant
3. Digital Managing Editor (ALL STATIONS) (1 Position Filled)	LinkedIn
4. WBUF Brand Manager (WBUF) (1 Position Filled)	Townsquaremedia.com career page
5. WYRK On-Air Talent (WYRK) (1 Position Filled)	Market Outreach

WYRK(FM), WMSX(FM), WBUF(FM) and WBLK(FM) are Equal Opportunity Employers

5) The following sources, except as otherwise indicated, were sent notifications of all full-time job vacancies by the Station Employment Unit.

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
1.WBLK/WYRK/WMSX/WBUF Websites/Virtual Job Fairs	Mark Plimpton	Townsquare Media, 14 Lafayette Square, Buffalo, NY 14203	716-852-9292	2	No
2.LinkedIn.com (via Greenhouse)	Online	2029 Stierlin Ct, Mountain View, CA 94043	N/A	1	No
3.Indeed.com (via Greenhouse)	Online	6433 Champion Grandview Way Building #1 Austin, TX 78750	800-462-5842	1	No
4. Townsquaremedia.com job page		https://careers.townsquaremedia.com/job-openings		5	No
5. Diversityjobs.com	Online	https://www.diversityjobs.com/		0	No
6. Internal Applicant	N/A	N/A	N/A	1	No
Totals				10	

6) Total Number of Interviewees Referred: For the period from February 1, 2021 to January 31, 2022 this Employment Unit interviewed 10 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months: February 1, 2021- January 31, 2022.

(a) Participation in Events/Programs Relating to Career Opportunities in Broadcasting Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Participated in Niagara University Virtual Job fair- Townsquare Media Representative available for students to schedule time virtually to speak with TSM rep on career opportunities.	03/24/2021	Senior Account Manager / EEO Representative
Participated in Canisius College Virtual Job fair- Townsquare Media Representative available for students to schedule time virtually to speak with TSM rep on career opportunities.	03/30/2021	Senior Account Manager / EEO Representative
The Buffalo Urban League Advantage Afterschool Program – Townsquare Representative gave a presentation and discussion about his career in radio to approx. 15 middle and high school students.	04/28/2021	WBLK On Air Personality
Health Sciences Charter School Afterschool Extracurricular Program – Townsquare Media Representative spoke with 7 students and their class advisor about starting a radio station in their school and mentored a few students looking towards a career in media.	05/20/2021	WBLK On Air Personality
Erie County Summer Youth Employment Program – Townsquare Media Representative presented on a career in radio and/or tv and journalism for approx. 700 program participants who were between the age of 15 and 22. (Session 1)	07/15/2021	WBLK On Air Personality
Erie County Summer Youth Employment Program – Townsquare Media Representative presented on a career in radio and/or tv and journalism for approx. 700 program participants who were between the age of 15 and 22. (Session 2)	07/21/2021	WBLK On Air Personality
The Buffalo Freedom Summer Program – Townsquare Media Representative lead a group discussion among approx. 29 young adults interested in a career in media on how important their voice is.	08/13/2021	WBLK On Air Personality
City of Buffalo High School Equivalency (HSE/GED) Program Career Exploration Day – Townsquare Media Representative spoke to approx. 10 GED students about what it takes to have a successful career in radio	10/13/2021	WBLK On Air Personality

Buffalo Association of Black Journalists- Townsquare Media Representative was a panelist to the community about how to navigate the media.	02/24/21	WBLK On-Air Personality/Director or Community Relations
Erie Community College- Student talk. A Townsquare Media representative spoke to a broadcasting class about his career in radio and growing within the company.	11/11/2021	Assistant Director of Content/ On Air Personality WYRK

(b) Hosted Virtual Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>Virtually hosted several job fairs on WYRK.com, WBUF.com, 961thebreeze.com, WBLK.com (posts are still live on all sites):</p> <ul style="list-style-type: none"> • Buffalo Back to Work Job Fair • Set Up Your Summer • Back to the Patio • Health and Wellness Fair • Western New York Spring 2021 Virtual Job Fair <p>Businesses in the following categories participated in the virtual job fairs:</p> <ul style="list-style-type: none"> • Job Search Sites • Health • Wellness • Bars • Restaurants • Outdoors • Theme parks • Water parks • Camping 	Ongoing	<p>Sales Manager</p> <p>Digital Managing Editor</p>

(c) Interns

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Hosted one intern during the reporting period. Among other things, the intern: <ul style="list-style-type: none">• Worked load-in/set-up and both sessions of Buffalo on Tap July 2021 at Hamburg Fairgrounds.• Assisted with preparations for the Utica & Buffalo Yard Sales and BOT.	June 5 – August 23, 2021	Live Events Manager oversaw the intern

Exhibit 3

Date of Each Full-Time Hire

Referral Sources for Interviewees for Each Vacancy

Total Interviewees for Each Vacancy



Interviewee Data

General Information:

1. Job Title: **Digital Sales Lead**
2. Station(s): WYRK, WBLK, WMSX, WBUF
3. Date Position Filled: 11/9/20

Recruitment Source (RS):
Vacancy:

No. of Interviewees Referred by RS for this

- LinkedIn

 2

Total Number of Interviewees for this vacancy:

 2

RS Referring Hiree: LinkedIn



Interviewee Data

General Information:

1. Job Title: **Digital Managing Editor**
2. Station(s): WYRK, WBLK, WMSX, WBUF
3. Date Position Filled: 10/19/20

Recruitment Source (RS):
Vacancy:

No. of Interviewees Referred by RS for this

- Indeed.com 1
- Diversityjobs.com 1

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Indeed.com



Interviewee Data

General Information:

1. Job Title: **Digital Sales Lead**
2. Station(s): IGNITE
3. Date Position Filled: 9-7-21

Recruitment Source (RS):

No. of Interviewees Referred by RS for this Vacancy:

- Linked In

1

Total Number of Interviewees for this vacancy:

1

RS Referring Hiree: Linkedin



Interviewee Data

General Information:

1. Job Title: **Director of Content**
2. Station(s): WYRK and WMSX
3. Date Position Filled: 12/31/21

Recruitment Source (RS): Vacancy:

No. of Interviewees Referred by RS for this

- Internal Applicant 1
- Townsquaremedia.com Career Page 2

Total Number of Interviewees for this vacancy: 3
RS Referring Hiree: Internal Applicant



Interviewee Data

General Information:

1. Job Title: **Digital Managing Editor**
2. Station(s): WYRK
3. Date Position Filled: 7/19/21

Recruitment Source (RS): Vacancy:

No. of Interviewees Referred by RS for this

- | | |
|---|----------|
| • Indeed | <u>1</u> |
| • Townsquaremedia.com Career Page | <u>1</u> |
| • WBLK/WYRK/WMSX/WBUF Websites/Virtual
Job Fairs | <u>2</u> |

Total Number of Interviewees for this vacancy:
RS Referring Hiree: Indeed.com

4



Interviewee Data

General Information:

1. Job Title: **WBUF Brand Manager**
2. Station(s): WBUF
3. Date Position Filled: 10-11-21

Recruitment Source (RS):
Vacancy:

No. of Interviewees Referred by RS for this

- Townsquaremedia.com Career Page

1

Total Number of Interviewees for this vacancy:
RS Referring Hiree: Townsquaremedia.com
Career Page

1



Interviewee Data

General Information:

1. Job Title: **WYRK On-Air Talent**
2. Station(s): WYRK
3. Date Position Filled: 07/19/21

Recruitment Source (RS):
Vacancy:

No. of Interviewees Referred by RS for this

- Townsquaremedia.com Career
Page

1

Total Number of Interviewees for this vacancy:

1

RS Referring Hiree: Townsquare Media Career
Page

Exhibit 4

Documentation of Recruitment for Vacancies

From: townsquaremedia.com>
Sent: Thursday, April 7, 2022 12:23 PM
To:
Subject: Buffalo Job Posting

Job Posting- Account Executive:

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 Buffalo 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 CITY
- 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.

Senior Account Manager- East Region

Townsquare Media, INC.

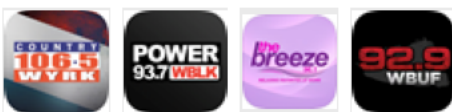
Mobile:

14 Lafayette Sq. Suite 1200 Buffalo NY 14203

@townsquaremedia.com

Townsquare Media Buffalo

Download Our Apps Below



Screenshot from Greenhouse database showing Account Executive vacancy posting

Recruiting My Dashboard All Jobs All Candidates

Account Executive - Buffalo, NY Buffalo, NY

Job Dashboard Sourcing Candidates Approvals Reports Job Setup Job Status: Closed

Job Status: Closed

Opened: 02/20/2020

Closed: 03/10/2020

Total Days: 19 days

Open as Draft Delete this Job

Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Buffalo, NY	Market Outreach	03/05/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/20/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/20/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/20/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/21/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/21/2020
		Account Executive - Buffalo, NY	Applied through your website's jobs page	02/21/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/26/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/27/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/27/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/27/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	03/02/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	03/02/2020
		Account Executive - Buffalo, NY	Applied through your website's jobs page	03/06/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	03/09/2020
		Account Executive - Buffalo, NY	Applied through your website's jobs page	03/10/2020

Digital Sales Lead

Townsquare Media

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

Core Responsibilities

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

Qualifications

- Minimum 2 years sales experience as an individual contributor in a sales (hunter) role
- Digital Sales background (i.e. mobile, video, display, social, email and paid search)
- Proven experience selling Advanced Audience Targeting, Extended Reach, and Programmatic offerings
- Consultative/Solutions selling experience vs. a single Product selling background
- Proven track record in meeting/exceeding monthly, quarterly and annual revenue goals
- Consistent performer and responder to daily, weekly and monthly Sales KPI's
- Demonstrable experience at new market and revenue development
- Previous Radio, Events and Sponsorship sales experience a huge PLUS
- Deep contacts with Regional Agencies and Direct Clients with focus on Healthcare Services, Retail, Travel/Tourism, Automotive, Energy and Government
- Independent, Entrepreneurial, comfortable in a fast pace, early stage environment
- Detail-oriented, someone who rolls up their sleeves and gets the job done
- Intellectual curiosity to surface insights & implications and use this knowledge to think creatively about how to advance TSQ Regional offerings
- Exceptional communication skills with the ability to clearly articulate compelling value propositions for TSQ's Digital Solutions
- Excellent verbal and written communication skills
- Superior knowledge of new/emerging digital advertising technologies and techniques
- entrepreneurial spirit, a self-starter, who works with urgency and passion
- Regional travel estimated to be 25-35% of the time
- Bachelor's Degree or equivalent experience is required, Advanced degree a plus

ABOUT TOWNSQUARE MEDIA INC.

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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.

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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.

Screenshot from Greenhouse database showing Senior Digital Sales Lead vacancy posting

Job Status: Closed

Opened: 09/10/2020
Closed: 04/14/2022 
Total Days: 581 days

[Open as Draft](#) [Delete this Job](#)

Last Name	First Name	Applied For	Source	Application Date
		Senior Digital Sales Lead	LinkedIn Sourced	09/08/2020
		Senior Digital Sales Lead	LinkedIn Sourced	08/24/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/05/2020
		Senior Digital Sales Lead	LinkedIn Sourced	09/20/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/04/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/04/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/05/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	08/05/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/05/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/05/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/07/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/07/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/10/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/11/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	08/11/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	08/14/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	08/24/2020
		Senior Digital Sales Lead	LinkedIn Sourced	08/25/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	08/26/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	08/27/2020
		Senior Digital Sales Lead	Applied through your website's jobs page	09/03/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/04/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/09/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/11/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/13/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/17/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/20/2020
		Senior Digital Sales Lead	Responded to an ad on Indeed	09/24/2020

From: townsquaremedia.com>
Sent: Thursday, April 7, 2022 12:23 PM
To:
Subject: Buffalo Job Posting

Job Posting- Account Executive:

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 Buffalo 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 CITY
- 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

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Senior Account Manager- East Region

Townsquare Media, INC.

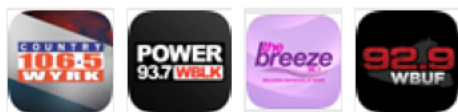
Mobile:

14 Lafayette Sq. Suite 1200 Buffalo NY 14203

@townsquaremedia.com

Townsquare Media Buffalo

Download Our Apps Below



Last Name	First Name	Applied For	Source	Application Date
		Account Executive - Buffalo, NY	Market Outreach	02/05/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/04/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/07/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/07/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/08/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/09/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/05/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/06/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/06/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/06/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/07/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/07/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/09/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/09/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/10/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/12/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/12/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/12/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/13/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/15/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/16/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/16/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	10/19/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	10/22/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	11/02/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	11/03/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	11/05/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	11/06/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	11/13/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	11/18/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	11/19/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	12/01/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	12/06/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	12/08/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	12/10/2019
		Account Executive - Buffalo, NY	Applied through your website's jobs page	12/18/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	12/29/2019
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/02/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/10/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/13/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/24/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/27/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	01/29/2020
		Account Executive - Buffalo, NY	Applied through your website's jobs page	01/30/2020
		Account Executive - Buffalo, NY	Responded to an ad on Indeed	02/03/2020

Digital Managing Editor, Townsquare Media

Are you a passionate content creator with exceptional writing and editing expertise? Are you digital savvy with social media skills to match? If so, then keep reading!

We are a diversified media company looking for someone to oversee and maintain the digital platforms for our radio brands in the Buffalo, NY area. With a maniacal focus on consumer experience, this individual will work closely with our on-air talent to develop content for their shows, grow their brands online, and create the best possible experience for their audience across all platforms.

Do you bore easily? Not here. No two days are ever the same at Townsquare Media. As the Digital Managing Editor, one minute you'll be editing an article about the ten best burgers in town, the next you'll be implementing a new Facebook strategy, only to close out the day by teaching a DJ how to edit the video they shot while riding a roller coaster with the mayor.

This is an agile position that requires solid troubleshooting, good professional judgment, level-10 communication, and technical prowess. Patience is essential, as is a great sense of humor – this is radio after all, not a library! (Not that there's anything wrong with libraries. We love libraries. Seriously. They're the best.) This is not a typical "webmaster" position.

This position reports to the Operations Manager.

Local brands:

- wyrk.com
- mix96buffalo.com
- 929jackfm.com
- wblk.com

Responsibilities

- Partner with teams of on-air and digital talent to create text, photo, video and interactive content for the local community across the site, mobile platforms and social media. Work to make sure those great ideas are harnessed online.
- Provide consistent training, coaching and education for our on-air and digital talent on the latest internet trends (ex: Facebook posting strategy or strategies for search engine optimization) and educate staff on company policies (ex: copyright law and digital requirements).
- Coordinate with local sales and content teams to make sure that all station and market initiatives have an engaging digital component.
- Study analytics to make data-driven content choices and optimize local digital strategy.
- Be at the forefront of content creation every single day.

Qualifications

- Five years of online editorial experience with exceptional writing, editing, SEO skills
- Strong grasp of how to use popular social media networks (like Facebook Twitter, Instagram and YouTube) to promote content
- Must be a consummate multi-tasker (with excellent communication skills) who is understanding of the ever-changing culture of the internet
- Ability to prioritize and focus under fast-paced pressure, while managing multiple tasks and projects
- Strong troubleshooting and problem solving skills, editorially and technologically
- Proficiency in the use of digital technology, including online publishing platforms
- An understanding of the ever-changing culture of the internet
- Must have great communication skills, obsessive attention to detail and a sense of humor (Again, this is the radio business, we like to have fun!)

Please include writing samples when applying.

About Us

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Screenshot from Greenhouse database showing Digital Managing Editor vacancy posting

The screenshot displays the Greenhouse recruiting interface. At the top, a dark green navigation bar contains the following elements from left to right: a search icon, the text 'Recruiting', 'My Dashboard', 'All Jobs', 'All Candidates', and a three-dot menu icon. On the right side of this bar are icons for search, add, settings, and help. Below the navigation bar, the job title 'Digital Managing Editor - Buffalo' is displayed in a large font, with 'Buffalo, NY' in a smaller font to its right. A secondary navigation bar below the job title contains the following tabs: 'Job Dashboard' (which is underlined), 'Sourcing', 'Candidates', 'Approvals', 'Reports', and 'Job Setup'. On the far right of this bar, the text 'Job Status: Closed' is visible. The main content area is a light gray box with a white background, containing the following information: 'Job Status: Closed' at the top, followed by 'Opened: 08/28/2020', 'Closed: 09/25/2020' with a small edit icon, and 'Total Days: 28 days'. At the bottom of this box are two buttons: 'Open as Draft' and 'Delete this Job'.

Recruiting My Dashboard All Jobs All Candidates

Digital Managing Editor - Buffalo Buffalo, NY

Job Dashboard Sourcing Candidates Approvals Reports Job Setup Job Status: Closed

Job Status: Closed

Opened: 08/28/2020

Closed: 09/25/2020

Total Days: 28 days

Open as Draft Delete this Job

Digital Managing Editor - Buffalo	DiversityJobs	09/10/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/10/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/11/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/12/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/13/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/14/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/14/2020
Digital Managing Editor - Buffalo	DiversityJobs	09/14/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/14/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/15/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/15/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/16/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/17/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/17/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/18/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/18/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/19/2020
Digital Managing Editor - Buffalo	DiversityJobs	09/21/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/21/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/22/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/22/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/22/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/22/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/23/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/24/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/24/2020
Digital Managing Editor - Buffalo	Applied through your website's jobs page	09/24/2020
Digital Managing Editor - Buffalo	Responded to an ad on Indeed	09/24/2020

Regional Digital Sales Executive

As a Digital Sales Lead, you'll help to provide integrated digital marketing solutions to ensure client success and account growth. Townsquare Ignite has proven to be a local leader in providing digital marketing solutions providing both turn-key and custom digital solutions for all size businesses.

Your responsibility will be to drive and grow digital business with advertisers in local communities. You'll manage business relationships to ensure that the clients' needs and requirements are met. You will serve as the driving digital sales resource within a team, collaborating with the sales staff to provide them with a comprehensive portfolio of solutions and options as well as hunting for solo business. This is a fast-paced, client-facing role in which you will need to be able to handle multiple clients and opportunities daily.

Responsibilities

- Cultivate new business both self-generated and collaborate with team members to grow existing customer's business
- Provide pre-sales and post-sales support to ensure campaigns sold are fulfilled, this included building presentations, planning both at the rep and client level
- Ability to interpret performance reports and communicate for both internal and external parties
- Use performance data to make campaign recommendations that result in incremental sales
- Develop relationships to serve as a trusted consultant with customers to optimize their digital advertising
- Understand and adapt to TSQ's ongoing product mix ensuring you are the go-to person on your team for all things dig
- Coach, mentor, and train sales team on digital product offerings and digital industry as a whole to help them exceed in selling TSQ solutions
- Responsible for achieving digital sales goals for a given area of responsibility that includes correct forecasting and pipeline management
- Implements sales strategies to achieve revenue goals of the team
- Expand existing digital customer base to new generate digital revenue
- Review customer needs analysis to determine the best mix of digital products
- Meet with key clients, negotiate and close deals
- Exceeds sales targets both individually and at a team level

Qualifications

- Proven track record of sales quota achievement
- Proven track record of selling digital marketing products (SEM, SEO, SOCIAL, VIDEO, Display)
- Proven track record of success in growing new account base
- Advanced knowledge and understanding of digital research tools and mythologies

- Advanced knowledge and understanding of the digital landscape including programmatic, native advertising, and branded content
- Superior presentation, interpersonal & communications skills
- IAB Certification (preferred)
- BA/BS degree
- 3 to 5 years of digital sales experience
- Salesforce, PowerPoint, Excel experience

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

Why Townsquare Ignite?

Townsquare Ignite is a division of Townsquare Media—the third-largest broadcasting company in the country. We help business owners reach their ideal customers with a combination of programmatic advertising, search engine marketing, and more.

Why You'll Love Working at Townsquare Ignite


We are a team of driven individuals who push ourselves and those around us to develop personally and professionally. You can expect a dynamic and competitive work environment. To foster your success, you'll take part in a comprehensive training program, surrounded by a positive and supportive culture that encourages everyone to develop themselves and others. We've had countless internal promotions, and our goal is to continue the rapid growth of our company. Whatever your professional goals, you'll have the opportunity to make steps toward your target and take your career to new heights!

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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.

Job Status: Closed

Opened: 07/29/2021
Closed: 04/14/2022 
Total Days: 259 days

[Open as Draft](#) [Delete this Job](#)

Last Name	First Name	Applied For	Source	Application Date
		Digital Sales Lead - Buffalo	LinkedIn Sourced	08/20/2020



Director of Content - Buffalo

Townsquare Media · Buffalo, NY

Full-time · Director

1,001-5,000 employees · Marketing Services

See recent hiring trends for Townsquare Media [Try Premium for free](#)

No longer accepting applications

About the job

Director of Content

Townsquare Media is looking for a dynamic and experienced Director of Content to actively lead our portfolio of brands and content creators in Buffalo, NY

You'll lead our local content team, developing and executing a strategy to produce the best local content, on-air, online, and on site. We have 4 legendary brands (Country 106.5 WYRK, 93.7 WBLK, 96.1 The Breeze, 92.9 WBUR) and a team of talent that you'll lead to market-leading performance.

Responsibilities

- Ownership of our experienced teams and strong local brands; on-air, online, and onsite
- Develop market leading talent and create a positive culture where employees are engaged, especially when you can't be in both markets simultaneously
- Create tribes that actively engage their audience on-air, online, and onsite
- Build programming clocks, music sequencing, 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
- Develop unique content and multi-media strategies, & 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
- 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
- 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

- Clear vision for the future of local content, a strong desire to win and the confidence to manage a strong staff
- Demonstrated success as a leader/ Experience in winning in a competitive landscape
- Strategic thinker and attentive to the trends in the business
- 3+ Years of management experience
- Strong writing and communications skills
- On-air programming experience
- Familiarity with a wide variety of digital assets
- Desire to win, strong judgement
- Expertise with content creation and curation
- Knowledge of multiple formats

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

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Set alert for similar jobs





Pay range unavailable

Salary information is not available at the moment

Are you interested in salary information for this job? Yes / No

Benefits found in job post

Retrieved from the description

- Medical insurance
- Vision insurance
- Dental insurance
- 401(k)

About the company



Marketing & Advertising • 1,001-5,000 employees • 1,987 on LinkedIn

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- Marketing Solutions
- Advertising
- Small Business

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- Manage your account and privacy Go to your Settings

Select Language English (English)



First Name	Last Name	Applied For	Source	Application Date
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/15/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	09/16/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/26/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/19/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	11/02/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/15/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/20/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/06/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/11/2021
		Director of Digital & Radio Content - Buffalo	Internal Applicant	09/22/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	10/13/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	11/02/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/15/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/05/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/10/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	09/21/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/06/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/20/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/21/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	10/15/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	10/09/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/07/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/05/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	10/05/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	10/02/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	10/01/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/30/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/29/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/28/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/28/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/22/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/21/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/16/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/16/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/15/2021
		Director of Digital & Radio Content - Buffalo	Linkedin (Ad Posting)	09/14/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	09/20/2021
		Director of Digital & Radio Content - Buffalo	Applied through your website's jobs page	09/20/2021
		Director of Digital & Radio Content - Buffalo	Responded to an ad on Indeed	09/19/2021

Digital Media Editor, Townsquare Media - Buffalo, NY

Are you a passionate content creator with exceptional writing and editing expertise? Are you digital savvy with social media skills to match? If so, then keep reading!

We are a diversified media company looking for someone to oversee and maintain the digital platforms for our radio brands in the Buffalo, NY area. With a maniacal focus on consumer experience, this individual will work closely with our on-air talent to develop content for their shows, grow their brands online, and create the best possible experience for their audience across all platforms.

Do you bore easily? Not here. No two days are ever the same at Townsquare Media. As the Digital Managing Editor, one minute you'll be editing an article about the ten best burgers in town, the next you'll be implementing a new Facebook strategy, only to close out the day by teaching a DJ how to edit the video they shot while riding a roller coaster with the mayor.

This is an agile position that requires solid troubleshooting, good professional judgment, level-10 communication, and technical prowess. Patience is essential, as is a great sense of humor – this is radio after all, not a library! (Not that there's anything wrong with libraries. We love libraries. Seriously. They're the best.) This is not a typical "webmaster" position.

This position reports to the Operations Manager.

Local brands:

- wyrk.com
- mix96buffalo.com
- 929jackfm.com
- wblk.com

Responsibilities

- Partner with teams of on-air and digital talent to create text, photo, video and interactive content for the local community across the site, mobile platforms and social media. Work to make sure those great ideas are harnessed online.
- Provide consistent training, coaching and education for our on-air and digital talent on the latest internet trends (ex: Facebook posting strategy or strategies for search engine optimization) and educate staff on company policies (ex: copyright law and digital requirements).
- Coordinate with local sales and content teams to make sure that all station and market initiatives have an engaging digital component.
- Study analytics to make data-driven content choices and optimize local digital strategy.
- Be at the forefront of content creation every single day.

Qualifications

- Five years of online editorial experience with exceptional writing, editing, SEO skills
- Strong grasp of how to use popular social media networks (like Facebook Twitter, Instagram and YouTube) to promote content
- Must be a consummate multi-tasker (with excellent communication skills) who is understanding of the ever-changing culture of the internet
- Ability to prioritize and focus under fast-paced pressure, while managing multiple tasks and projects
- Strong troubleshooting and problem solving skills, editorially and technologically
- Proficiency in the use of digital technology, including online publishing platforms
- An understanding of the ever-changing culture of the internet
- Must have great communication skills, obsessive attention to detail and a sense of humor (Again, this is the radio business, we like to have fun!)

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...

Please include writing samples when applying.

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Job Status: Closed

Opened: 02/26/2021

Closed: 04/21/2021 

Total Days: 54 days

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Last Name	First Name	Applied For	Source	Application Date
		Digital Managing Editor	Responded to an ad on Indeed	02/02/2021
		Digital Managing Editor	Market Outreach	02/08/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/10/2021
		Digital Managing Editor	Applied through your website's jobs page	02/12/2021
		Digital Managing Editor	Market Outreach	02/23/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/23/2021
		Digital Managing Editor	Applied through your website's jobs page	02/27/2021
		Digital Managing Editor	Responded to an ad on Indeed	03/07/2021
		Digital Managing Editor	Responded to an ad on Indeed	03/10/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/27/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/27/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/27/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/27/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/27/2021
		Digital Managing Editor	Applied through your website's jobs page	01/28/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/28/2021
		Digital Managing Editor	Applied through your website's jobs page	01/28/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/28/2021
		Digital Managing Editor	Applied through your website's jobs page	01/28/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/28/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/29/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/29/2021
		Digital Managing Editor	Responded to an ad on Indeed	01/29/2021
		Digital Managing Editor	Applied through your website's jobs page	01/29/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/01/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/02/2021
		Digital Managing Editor	Applied through your website's jobs page	02/02/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/03/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/03/2021
		Digital Managing Editor	Applied through your website's jobs page	02/03/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/03/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/03/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/03/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/04/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/06/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/08/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/09/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/09/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/09/2021
		Digital Managing Editor	DiversityJobs	02/11/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/12/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/16/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/17/2021
				02/21/2021
		Digital Managing Editor	Applied through your website's jobs page	02/23/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/24/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/25/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/26/2021
		Digital Managing Editor	Responded to an ad on Indeed	02/27/2021

Digital Managing Editor	Responded to an ad on Indeed	02/27/2021
Digital Managing Editor	Responded to an ad on Indeed	02/27/2021
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Digital Managing Editor	Responded to an ad on Indeed	02/28/2021
Digital Managing Editor	Responded to an ad on Indeed	03/01/2021
Digital Managing Editor	Responded to an ad on Indeed	03/01/2021
Digital Managing Editor	Responded to an ad on Indeed	03/03/2021
Digital Managing Editor	Responded to an ad on Indeed	03/04/2021
Digital Managing Editor	Responded to an ad on Indeed	03/08/2021
Digital Managing Editor	Responded to an ad on Indeed	03/10/2021
Digital Managing Editor	Responded to an ad on Indeed	03/15/2021
Digital Managing Editor	Responded to an ad on Indeed	03/15/2021
Digital Managing Editor	Responded to an ad on Indeed	03/17/2021
Digital Managing Editor	Responded to an ad on Indeed	03/18/2021
		03/24/2021
Digital Managing Editor	Applied through your website's jobs page	03/29/2021
Digital Managing Editor	Responded to an ad on Indeed	03/29/2021
Digital Managing Editor	Applied through your website's jobs page	03/29/2021
Digital Managing Editor	Responded to an ad on Indeed	03/30/2021
Digital Managing Editor	Applied through your website's jobs page	04/11/2021
Digital Managing Editor	Responded to an ad on Indeed	04/12/2021
Digital Managing Editor	Responded to an ad on Indeed	04/19/2021



WBUF Content Leader & On-Air Talent

Townsquare Media · Buffalo, NY

Full-time · Associate

1,001-5,000 employees · Marketing Services

See recent hiring trends for Townsquare Media [Try Premium for free](#)

No longer accepting applications

About the job

Content Leader and On-Air Talent

Are you a visionary leader with a history of building high performing teams and brands? Do you have a strong skillset and affinity for digital content distribution? If so, we'd like to talk to you about joining our Townsquare Media Team in Buffalo, NY We're searching for someone to be the Content Manager of WBUF We're searching for someone with strong character, ambition, experience, success, and heart to help maximize the performance of our team's talent, grow our audience size (on-air and online), and help generate revenue via programs, features, promotions, endorsements, our digital platforms, and events

This leader will report to our Director of Content, perform an interactive and entertaining daily radio show, and write and publish at least two original articles for each weekday air shift onto the station website This is not a remote position If you're interested, please share an achievement-oriented resume filled with accomplishments and quantifiable ratings and digital success, a link to your show audio (SoundCloud/drop box/etc), and examples of your digital skills (including writing and video)

Responsibilities

- Assist Director of Content on various projects aimed at improving the quality of our brands and events
- Assist Director of Content and Market President in building a high performing team that is positive and professional
- Vision, Leadership, and Management for 93.7 WBLK
- Conduct Regular Strategy Sessions with air talent and brainstorming sessions with station leadership and sales team
- Communicate clearly and effectively amongst departments and with key stakeholders
- Recruit top talent
- Entertain and inform audiences both on the air, via our digital platforms, our social media outlets, and at station and partner events
- Work with sales leadership to generate revenue via programming, features, promotions, endorsements, our digital platforms, and events
- Write and publish at least two original articles for each weekday air shift onto the station website
- Engage daily with your audience via the station mobile app and the station's accounts on social media, including Facebook, Twitter and Instagram
- Incorporate content from the station's digital platforms into your on-air show

Qualifications

- Leadership
- 5 Years full-time radio experience
- Track record of quantifiable success
- Knowledge of all FCC rules and regulations
- Computer literacy in applicable programs and excellent verbal communication skills
- Public speaking skill and ability to interact with listeners and clients in a public setting
- Problem-solving ability and skill in prioritizing
- Ability to interact with management and staff at all levels and to multi-task and handle

pressures and deadlines

- Skill in operation of control board, remote broadcasting, and other related production

equipment

- High School Diploma
- Must possess valid state driver's license
- Physical Requirements
- May require lifting or moving up to 25 lbs
- Able to sit for extended periods of time

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

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Townsquare Media's

employees to perform their job duties may result in discipline up to and including discharge.

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Set alert for similar jobs

On Air Talent, Buffalo, NY

Pay range unavailable

Salary information is not available at the moment

Are you interested in salary information for this job? Yes / No

Benefits found in job post

Retrieved from the description

- Medical insurance
- Vision insurance
- Dental insurance
- 401(k)

About the company

 **Townsquare Media**
31,488 followers

Marketing & Advertising • 1,001-5,000 employees • 1,987 on LinkedIn

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Last Name	First Name	Applied For	Source	Application Date
		Brand Manager - WBUF (Buffalo)	Responded to an ad on Indeed	09/15/2021
		Brand Manager - WBUF (Buffalo)	Responded to an ad on Indeed	09/19/2021
		Brand Manager - WBUF (Buffalo)	Linkedin (Ad Posting)	09/20/2021
		Brand Manager - WBUF (Buffalo)	Linkedin (Ad Posting)	09/23/2021
		Brand Manager - WBUF (Buffalo)	Linkedin (Ad Posting)	09/18/2021
		Brand Manager - WBUF (Buffalo)	Linkedin (Ad Posting)	09/20/2021
		Brand Manager - WBUF (Buffalo)	Applied through your website's jobs page	09/23/2021
		Brand Manager - WBUF (Buffalo)	Responded to an ad on Indeed	09/17/2021

On-Air Talent 106.5 WYRK

Townsquare Media Buffalo is looking for a feisty, energetic, fun likable personality who's not afraid to be vulnerable on-air. The successful candidate must live the country lifestyle, be hungry to win, and ready to put in the work to build relationships with listeners, staff and be able to help create a topical and entertaining show in a competitive market.

Responsibilities

- Host morning drive 6A to 10a M-F, with a Saturday shift on a country station
- Engage daily with your audience via the station mobile app and the station's accounts on social media, including Facebook, Twitter and Instagram
- Write and publish at least two original articles for each weekday air shift onto the station website
- Incorporate content from the station's digital platforms into your on-air show
- Conducts on-air interviews, attend and assist in all market cluster live events
- Monitors and identifies important news issues within the community and manage public file
- Produce commercials on a daily basis
- Conducts Live Remotes and appearances and assist in special promotions and programming activities

Qualifications

- Team-Oriented
- Knowledge of all FCC rules and regulations
- Computer literacy in applicable programs and excellent verbal communication skills
- WordPress experience is a plus
- Experience with Adobe Audition
- Ability to interact with management and staff at all levels and to multi-task and handle pressures and deadlines
- Public speaking skill and ability to interact with listeners and clients in a public setting
- Problem-solving ability and skill in prioritizing
- Skill in operation of control board, remote broadcasting, and other related production equipment
- High School Diploma
- Must possess valid state driver's license
- May require lifting or moving up to 25 lbs
- Able to sit for extended periods of time

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...

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Screenshot from Greenhouse database showing On-Air Talent vacancy posting

Recruiting My Dashboard All Jobs All Candidates

On Air Talent WYRK Buffalo, NY

Job Dashboard Sourcing Candidates Approvals Reports Job Setup Job Status: Closed

Job Status: Closed

Opened: 05/13/2021

Closed: 06/04/2021

Total Days: 22 days

Open as Draft Delete this Job

Last Name	First Name	Applied For	Source	Application Date
		On Air Talent WYRK	Applied through your website's jobs page	05/22/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/17/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/14/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/19/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/23/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/16/2021
		On Air Talent WYRK	Responded to an ad on Indeed	06/01/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/14/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/14/2021
		On Air Talent WYRK	Applied through your website's jobs page	06/03/2021
		On Air Talent WYRK	Market Outreach	06/01/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/28/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/28/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/26/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/24/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/23/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/21/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/18/2021
		On Air Talent WYRK	Responded to an ad on Indeed	05/16/2021
		On Air Talent WYRK	Applied through your website's jobs page	05/14/2021

Exhibit 5

Documentation of Outreach Initiatives

The attached materials document at least four points worth of initiatives included in the 2020-2021 and 2021-2022 EEO public file reports and generally are presented in the order that the initiatives appear in those reports.



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Job & Internship Fair 2020

Thursday, March 12, 2020
11:30 a.m. - 2:00 p.m.
Campbell Student Union Social Hall

Quick Link To



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- Buffalo Pedal Tours
- City Year
- Disability Rights New York
- Erie County Board of Elections
- Federal Bureau of Investigation
- GEICO - Internships
- Mystery Pix
- The Fresh Air Fund
- U.S. Army - Active Duty
- U.S. Census Bureau
- U.S. Customs & Border Protection

Search for Opportunities by Major

- All Majors
- Adult Education
- Anthropology
- Applied and Computational Mathematics
- Applied Economics

Search Clear

Participants for the Job & Internship Fair 2020 are listed below. Employer registration is ongoing, so be sure to check back for additional participants!

AIRGAS, AN AIR LIQUIDE COMPANY

6055 Rockside Woods Blvd North
Independence, OH 44131

Organizational Description: Airgas, an Air Liquide company, is the leading U.S. supplier of industrial, medical and specialty gases, as well as hardgoods and related products; one of the largest U.S. suppliers of safety products; and a leading U.S. supplier of refrigerants, ammonia products, and process chemicals. More than 18,500 associates work in approximately 1,400 locations, including branches, retail stores, gas fill plants, specialty gas labs, production facilities and distribution centers. Airgas also markets its products and services through e-Business, catalog and telesales channels. Its national scale and strong local presence offer a competitive edge to its diversified customer base. As an Air Liquide company, the world leader in gases, technology and services for Industry and Health, Airgas offers customers an unrivaled global footprint and industry leading technology and innovations. A company that offers associates industry-leading training, opportunities for growth and advancement, open communication, and a commitment to entrepreneurial spirit at every level.

Seeking majors: Business Administration, Chemistry, Economics, Industrial Technology, Mechanical Engineering Technology

Recruiting for:

Full Time: Outside Sales Trainee Program, Operations Trainee Program, Branch Trainee Program

ALLIANCE ADVISORY GROUP

600 Delaware
Buffalo, NY 14207

Organizational Description: Alliance Advisory Group, Inc. (AAG) is expanding our team and looking for a motivated individual to join us as a Business Development Associate (BDA). The position offers unlimited growth potential in the finance industry. As a BDA you will work in the community to help individuals and businesses access the financial products and services they need to protect their financial futures. You have the opportunity to make an impact, and over time, become well compensated. At AAG we believe that providing the best for clients requires us to support our BDAs with resources, training and an experienced team to collaborate with and assist you.

Seeking majors: Business Administration

Recruiting for:

Full Time: Business Development Associate

Internships:

AMERICAN ARBITRATION ASSOCIATION

250 Delaware Ave.
Buffalo, NY 14202

Organizational Description: The American Arbitration Association (AAA), is a not-for-profit organization with offices throughout the U.S. AAA has a long history and experience in the field of alternative dispute resolution, providing services to individuals and organizations who wish to resolve conflicts out of court. The AAA role in the dispute resolution process is to administer cases, from filing to closing. The AAA provides administrative services in the U.S., as well as abroad through its International Centre for Dispute Resolution (ICDR). The AAA's and ICDR's administrative services include assisting in the appointment of mediators and arbitrators, setting hearings, and providing users with information on dispute resolution options, including settlement through mediation. Ultimately, the AAA aims to move cases through arbitration or mediation in a fair and impartial manner until completion. Additional AAA services include the design and development of alternative dispute resolution (ADR) systems for corporations, unions, government agencies, law firms, and the courts. The Association also provides elections services as well as education, training, and publications for those seeking a broader or deeper understanding of alternative dispute resolution. Established in 1996 as the global component of the American Arbitration Association, the International Centre for Dispute Resolution (ICDR) provides conflict-management services in more than 80 countries with a staff fluent in 12 languages. Through a worldwide panel of

Description: billion in sales, more than 4,600 stores, and 140 manufacturing and distribution centers worldwide. Our 60,000 employees across the globe are diverse, innovative and passionate. With a variety of rewarding and challenging opportunities, Sherwin-Williams is a great place to launch and grow a career. Find yours and join us today.

Seeking majors: Business Administration

Recruiting for:

Full Time: Management/Sales Trainee (Entry-Level)

Internships: Management/Sales Summer Intern

TOWNSQUARE MEDIA
14 Lafayette Square Suite 1200
Buffalo, NY 14203

Organizational Description: Townsquare Media is a media, entertainment and digital marketing solutions company that owns and operates leading radio stations, live events and digital, mobile, video and social media properties principally focused on small and medium markets. The company specializes in creating and distributing original and motivating media experiences that connect communities with content they love, people they trust, products they want and things that matter.

Seeking majors:

Recruiting for:

Full Time: Account Executive

Internships:



TRANSITIONAL SERVICES, INC.
389 Elmwood Avenue
Buffalo, NY 14222

Organizational Description: Located in Erie County, New York, Transitional Services, Inc. (TSI) has assisted individuals with mental illness since 1972. A nonprofit organization, TSI offers trauma-informed recovery oriented residential and care management services. Consumers are given the opportunity to acquire the skills and confidence necessary for recovery and independent living.

Seeking majors: Criminal Justice, Psychology, Social Work, Sociology

Recruiting for:

Full Time: Resident Counselor, Awake Overnight Counselor, Counselor I



TRAVELERS
60 Lakefront Blvd
Buffalo, NY 14240

Organizational Description: Fortune 500 insurance company with career opportunities in the Claim Department in Buffalo, NY. When you work at Travelers, life's most important moments become your life's work. That means helping families feel secure, businesses to prosper, knowing that you've made a difference, and feeling like you belong to something bigger. It also means being part of a team comprised of 30,000 + talented and passionate people that are evolving to meet changing needs - from customer service to data science and beyond. If that's more than you imagined in an insurance career, it's time to join us at Travelers.

Seeking majors: Anthropology, Art, Art Conservation, Art History, Arts and Letters, Biology, Business Administration, Chemistry, Computer Information Systems, Creative Studies, Criminal Justice, Dietetics, Earth Sciences, Economics, Electrical Engineering Technology - Electronics, English, Fashion and Textile Technology, Forensic Chemistry, Geography, Geology, History, Human Resource Development, Industrial Technology, Interior Design, Journalism, Mathematics, Mechanical Engineering Technology, Media Production, Museum Studies, Music, Philosophy, Physics, Political Science, Psychology, Public Communication, Social Work, Sociology

Recruiting for:

Full Time:

U.S. DEPARTMENT OF STATE, BUREAU OF DIPLOMATIC SECURITY
SA-20, 17th Floor, 1801 N. Lynn Street
Washington, VA 20522

Organizational Description: The Bureau of Diplomatic Security (DS) is the law enforcement and security arm of the U.S. Department of State. DS is a world leader in international investigations, threat analysis, cyber security, counterterrorism, security technology, and protection of people, property, and information. All U.S. Department of State careers and internships require U.S. citizenship. The U.S. Department of State is an equal opportunity employer.

Seeking majors: Anthropology, Art, Art Conservation, Art History, Arts and Letters, Biology, Business Administration, Chemistry, Computer Information Systems, Creative Studies, Criminal Justice, Dietetics, Earth Sciences, Economics, Electrical Engineering Technology - Electronics, English, Fashion and Textile Technology, Forensic Chemistry, Geography, Geology, History, Human Resource Development, Industrial Technology, Interior Design, Journalism, Mathematics, Mechanical Engineering Technology, Media Production, Museum Studies, Music, Philosophy, Physics, Political Science, Psychology, Public Communication, Social Work, Sociology

Recruiting for:

Full Time: Special Agent, Security Engineering Officer, Security Technical Specialist, Diplomatic Courier

Internships: Same

UNITED STATES DEPARTMENT OF AGRICULTURE

<https://stratfs.com/>

Positions: Full-Time: Financial Sales Consultant, Account Manager, Customer Service
Internship: Systems Administrator Internship

Organization Description: Strategic Financial Solutions is a leading financial services company that provides comprehensive debt relief solutions for people in difficult financial situations. Through our personalized credit card modification program and our consumer lending products, Strategic has successfully resolved more than \$1 Billion in high interest consumer debt for over 100,000 clients. Strategic has been recognized multiple times for our culture and our high growth. In 2017 we were recognized as one of the top 500 fastest growing private companies in the United States by Inc Magazine. In 2017 we were ranked 21st Best Companies to Work for in New York State. Strategic has 3 state-of-the-art facilities, 2 in Manhattan and 1 in Buffalo.

THE SHERWIN-WILLIAMS COMPANY

Representative(s): Western NY District City Manager
7 Great Valley Parkway, Suite 200, Malvern, PA 19355

career.sherwin-williams.com

Positions: Full-Time: Management/Sales Trainee (Entry-Level)
Internship: Management/Sales Summer Intern

Organization Description: Sherwin-Williams is the largest paints and coatings company in the world. With \$17.5 billion in sales, more than 4,600 stores, and 140 manufacturing and distribution centers worldwide. Our 60,000 employees across the globe are diverse, innovative and passionate. With a variety of rewarding and challenging opportunities, Sherwin-Williams is a great place to launch and grow a career. Find yours and join us today.

TOWNSQUARE MEDIA

Representative(s): , Senior Account Manager- Northeast Region
14 Lafayette Square Suite 1200, Buffalo, NY 14203

<http://www.townsquaremedia.com/>

Positions: Full-Time: Account Executive

Organization Description: Townsquare Media is a media, entertainment and digital marketing solutions company that owns and operates leading radio stations, live events and digital, mobile, video and social media properties principally focused on small and medium markets. The company specializes in creating and distributing original and motivating media experiences that connect communities with content they love, people they trust, products they want and things that matter.

From:
Sent: Monday, February 10, 2020 11:41 AM
To:
Subject: FW: Payment Reminder for the Brockport Jobs and Internships Fair

Hey! Did we send this one out yet? If so, I was just going to let them know it's on the way.

From: handshake@mail.joinhandshake.com [mailto:handshake@mail.joinhandshake.com]
Sent: Monday, February 10, 2020 11:33 AM
To:
Subject: Payment Reminder for the Brockport Jobs and Internships Fair



Good Morning,

This is a reminder that the early bird price offer for the 2020 Jobs and Internships fair will end as of this Friday, February 14th. Between 2/15 - 2/28 prices will increase to \$350 for a Corporate company table and \$225 for a Non-Profit/Gov.Agency table. Invoices have been sent to the one listed as "Registrant" for the event on Handshake.

Also a friendly reminder, cancellations prior to 2/20/20 will be given a full refund, minus a \$25 service fee. For cancellations after 2/21/20, including no-shows, no refunds will be given.

If you have any questions or concerns please feel free to reach out. Brockport Career Services looks forward to seeing you on March 4th!

Sincerely,

Career Services Coordinator
Career Services
The College at Brockport – SUNY

Career Fair

2020 Jobs and Internships Fair

Wed, Mar 4 1:00 pm EST - 4:00 pm EST

New Campus Drive, Brockport, New York 14420, United States

• 96 employers attending

Register

This email was sent to [redacted] from The College at Brockport, State University of New York.
[Unsubscribe from The College at Brockport, State University of New York](#) • [Unsubscribe from all Career Centers](#)
P.O. Box 40770, San Francisco, CA 94140

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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.

CDO JOB & INTERNSHIP EXPO

Career Development Office

www.fredonia.edu/cdo

FREDONIA
STATE UNIVERSITY OF NEW YORK

WEDNESDAY, MARCH 4, 2020



FRED POWERED BY **Handshake**
NETWORK

**Expand your Job, Internship, Part Time
and Summer Job Search**

Complete your profile, discover new opportunities,
and get connected with the CDO!

fredonia.joinhandshake.com

Partially funded by a grant from the Faculty Student Association

FULL TIME EMPLOYERS

Alliance Advisory Group
 Arc Erie County New York, The
 Aspire of WNY
 Athenex
 AXA Advisors - Buffalo (Equitable)
 Basil Family Dealerships, The
 BestSelf Behavioral Health
 Brooks-TLC Hospital System, Inc.
 Buffalo Hearing & Speech Center
 Cantalician Center for Learning
 CAR-FRESHNER Corporation
 Cattaraugus Allegany BOCES
 Chautauqua Center, The
 Chautauqua Hospice and Palliative Care
 Chautauqua Institution
 Chautauqua Lake Child Care Center
 Chautauqua Opportunities
 Chautauqua Works
 City Year Buffalo
 Colton RV
 Community Bank, N.A.
 ConnectLife
 Department of Correction and Supervision
 Digitell Inc.
 Dunn Tire/ Express Tire

Durham Staffing, Inc.
 EduKids, Inc.
 Enterprise Rent-A-Car
 Erie 2-Chautauqua- Cattaraugus BOCES
 Erie County Department of Social Services
 FBI
 Fetch Logistics, Inc.
 GEICO
 Hillside Family of Agencies
 Horizon Health Services
 Housing Options Made Easy, Inc.
 Ingram Micro
 Intandem (formerly The Rehabilitation Center)
 Iroquois Job Corps
 Kaleida Health
 Lily Dale Assembly
 Mary Cariola Center
 MassMutual New York State
 Mondelez International - Nabisco Foods
 New York State Police
 Newburgh Enlarged City School District
 Northland Workforce Training Center
 NYS Office for People With
 Developmental Disabilities (OPWDD)

NYS Parks, Recreation & Historic
 Preservation-Chautauqua Complex
 OLV Human Services
 Ortho Clinical Diagnostics
 Peaceprints of WNY
 Peaceprints of WNY
 Pennsylvania State Police
 People Inc.
 Praxair, Inc. - a member of the Linde Group
 Primary Hall Preparatory Charter School
 Resource Center, The
 Ronco
 Salvation Army Anew Center, The
 Six Flags Darien Lake
 Spectrum
 Suburban Adult Services, Inc.
 Townsquare Media
 Transitional Services, Inc.
 Travelers Insurance
 U.S. Customs and Border Protection
 U.S. Food & Drug Administration
 Uncommon Schools
 WellNOW Urgent Care
 WKBW-TV
 WNY United Against Drug & Alcohol Abuse, Inc.

INTERNSHIP EMPLOYERS

Alliance Advisory Group
 American Red Cross
 AXA Advisors - Buffalo (Equitable)
 Basil Family Dealerships, The
 BestSelf Behavioral Health
 Brooks-TLC Hospital System, Inc.
 Calpine
 CAR-FRESHNER Corporation
 Chadwick Bay Broadcasting
 Chautauqua County Public Defender Office
 Chautauqua Hospice and Palliative Care
 Chautauqua Hurricane
 Chautauqua Institution
 Chautauqua Lake Child Care Center
 Chautauqua Opportunities
 ConnectLife
 Cradle Beach
 Deluxe Corporation

DFT Communications
 Disney College Program
 Enterprise Rent-A-Car
 FBI
 Fredonia Technology Incubator
 GEICO
 Greystone Nature Preserve
 HOPE Chautauqua & Prevention Works
 Ingram Micro
 Jewish Family Service of Buffalo & Erie County
 Lily Dale Assembly
 Mary Cariola Center
 MassMutual New York State
 Mondelez International - Nabisco Foods
 Muldowney Development LLC
 National Comedy Center
 National Postdoctoral Association

NYS Parks, Recreation & Historic
 Preservation-Chautauqua Complex
 Ortho Clinical Diagnostics
 Peaceprints of WNY
 People Inc.
 Resource Center, The
 Salvation Army Anew Center, The
 Salvation Army, The
 Six Flags Darien Lake
 Suburban Adult Services, Inc.
 Sunset Bay Beach Club/
 Cabana Sam's Sunset Bay Grill
 Townsquare Media
 Transitional Services, Inc.
 Travelers Insurance
 Volunteer and Community Services
 WKBW-TV
 WNY United Against Drug & Alcohol Abuse, Inc.

PART TIME EMPLOYERS

Arc Erie County New York, The
 Aspire of WNY
 Basil Family Dealerships, The
 BestSelf Behavioral Health
 Brooks-TLC Hospital System, Inc.
 Buffalo Hearing & Speech Center
 Cantalician Center for Learning
 Chadwick Bay Broadcasting
 Chautauqua Hospice and Palliative Care
 Chautauqua Institution
 Chautauqua Lake Child Care Center
 Chautauqua Opportunities
 ConnectLife
 Dunn Tire/ Express Tire

Durham Staffing, Inc.
 EduKids, Inc.
 Erie 2-Chautauqua- Cattaraugus BOCES
 GEICO
 Greystone Nature Preserve
 Hillside Family of Agencies
 Housing Options Made Easy, Inc.
 Intandem (formerly The Rehabilitation Center)
 Kaleida Health
 Lily Dale Assembly
 Mary Cariola Center
 Mondelez International - Nabisco Foods
 National Comedy Center

NYS Office for People With
 Developmental Disabilities (OPWDD)
 OLV Human Services
 Peaceprints of WNY
 Pegula Sports and Entertainment
 People Inc.
 Resource Center, The
 Salvation Army Anew Center, The
 Six Flags Darien Lake
 Suburban Adult Services, Inc.
 Townsquare Media
 Transitional Services, Inc.
 WellNOW Urgent Care
 WKBW-TV

SUMMER EMPLOYERS

Chadwick Bay Broadcasting
 Chautauqua Institution
 Chautauqua Opportunities
 Cradle Beach
 Dunn Tire/ Express Tire
 Durham Staffing, Inc.
 Enterprise Rent-A-Car
 Erie 2-Chautauqua- Cattaraugus BOCES
 Greystone Nature Preserve
 Intandem (formerly The Rehabilitation Center)

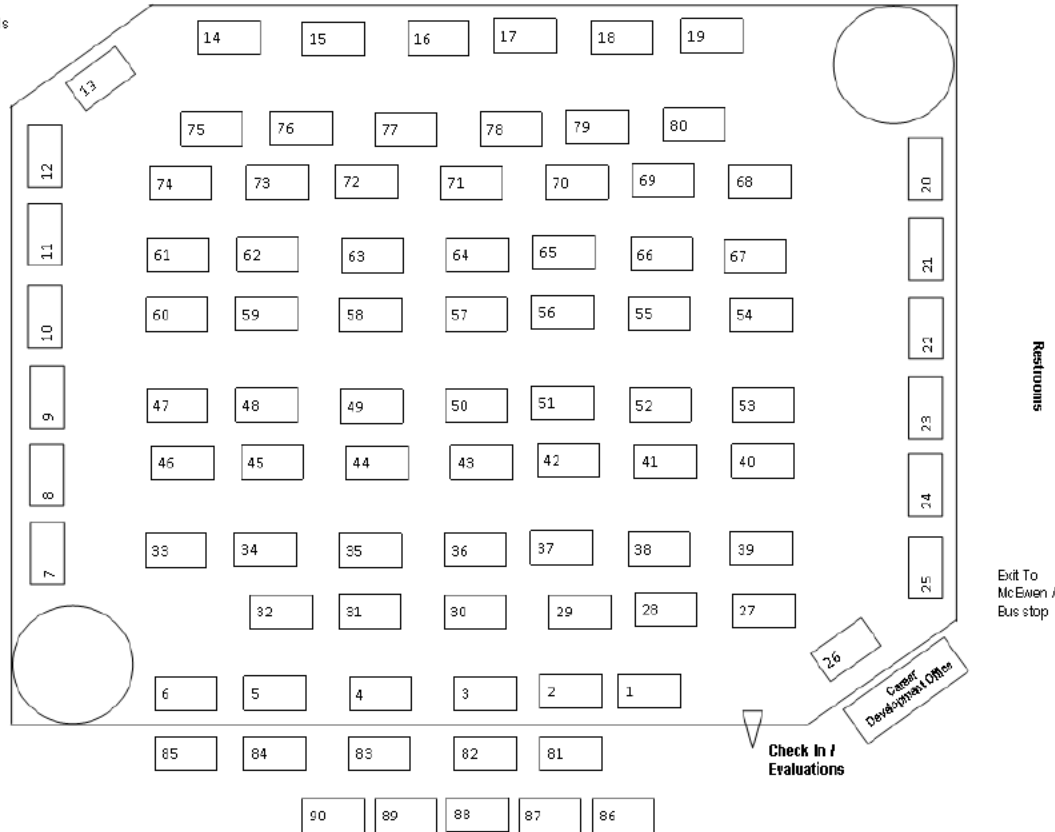
Lily Dale Assembly
 Mary Cariola Center
 Mondelez International - Nabisco Foods
 Muldowney Development LLC
 National Comedy Center
 NYS Office for People With
 Developmental Disabilities (OPWDD)
 NYS Parks, Recreation & Historic
 Preservation-Chautauqua Complex
 People Inc.

Resource Center, The
 Salvation Army Anew Center, The
 Six Flags Darien Lake
 Suburban Adult Services, Inc.
 Sunset Bay Beach Club /
 Cabana Sam's Sunset Bay Grill
 Townsquare Media
 Uncommon Schools
 WNY United Against Drug & Alcohol Abuse, Inc.

Job & Internship Expo 2020 – Floor Plan

EMPLOYERS ONLY: 6103A: Snacks/Drinks and 6103B/C: Interview Space

Exit to
Res. Halls



Alliance Advisory Group	22	Dunn Tire/ Exxpress Tire	9	Northland Workforce Training Center	15
American Red Cross	23	Durham Staffing, Inc.	41	NYS Office for People With Developmental Disabilities	64
Arc Erie County New York, The	24	EduKids, Inc.	42	NYS Parks, Recreation & Historic Preservation-Chautauqua Complex	65
Aspire of WNY	25	Enterprise Rent-A-Car	43	OLV Human Services	66
Athenex	13	Erie 2-Chautauqua- Cattaraugus BOCES	44	Ortho Clinical Diagnostics	67
AXA Advisors - Buffalo (Equitable)	26	Erie County Department of Social Services	45	Peaceprints of WNY	68
Basil Family Dealerships, The	27	FBI	10	Pegula Sports and Entertainment	69
BestSelf Behavioral Health	28	Fetch Logistics, Inc.	46	Pennsylvania State Police	16
Brooks-TLC Hospital System, Inc.	1	Fredonia Technology Incubator	47	People Inc.	70
Buffalo Hearing & Speech Center	29	GEICO	48	Praxair, Inc. - a member of the Linde Group	71
Calpine	30	Greystone Nature Preserve	49	Primary Hall Preparatory Charter School	87
Cantalcian Center for Learning	31	Hillside Family of Agencies	50	Resource Center, The	88
CAR-FRESHNER Corporation	2	HOPE Chautauqua & Prevention Works	51	Ronco	17
Cattaraugus Allegany BOCES	3	Horizon Health Services	52	Salvation Army Anew Center, The	18
Chadwick Bay Broadcasting	32	Housing Options Made Easy, Inc.	53	Salvation Army, The	82
Chautauqua Center, The	4	IngramMicro	54	Six Flags Darien Lake	72
Chautauqua County Public Defender Office	81	Intandem (formerly The Rehabilitation Center)	55	Spectrum	73
Chautauqua Hospice and Palliative Care	33	Iroquois Job Corps	56	Suburban Adult Services, Inc.	19
Chautauqua Hurricane	82	Jewish Family Service of Buffalo & Erie County	57	Sunset Bay Beach Club/ Cabana Sam's Sunset Bay Grill	89
Chautauqua Institution	5	Kaleida Health	11	TownsquareMedia	74
Chautauqua Lake Child Care Center	34	Lily Dale Assembly	58	Transitional Services, Inc.	20
Chautauqua Opportunities	35	Mary Cariola Center	59	Travelers Insurance	75
Chautauqua Works	83	MassMutual New York State	60	U.S. Customs and Border Protection	21
City Year Buffalo	36	Mondelez International - Nabisco Foods	61	U.S. Food & Drug Administration	76
Colton RV	6	Muldowney Development LLC	12	Uncommon Schools	90
Community Bank, N.A.	37	National Comedy Center	62	Volunteer and Community Services	77
ConnectLife	38	National Postdoctoral Association	63	WellNOW Urgent Care	78
Cradle Beach	39	New York State Police	14	WKBW-TV	79
Deluxe Corporation	7	Newburgh Enlarged City School District	86	WNY United Against Drug & Alcohol Abuse, Inc.	80
Deluxe Corporation	7				
Department of Correction and Supervision	8				
DFT Communications	40				
Digitell Inc.	84				
Disney College Program	85				

Townsquare Media

www.townsquaremedia.com

Representative(s):

Full Time: Sales Executives

14 Lafayette Square Suite 1200, Buffalo, New York 14203

Will sponsor work visa; accepts OPT/CPT

Internship(s): various

Part Time: Street Team

Transitional Services, Inc.

www.tsiwny.org

Representative(s):

Full Time: Resident Counselor

Part Time: Part-time Resident Counselor, Part-time Awake Overnight Counselor

Internship(s): Direct Care/Residential Mental Health in Buffalo

389 Elmwood Avenue, Buffalo, NY 14222

Travelers Insurance

www.careers.travelers.com

Representative(s)

Full Time: Claim Professional

Internship(s): Summer Intern

60 Lakefront Boulevard, Buffalo, NY 14202

U.S. Customs and Border Protection

www.cbp.gov/careers

Representative(s)

Full Time: Customs and Border Protection Officer, Border Patrol Agent

300 Airborne Parkway, Suite 300, Buffalo, NY 14225

U.S. Food & Drug Administration

www.fda.gov

Representative(s):

Full Time: Consumer Safety Officer (Investigators & Inspectors)

622 Main Street, Suite 100, Buffalo, NY 14202

Uncommon Schools

www.uncommonschools.org

Representative(s):

Full Time: Elementary Teacher, Middle School Teacher, High School Teacher

Summer: Summer Teaching Fellowship

826 Broadway, 9th Floor, New York, NY 10003

Volunteer and Community Services

www.fredonia.edu/student-life/volunteer

Representative(s):

Internship(s): Public Relations/Marketing VCS Internship

280 Central Avenue, Fredonia, NY 14063

WellNOW Urgent Care

www.wellnow.com

Representative(s):

Full Time & Part Time: Reception, Medical Scribe, LPN, X-Ray Tech, Patient Care Tech

281 Sanders Creek Parkway, East Syracuse, NY 13057

accepts OPT/CPT

WKBW-TV

www.scripps.com

Representative(s):

Full Time: Non-News MMJ, Producer, Assignment Desk

Internship(s): Internships are through the NYSBA, open to student interest

7 Broadcast Plaza, Buffalo, NY 14202

WNY United Against Drug & Alcohol Abuse, Inc.

www.wnyunited.org

Representative(s):

Full Time: Prevention Specialist

Internship(s): Prevention Specialist Intern

1195 Niagara Street, Buffalo, NY 14213

accepts OPT/CPT

Summer: Math Teacher, ELA Teacher, Summer Support Staff Teachers

Emails confirming November 18, 2020 SUNY Brockport presentation to students to discuss careers in broadcasting.

From:
Sent: Tuesday, April 5, 2022 4:29 PM
To:
Subject: Fw: 89.1 The Point Wednesday Meeting Link

Follow Up Flag: Follow up
Flag Status: Flagged

Here is the zoom meeting invite that I got.

WYRK Afternoons/Production Director - Townsquare Buffalo
Townsquare Media, INC.
Voice
14 Lafayette Sq. Suite 1200 Buffalo, NY 14203
townsquaremedia.com

Townsquare Media Buffalo
Download Our Apps Below



From: @brockport.edu>
Sent: Tuesday, November 17, 2020 4:17 PM
To: @wyrk.com>
Subject: 89.1 The Point Wednesday Meeting Link

Hi

Here is the link for tomorrow's Zoom meeting. Thank you again for agreeing to do this! Have a great rest of your day and I'll see you virtually!

Topic: General Meeting w/ Guest Speaker
Time: Nov 18, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us>

Meeting ID:
Passcode:

Best,

From:
Sent: Tuesday, January 11, 2022 6:01 PM
To:
Subject: Fw: Speaker Invitation BuffaloPAL-YOCP/Leadership Programs 8/4
Follow Up Flag: Follow up
Flag Status: Completed

On 8/4/2020 I spoke virtually to a group of teens about broadcasting.

(Speaker Invite)Buffalo PAL-Youth Opportunity Connect and Leadership Programs

Thank you

Townsquare Media
14 Lafayette Sq., Suite 1200
Buffalo, NY 14203
Main:

LEGAL NOTICE: This email may be considered an advertising or promotional message.

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.

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You must use this method to notify us of your opt-out request, as we cannot guarantee that other methods of notification will be effective. Please be aware that we may continue to contact you via email for administrative or informational purposes, including follow-up messages regarding contests you entered or other transactions you may have undertaken. By law, such messages are not considered to be commercial email.

From: @ch.ci.buffalo.ny.us>
Sent: Friday, July 31, 2020 7:59 AM
To: @ch.ci.buffalo.ny.us>
Cc: @townsquaremedia.com>
Subject: Speaker Invitation BuffaloPAL-YOCP/Leadership Programs 8/4

Please virtually meet my good friend . She has graciously committed to speaking with the youth in our Youth Opportunity Connect and Leadership Programs.

We have over 65 teens in this program. We would love for you to talk to the young people about your professional

journey and your Educational path. Please also share about how you've been managing your career through this pandemic. Here is your assigned time (I will Send a calendar invite as well)

8/4/2020 (11:20am-11:50pm)

-Brand Manager, DJ, Radio personality at WBLK

Here is the Zoom Info:

<https://nam05.safelinks.protection.outlook.com/?>

Meeting ID:

Password:

Thank you so much for taking the time to meet our young people.

Bio:

[\https://nam05.safelinks.protection.outlook.com/?

| Power 93.7

WBLK<<https://nam05.safelinks.protection.outlook.com>

Thank you

--

Brand Manager/Afternoon Drive
The Legendary Power 93.7 WBLK
Townsquare Media
14 Lafayette Sq., Suite 1200
Buffalo, NY 14203<x-apple-data-detectors://4/0>
Main:

Thank you!

Executive Director
Police Athletic League Of Buffalo, Inc.
65 Niagara Square, 21 St. Floor<x-apple-data-detectors://2/0>
Buffalo, NY 14202<x-apple-data-detectors://2/0>
(P)
<https://nam05.safelinks.protection.outlook.com/?>

“The Mission of PAL is to improve the immediate and future quality of life for the youth through enrichment and recreational, programming in collaboration with law enforcement.”

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.

From: @townsquaremedia.com>
Sent: Wednesday, January 13, 2021 6:07 PM
To:

Cc:

Subject: FCC EEO Public File Training
Attachments: FCC_s EEO Rules Training Final.ppt; List of FCC Activities that Count as Recruitment Initiatives.docx; License Renewal Dates (by State).pdf; FCC EEO Recruitment Representative Role and Responsibilities.docx; Employment Application - Townsquare Media and All Affiliates Rev 01-2020.pdf

Thank you for attending today's session on FCC EEO Recruitment Requirements. In a short time we covered a lot of information. Please don't be overwhelmed. If you have a question, we'll get you an answer.

If you were unable to attend the session, you can see it here:

<https://web.microsoftstream.com/video/>

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Interviews
Fairs
Talent Engagement
Branding
Segments
Campaigns
Analytics
Learn More →

NIAGARA UNIVERSITY'S VIRTUAL 2021 CAREER EXPO WEDNESDAY, MARCH 24, 2021 12:30-3:30 P.M.

CAREER SERVICES VIRTUAL EVENT PARTNERED WITH



 **Virtual 2021 Career Expo**
Wednesday, March 24th 2021, 12:30 pm - 3:30 pm EDT
Virtual

[Follow](#) [Registered](#)



Canisius College Virtual Griff Fair 2021

Tuesday, March 30th 2021, 1:00 pm - 4:00 pm EDT
Virtual

☆ Follow

✓ Registered ▾

[Details](#)

[All Employers](#)

[RSVPs](#)

[Schedule](#)

📺 Test Handshake Video

Advantage Afterschool Program

buffalourbanleague.org>

Mon 4/26/2021 3:19 PM

To: @buffalourbanleague.org>

Hi just checking in with you to make sure you still had time Wednesday to present to the kids about your job at WBLK. If so the meeting is going to be on Google Meets which means you have to have a Gmail account. I will send you the meeting code @ 3:15pm on Wednesday.

Advantage after school program

@buffalourbanleague.org>

Wed 3/17/2021 3:45 PM

To: @buffalourbanleague.org>

Hey that works in the after school program with I was wondering if you be able to come on a Google meet call April 28th @ 4 P.M and talk to the kids about working for WBLK how you got there etc....

Let me know A.S.A.P if your interested and your schedule will allow you to talk for an hour. Thank You

From:
Sent: Tuesday, January 11, 2022 7:23 PM
To:
Cc:
Subject:

Follow Up Flag: Follow up
Flag Status: Completed

I arranged a tour for students at the very end of 2019, on December 16, 2019 took a group of approx. 20-25 high school students around the station and I had them on-air on Wblk for a quick bit. I'm not sure if you captured that in a previous report or not, but listing it just in case.

In addition to that, I participated in the following career days or other events to discuss a career in media / radio / broadcasting in 2021

- April 28, 2021 - The Buffalo Urban League Advantage Afterschool Program - I gave a presentation and discussion about my career in radio for approx. 15 middle and high school students.
- May 20, 2021 - Health Sciences Charter School Afterschool Extracurricular Program - Talked with 7 students and their class advisor about starting a radio station in their school and mentored a few students looking towards a career in media.
- July 15 and July 21, 2021 - Erie County Summer Youth Employment Program - Presented on a career in radio and/or tv and journalism for approx. 700 program participants who were between the age of 15 and 22. Presentation happened in 2 different sessions.
- August 13, 2021 - The Buffalo Freedom Summer Program - Lead a group discussion among approx. 29 young adults interested in a career in media on how important their voice is.
- October 13, 2021 - City of Buffalo High School Equivalency (HSE/GED) Program Career Exploration Day - Spoke to approx. 10 GED students about what it takes to have a successful career in radio

On-Air Personality - Townsquare Buffalo

Townsquare Media, Inc.

Phone:

[14 Lafayette Sq. Suite 1200 Buffalo NY 14203](https://www.townsquaremedia.com)

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From:
Sent: Tuesday, January 11, 2022 6:09 PM
To:
Subject: Fw: *Reminder*: BABJ PANEL INFORMATION: Wednesday, February 24 @ 7pm
Follow Up Flag: Follow up
Flag Status: Completed

Not sure if this applies, but I was a panelist on a Buffalo Association of Black Journalist panel speaking to the community about how to navigate the media. It was 2/24/21.

Good afternoon,

Thank you all for agreeing to be a part of this panel. There is a lot of excitement surrounding our conversation and I know we'll have a great audience.

I do plan to keep this to an hour next Wednesday evening so I'm planning to have one question per panelist allowing others to jump in and answer if you'd like to create a conversation.

TOPICS (we'll have a question draft prior to the start so think of which topic you'd like to discuss):

- Best Practices for communicating pitches with a newsroom as a non-PR representative
- Explaining editorial process — how we ensure bias does not make it onto airwaves or print
- Importance and challenges with recruiting talent of color
- Catering news to your audience
- Dealing with audience feedback — best way to express concern over news coverage
- Lessons from the pros: when communicating with newsrooms or reporters how have you found success?
- Poor pitches: what will NOT make it onto the airwaves and why?
- Timing and catering the pitch

Panelists

President, PRSA Buffalo Niagara Chapter
President-Elect, PRSA Buffalo Niagara Chapter
News Director, WBFO
, News Director, WIVB-TV
Executive Producer, WKBW-TV
Executive Producer, WGRZ-TV
Brand Manager, Townsquare Media Buffalo's WBLK-93.7
, Assistant Managing Editor, The Buffalo News
, Anchor/Reporter WKBW-TV & BABJ President -- Moderator

Here is the link you'll need to join the room. We will all be in a "waiting room" until I select the broadcast to go live so if there are any last minute questions we can discuss there.

If you haven't used Streamyard before, here are some [helpful tips](#).

See you next week!

If you can log on by 6:50 pm that would be helpful so we can discuss and draft questions/topics.

I think everyone here has my cell if there are questions prior. Thank you again for joining us.

Investigative Reporter/Anchor, WKBW 7 Eyewitness News
President, Buffalo Association of Black Journalists

@wkbw.com

WKBW.com

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none of the stress. 365-day returns & exchanges & more!

BED BATH & BEYOND create a

Virtual Job Fair



8 DAYS AGO

Empower the Lives of Disabled Individuals With a Career at SASi

SASi, a leading non-profit service agency in Western New York, is hiring DSPs to help deliver the high standard of care they've built their reputation upon.

https://wyrk.com



19 DAYS AGO

Inspire the Next Generation of Workers With a Career at Job Corps

At Job Corps, you'll help young people obtain the training and skills they need to establish real careers in some of the nation's fastest growing industries.



Full Time Jobs

Part Time Jobs

Hourly Jobs

Work from Home

Jobs2Careers

HOME | ON AIR | LISTEN | APP | WIN STUFF | EXPLORE BUFFALO | CONTACT US



19 DAYS AGO

People Inc. Knows and Values What's Important to Their Employees

With nearly 4,000 employees, People Inc. is one of the region's largest employers and presently has several openings from entry-level to managerial.

19 DAYS AGO

Find Your Career in the Education Sector at CA BOCES

Cattaraugus-Allegany BOCES, a regional leader in education services, is looking to expand its team of 600 full-time professional and support staff.



Full Time Jobs

Part Time Jobs

Hourly Jobs

Work from Home

Jobs2

HOME | ON AIR | LISTEN | APP | CONCERTS AND EVENTS | WIN STUFF | MORE ▾



UPDATED: 20 DAYS AGO

Earn Full-Time Benefits for Part-Time Service with the Army National Guard

The Army National Guard can supercharge your career path and life goals, with more than 130 careers from which to choose and impressive benefits.



20 DAYS AGO

Find Competitive Pay and Training as a School Bus Driver with First Student

A large company, First Student offers job security and great benefits, including paid training for a Class B CDL license and a sign-on bonus of \$3,000.

JOBS FROM HOME

WORK FROM HOME

ONLINE JOBS



UPDATED: 20 DAYS AGO

Enjoy Generous PTO & Flexible Schedules at OLV Human Services

OLV Human Services is hiring for all direct care positions, as well as Special Education teachers, Dental Hygienists, Nurses, and more.



20 DAYS AGO

Earn Competitive Wages at This Old-Time Neighborhood Bar

Hat Trix is Hamburg's old-time neighborhood bar with a 116-inch media wall, karaoke, and live music — and they're hiring!



Internship Application

Name _____ E-mail @ithaca.edu

Address:

City _____ State: NY Zip: _____

Telephone: (Home) N/A (Cell) _____

College: Ithaca College Major: Business Administration

Department desired: Event Management

Date available: From: June 3, 2021 to: August 20, 2021

Hours: 2 days/week

Weekdays not available: N/A

Give a brief statement of your ultimate career objective: I plan on broadening my knowledge on skills that go along with planning events such as outreach, marketing, and logistics/planning.

Faculty advisor:

Recommendation:

Special Requirements: N/A

Signed:

4/30/21 Applicant _____ Advisor _____
Date _____ 5/5/2021 Date _____

For Station Use:

Interviewed By: _____ Date: 5/5/2021

Accepted: Yes: No: _____ Reporting Date: 6/3/2021 Signed _____

Buffalo NY

Department Head



INTERN/TRAINEE AGREEMENT

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

5195 Main Street Williamsville NY
(Street Address, City, State, Zip)

Parent or Legal Guardian (if under 18): _____

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

Term of Internship: From (Start date) June 5, 2021 to (End date) August 23, 2021

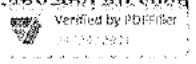
*Educational Facility Providing Academic Credit: _____ @ithaca.edu / (____) _____
(*If Applicable) (Facility Name, Contact Person, and Phone Number)

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

The Intern/Trainee (and/or Parent or Legal Guardian) acknowledges that the Intern/Trainee has volunteered for the term set forth above to serve as an Intern/Trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives *academic credit from a bona fide educational facility which may include, but is not limited to, a university, community college, trade school or high school. The Intern/Trainee (and/or Parent or Legal Guardian) understands that the Company reserves the right to terminate any internship at any time.

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



Date: 4/30/2021

Signature of Intern

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

Date: _____

(Signature of Parent or Legal Guardian)