

Exhibit 1

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

EEO Public File Report
 Townsquare License, LLC
 Quad Cities Employment Unit
 KBEA-FM, KIIK-FM, WXLN(FM), KJOC (FM), KBOB(AM)
 October 1st, 2021 - September 30th, 2022

Amended May 6, 2024

Section 1. Vacancy List

Date of Hire	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Interviews per RS	RS that Referred the Hiree
3/1/2022	Account Executive	7, 8, 14, 15, 16, 19	RS 8 – 1 RS 16 – 1 RS 20 - 1 Total: 3	20
1/31/2022	Digital Managing Editor (or "Radio Host/Digital Content Writer")	7, 14, 15, 19	RS 7 – 1 Total: 1	7

MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (yes/no)	# of Interviewees Referred by RS Over Reporting Period
1	Augustana College 639 38th Street Rock Island, IL 61201	no	0
2	Blackhawk College 301 Avenue of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	no	0
3	Iowa Workforce Development Center www.iowaworkforce.com	no	0
4	Eastern Iowa Job Training Davenport, Iowa 52801 Allen Campbell 563-326-5219	no	0
5	Western Illinois University 3300 River Drive Moline, IL 61265 30-298-1838	no	0

6	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	no	0
7	Townsquare Media careers page (via Greenhouse)	no	1
8	Station On-Air Announcements	no	1
9	Market Outreach & Networking	no	0
10	Self-Referral / Word of Mouth Referral	no	3
11	Townsquare Media Recruiter	no	0
12	Internal Transfer/Promotion	no	0
13	Allaccess Radio Jobs www.allaccess.com	no	0
14	Indeed.Com, Via Greenhouse (Indeed also independently posts vacancy to Glassdoor.com)	no	0
15	LinkedIn, Via Greenhouse	no	0
16	Facebook	no	1
17	SEU Internship Program	no	0
18	Iowa Broadcasters Association 102 North 2nd Avenue Box 1009 Newton, Ia 50208 (515) 224-7237 www.iowabroadcasters.com	no	0
19	Zip Recruiter	no	0
20	LinkedIn (candidate sourced)	No	1
TOTAL			7

Section III. Recruitment Initiatives

	Date	Type of Recruitment Initiative	Brief Description of Activity
1	3/29/22	Participate in Events Sponsored by Educational Institutions	WXLP morning show personality participated in a career day at Matherville Intermediate School (part of the Sherrard Community Unit School District). He gave a presentation and answered questions about working in the Broadcast Industry.
2	4/28/22	Participate in Events Sponsored by Educational Institutions	KBEA morning show personality, KBEA afternoon show personality, and KLIK morning show personality participated in a career day at North Scott Middle School and separately gave presentations and answered questions about working in the Broadcast Industry.
3	1/20/22	Participate in Events Sponsored by Educational Institutions	WXLP Morning Show Producer gave a 'what's new in radio' presentation to the Junior Achievement Biztown educational center. JA BizTown combines in-class learning with a day-long visit to a simulated town. This popular learning experience allows elementary school students to operate banks, manage restaurants, sample careers, write checks, and vote for mayor. Students are able to connect the dots between what they learn in school and the real world.
4	4/8/22	Participate in Events Sponsored by Educational Institutions	To kick off Hall of Fame weekend, WXLP Morning Show personality spoke to a broadcast journalism class at Illinois State University for students interested in a Broadcast career.
5	4/9/22	Participate in Events Sponsored by Educational Institutions	WXLP Morning Show spoke at the Illinois State University Hall of Fame Dinner for students interested in pursuing a career in Broadcasting.

6	11/9/21	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/Director of Sales participated in Simpli.fi's "Bullseye 101" training course on Targeted Advertising. Topics included Ad Budgets, AD Campaign, Geo-Fencing, Targeted Advertising, Foot Traffic, Keyword Retargeting, and more.
7	11/16/21	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/Director of Sales participated in Simpli.fi's "Bullseye 201" training course on Advanced Targeted Advertising. Topics included Addressable Audience Curation, Advanced Sales, Advanced Targeted Advertising, Audience Segment, Creative Strategy, Pitch, Unstructured Data, and more.
8	7/12/22	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Market President participated in the Iowa Broadcasters webinar on FCC EEO rules. Topics included: <ul style="list-style-type: none"> • Background and updates on the current EEO regulatory environment (including developments around EEO Form 395-B) • The FCC's general and specific EEO requirements • Recordkeeping and reporting • Practical considerations related to EEO programs
9	1/10/22 – 3/11/22	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Local Sales Manager/Director of Sales participated in Talent Focused Management Workshop facilitated by The Center for Sales Strategy. 9-week program (designed to assist leadership personnel in finding, recruiting, and retaining talent.) Focus on the importance of diversity in skills and talents.
10	7/12/22- 7/15/2022	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Director of Sales participated in Leadership Lab Training through Townsquare Media. The 6-hour program is designed to elevate the digital knowledge of Townsquare capabilities through interactive training and role playing.

11	8/9/22 - 8/12/22	Training program to enable station personnel to acquire skills that could qualify them for higher level positions	Market President participated in Leadership Lab Training through Townsquare Media. The 6-hour program is designed to elevate the digital knowledge of Townsquare capabilities through interactive training and role playing.
12	11/19/21	Participation in Job Fair	Market President participated in the Veteran's Action Experience Virtual Job Fair. Applications and resumes were collected and reviewed by Market President.

Exhibit 2

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

Townsquare License, LLC
 Quad Cities Employment Unit
 KBEA-FM, KIIK-FM, WXLN(FM), KJOC(FM), KBOB(AM)

EEO Public File Report
 October 1, 2022 - September 30, 2023
 Amended May 6, 2024

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
No vacancies filled during the reporting period		

Section II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (yes/no)	# of Interviewees Referred by RS Over Reporting Period
1	Indeed.com (via Greenhouse)	no	0
2	LinkedIn (via Greenhouse)	no	0
	Townsquare Corporate careers webpage www.townsquaremedia.com	no	0
3	Augustana College 639 38th Street Rock Island, IL 61201	no	0
4	Blackhawk College 301 Avenue of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	no	0
5	Iowa Workforce Development Center www.iowaworkforce.com	no	0
6	Eastern Iowa Job Training Davenport, Iowa 52801 Allen Campbell 563-326-5219	no	0
7	Western Illinois University 3300 River Drive Moline, IL 61265 30-298-1838	no	0
8	St. Ambrose University Career Service 518 West Locust Davenport, IA 52807	no	0
9	Station On-Air Announcements	no	0

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10	Market Outreach & Networking	no	0
11	Referral / Word of Mouth	no	0
12	Townsquare Media Recruiter (Sourced)	no	0
13	Internal Transfer/Promotion	no	0
16	Allaccess Radio Jobs www.allaccess.com	no	0
17	Facebook	no	0
18	SEU Internship Program	no	0
19	Iowa Broadcasters Association 102 North 2nd Avenue Box 1009 Newton, Ia 50208 (515) 224-7237 www.iowabroadcasters.com	no	0
Total Interviewees Over Reporting Period			0

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 Quad Cities Employment Unit
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EEO Public File Report
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 Amended May 6, 2024

SECTION III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Events Sponsored by Educational Institutions	On July 19, 2023, the stations' on-air talent spoke with students participating in the S.P.A.R.K. (Summer Program for Arts, Recreation & Knowledge) at the Muscatine Community School District. He spoke with the students about the location and licensing of the B100/KBEA radio tower, music licensing, as well as the different broadcast and digital careers and services offered by Townsquare Media. A Q&A was held at the end of the session where the students were able to ask questions.
2	Participate in Events Sponsored by Educational Institutions	On April 12, 2023, two of the stations' on-air talent spoke with communications students at an Illinois State University's "Communications Week" event. The talent gave a joint speech during the event, speaking about careers in broadcasting and encouraging students to pursue their own careers in broadcasting.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 23, 2023, Market President participated in an online training for Valuing Diversity provided by Trust Mineral. The purpose of the course is to help employers understand the concept of diversity and know how to recognize diversity issues that can lead to legal liability under anti-discrimination and harassment laws.
7	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues	One of the employment unit's Account Executives is a member of the BNI (Business Networking International), a sales focused networking group. To encourage women and minorities to pursue a career in broadcasting sales, the AE set up a one-day job shadow with a BNI member. The job shadow took place on July 19, 2023. The shadow worked with the AE for one full business day, learning the ins and outs of broadcast sales.

Exhibit 3

Documentation of Recruitment for Vacancies

Media and Digital Sales Executive

Townsquare Media Quad Cities is looking for a dynamic sales executive to join our media and digital advertising team! You will be selling local advertising for our innovative stations & all of its platforms, plus programmatic digital advertising and website platforms that include development, SEO and mobilization of sites.

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

Responsibilities

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

Qualifications

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

Benefits

- Weekly, Monthly, and Quarterly contests
- Uncapped commission potential
- 3 weeks of Vacation Time
- Company provided Laptop
- Medical, Dental, and Vision Insurance
- 401(k) Retirement Plan
- High Energy Work Environment
- Opportunity for Upward Mobility- The growth opportunity is great. TSM is a fast growing public company offering unlimited earning potential to our managers and salespeople.

About Us

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

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

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

Greenhouse report for 2021-2022 Account Executive vacancy.

Last Name	First Name	Applied For Account Executive - Quad Cities	Source LinkedIn (sourced)	Application Date 2/8/2022
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Account Executive - Quad Cities

Quad Cities, IA
Job Status: Closed

< Back

Job setup

Overview

Job Info

Job Kickoff

Job Posts

Forms

Scorecard

Interview Plan

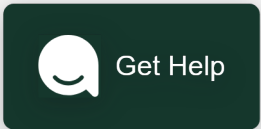
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

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

Pay transparency rules * ?

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

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

Application language

English

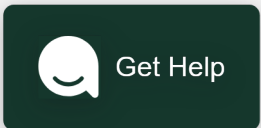
Recently Viewed

Custom description ?



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

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



Basic application information

Personal information

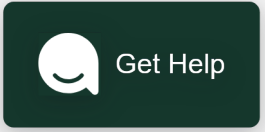
Hide

Optional







Required



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



Custom application questions

- LinkedIn Profile  
- Website  
- How did you hear about this job? (Required)  

[Add custom question](#) [Copy from another job](#)

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

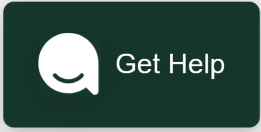
[Customize](#) your auto-reply templates.

Application confirmation page

- Default
- Customize

Include EEOC questions

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



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

Publish to free job boards

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

- Indeed
- LinkedIn Limited
- ZipRecruiter

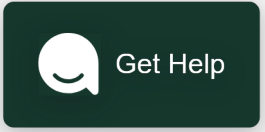
Location

- Remote

Back

Preview

Save



Recently Viewed

Radio Host/ Digital Content Writer- B100 in Quad Cities, Iowa

Townsquare Media has an open opportunity to host Quad Cities' B100 brand daily. Along with great on-air skills, we're looking for a strong content creator and someone to be the champion of the station on the streets - you must be a 360 talent to propel the brand to new heights.

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

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

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

Responsibilities

- Host Monday - Friday Afternoons from 3 pm - 7 pm on B100.
- Spend time each day doing daily show prep.
- Entertains and informs the listener audience both on the air, via digital content, and social media outlets.
- Publish a minimum of 2 original local articles per day on the station website and mobile app.
- Write assigned Facebook posts along with other social media platforms.
- Conducts on-air interviews, attends and assists in all market cluster live events, and produces commercials on a daily basis.
- Conducts Live Remotes and appearances and assist in special promotions and programming activities.

Qualifications

- History of original written digital content
- Knowledge of basic FCC rules and regulations.
- Must have superior knowledge of current events and (insert format here)
- Ability to interact with management and staff at all levels, multi-task, and handle pressures and deadlines.
- Skill in operation of control board, remote broadcasting, and other related production equipment.
- Quickly become proficient in NexGen and Adobe Audition.
- Computer literacy in applicable programs and excellent verbal communication skills.

- Public speaking skills and ability to interact with listeners and clients in a public setting.
- Problem-solving ability and skill in prioritizing.

Benefits

- 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

About Us

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

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Radio Host/ Digital Content Writer- B100

Quad Cities, IA

Job Status: Closed

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Job setup

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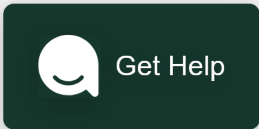
Stage Transitions

Hiring Team

Notifications

Approvals

Activity Feed



Edit your job post

Post details

Job name *

Post to *

Townsquare Media

Location *

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

Pay transparency rules * ?

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

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

Application language

English

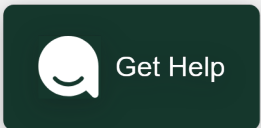


Custom description ?



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

- Listing only the qualifications that are necessary for the role
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- Including benefits that appeal to a wide range of demographic groups



Basic application information

Personal information

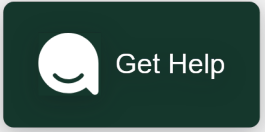
Hide

Optional

























Required

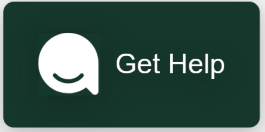


Last name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone number	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Resume	<input type="radio"/>	<input checked="" type="radio"/>	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



Custom application questions

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



If so, please, provide dates and position:



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



If yes, please, explain:



Provide a copy of such agreement:



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



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



If so, please, explain relationship:



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



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



Add custom question

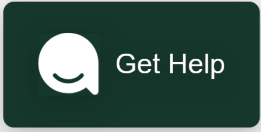
Copy from another job

Settings

Send confirmation email to candidates

Default Candidate Auto Reply

Recently Viewed



Application confirmation page

- Default
- Customize

- Include EEOC questions

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

- Include 'Apply with SEEK' button

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

Publish to free job boards

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

- Indeed
- LinkedIn Limited
- ZipRecruiter

Location

- Remote



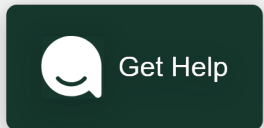


Exhibit 4

Documentation of Outreach Initiatives

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

From: @sherrard.us>
Date: January 13, 2021 at 11:12:28 AM CST
To: @mchsi.com
Subject: Carrer Day

Thanks for signing up! We can make whatever work. You were the highlight of the show last time. Here is the link to our letter. [Career Day 2021](#)

Please let me know if you have any questions, or want to discuss it more.

Principal
Matherville Intermediate School

[@sherrard.us](mailto:sherrard.us)

"We are what we repeatedly do. Excellence, then, is not an act, but a habit."
- Aristotle

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Date: March 14, 2022 at 10:49:31 AM CDT

To:

Subject: Career Day

Good morning everyone,

I am putting the final touches on the Matherville Career Day on March 29th. A couple of you have mentioned using a projector (). Please let me know if you will be needing one so I can make sure to have one available. As a reminder, our staff will be providing a potluck style lunch for you if you would like to join us beginning at 12pm. You are welcome to come in at anytime to visit with the staff. We will start the presentations at 1:00pm. The six sessions will be running for 15 minutes each, and conclude about 3:00 pm. If you are brining a work vehicle that you want to allow the students to see, please plan to park in the grass on the Northwest side of the building over by the gym.

Please let me know if you have any questions or if there is anything I can assist you with.

See you soon,

--

Principal
Matherville Intermediate School

[@sherrard.us](mailto:sherrard.us)

"We are what we repeatedly do. Excellence, then, is not an act, but a habit."
- Aristotle

Principal
Matherville Intermediate School

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- Aristotle

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Email correspondence regarding participation in North Scott Middle School career day on April 28, 2022.

From:
To:
Subject: RE: North Scott Jr. High Career Expo
Date: Wednesday, March 23, 2022 9:33:32 AM
Attachments: [image001.png](#)
[image002.jpg](#)

You are AMAZING!!!!

Thanks so much.

From: @townsquaremedia.com>
Sent: Wednesday, March 23, 2022 7:44 AM
To: @eicc.edu>
Subject: RE: North Scott Jr. High Career Expo

Hey ,
My crew is good to go that day. I'll have 3 people rotating in/out. So if you can send over any details leading up I'll be sure to have them all set for it.

Thanks!

Operations Manager
Townsquare Media Quad Cities

Office
Cell

@townsquaremedia.com

WXLP | KBEA | KIIK | KJOC | KBOB
web + events + mobile = Main Street's Growth Engine

From:
Sent: Tuesday, March 22, 2022 4:44 PM
To: @eicc.edu>
Subject: RE: North Scott Jr. High Career Expo

Ok that makes sense for the job fair. Let me hit up my people and get back to you soon.

Thanks,

Operations Manager

Cities

Office
Cell

@townsquaremedia.com

WXLP | KBEA | KIIK | KJOC | KBOB
web + events + mobile = Main Street's Growth Engine

From: @eicc.edu
Sent: Tuesday, March 22, 2022 12:13 PM
To: @townsquaremedia.com>
Subject: RE: North Scott Jr. High Career Expo

Hi

So, my understanding of this event is that students will rotate through rooms to learn more about careers in the certain pathway – yours being the arts/communications. I completely understand not having a hands-on component. Would you have an individual, or two that would discuss careers in radio?

From: @townsquaremedia.com>
Sent: Monday, March 21, 2022 4:25 PM
To: @eicc.edu>
Subject: RE: North Scott Jr. High Career Expo

Hi

Thank you for reaching out on this. Me personally, I will be out of the country on that day. Very excited for that trip! But I might have somebody else (or multiple people) in the building that could rotate through the career expo. We don't really have anything that would be hands on...really all of our stuff is here in the studio. But we could still be there to talk with students as they came by. Let me know if you think that would make sense and then I'll get with the crew that might be able to be there.

Thanks!

Operations Manager
Townsquare Media Ouad Cities

Offic
Cell

@townsquaremedia.com

WXLP | KBEA | KIIK | KJOC | KBOB
web + events + mobile = Main Street's Growth Engine

From: @eicc.edu
Sent: Monday, March 21, 2022 1:47 PM
To: @townsquaremedia.com>
Subject: North Scott Jr. High Career Expo

Hi

I am helping North Scott coordinate their middle school career expo which will be held on Thursday, April 28th from 9-12:30.

I was wondering if you might be available to talk with students about your career and possibly have some form of hands-on component?

They are looking to have around 500 students total. They will rotate students through 6 - 26 minute sessions. So there will be about 15-18 students in a group.

If you are available and interested please let me know and I will share more details.

Thanks,

Intermediary & Work Based Learning Activities Coordinator

IIN

Eastern Iowa Community Colleges



EICC is an EEO/AA/Titles VI, VII, IX/Section 504/ADA/ADEA Institution. For a complete copy of our statement, please visit www.eicc.edu/eo

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From:

Date: September 18, 2023 at 10:59:49 PM CDT

To: [@gmail.com](#)>

Subject: Re: WZND

Thank you for your email and kind words. We're proud to have been a part of WZND and find it very rewarding to know that students like yourself have been inspired by our story.

Keep working hard at your craft and continue to improve: every day, every show, every break. You'll find that there's no better way to make a living.

Thanks again for reaching out and please stay in touch. We're expecting BIG things from you.

On Sep 18, 2023, at 10:23 PM

[.gmail.com](#)> wrote:

Hello!

My name is _____, and I'm a senior at Illinois State University. Most importantly, I'm apart of WZND! For class, I was supposed to reach out to an Alum about their impact on the station, and I chose you two. Last April, I attended your event during Com Week where you shared you journey from the station to where you are now! I wrote a story about the event too! I wanted to email and thank you for your greatness and legacy at WZND. You both are awesome!!!!!!

Sincerely,

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University Advancement

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Event Registration

The activities included in this event are listed below.

[Back](#)

Flashback Friday!

Flashback Friday Price \$

Date/Time Friday, April 8, 2022 6:00 PM - 10:00 PM

Location WZND Studios

City/State Normal, IL

Attire Business Casual

Price/Person

For more information contact Alumni Engagement at [@illinoisstate.edu](#) or at

Student ticket price

Student Ticket Price:

Date/Time Friday, April 8, 2022 6:00 PM thru
Saturday, April 9, 2022 10:30 PM

Location *No code entered

Attire Casual

Price Levels:

- Per Person

For more information contact Alumni Engagement at [@illinoisstate.edu](#) or at

Reunion Banquet and Broadcast Hall of Fame Induction Ceremony

Reunion Banquet and Broadcast

Date/Time Saturday, April 9, 2022 5:30 PM - 10:30 PM

Location Marriott Hotel & Conference Center Bloomington-Nor

City/State Normal, IL

Attire Business

Price/Person

For more information contact Alumni Engagement at _____ or at
_____@illinoisstate.edu

[Back](#)

University Advancement

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Illinois State
university

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WZND Fuzed Radio

Phone:
Fax:

wznd.com

Director of Convergent Radio Broadcasting
WZND Faculty Advisor

March 31, 2022

Dear

Illinois State University is proud to induct two of your employees –
– into the university's Broadcast Hall of Fame. _____ will be
inducted into the Hall of Fame as part of a two-day WZND reunion ceremony on Friday April 8
and Saturday April 9. The ISU Broadcast Hall of Fame is an exclusive group of radio and
television program graduates who have excelled both in their careers and as leaders in their
communities.

Faculty, staff, students, and friends of Illinois State University and WZND would be appreciative
if you would allow their presence at both days of this event. We plan to feature _____ and
_____ on panel discussions Friday morning and afternoon, during which they will talk
with our students about the radio industry, their journey in the business, and upcoming
opportunities for the next generation of broadcasters. Our students have plenty to learn from
these two radio legends.

Thank you in advance for your consideration, and congratulations on having two future Hall of
Famers in your company!

Sincerely,

Director of Convergent Radio Broadcasting, Illinois State University
Faculty Advisor, WZND Radio

We know you're listening...tweet requests to @WZND with the hashtag #WZNDRequests

News

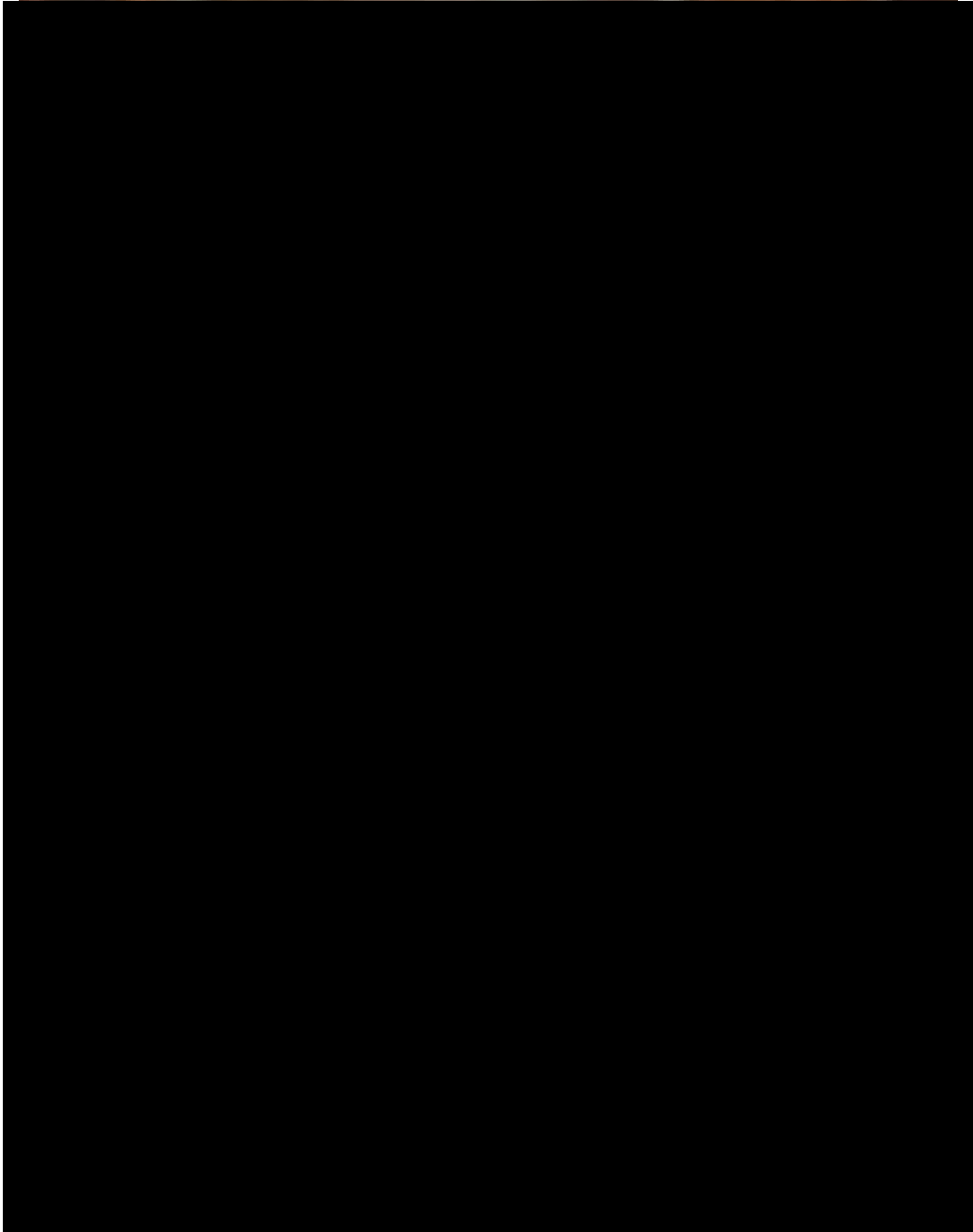
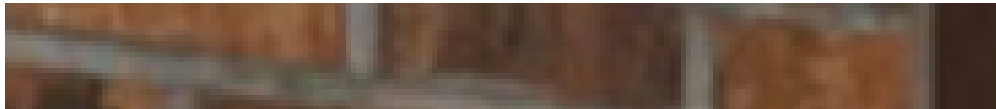
CONNECT WITH US: [f](#) [@](#) [in](#) [X](#) [d](#) [v](#)

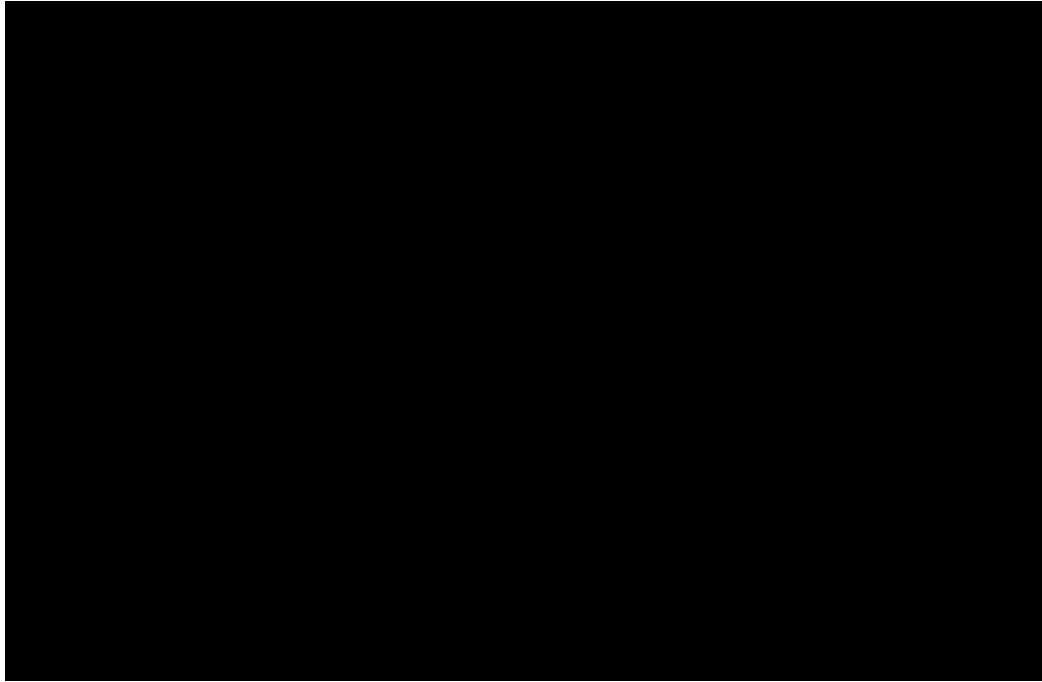
Legends of radio waves to be inducted into Broadcast Hall of Fame at Illinois State University

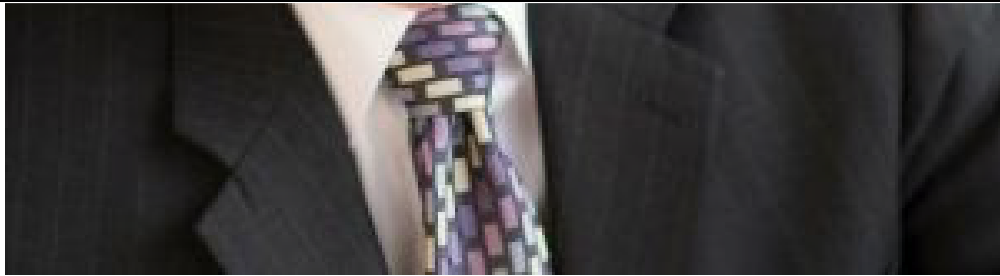
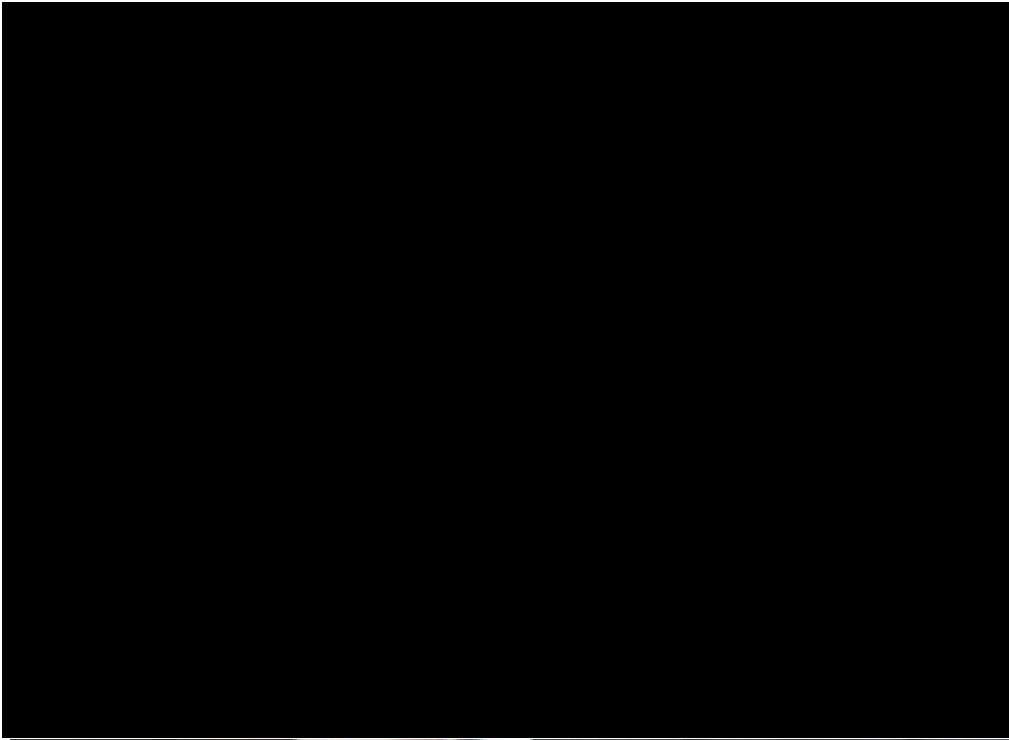
By **University staff** April 6, 2022

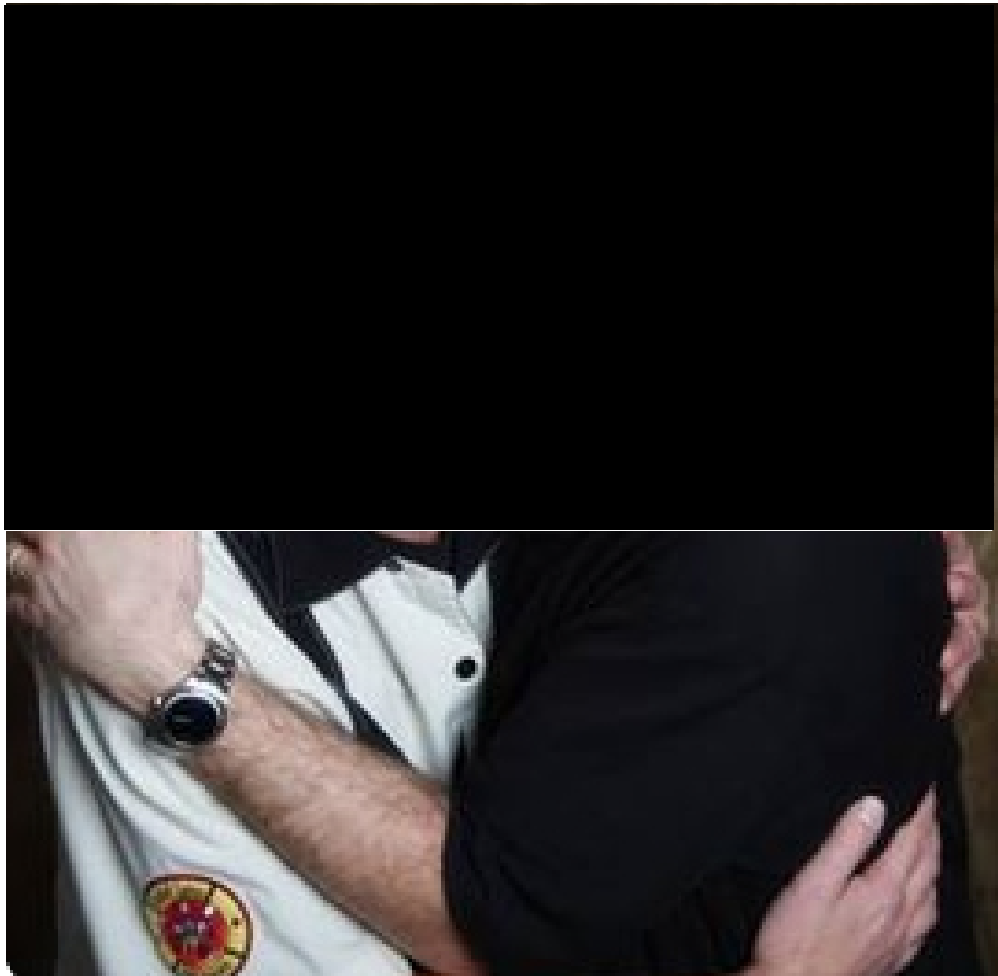
WZND announced nine Illinois State University alumni will be inducted into the prestigious Illinois State University Broadcast Hall of Fame. The induction will be at 5 p.m. Saturday, April 9 at the Uptown Normal Marriot Hotel and Conference Center in Normal, Illinois. These individuals are being inducted for their exemplary work in the field of broadcast.

Hall of Fame Class of 2022:

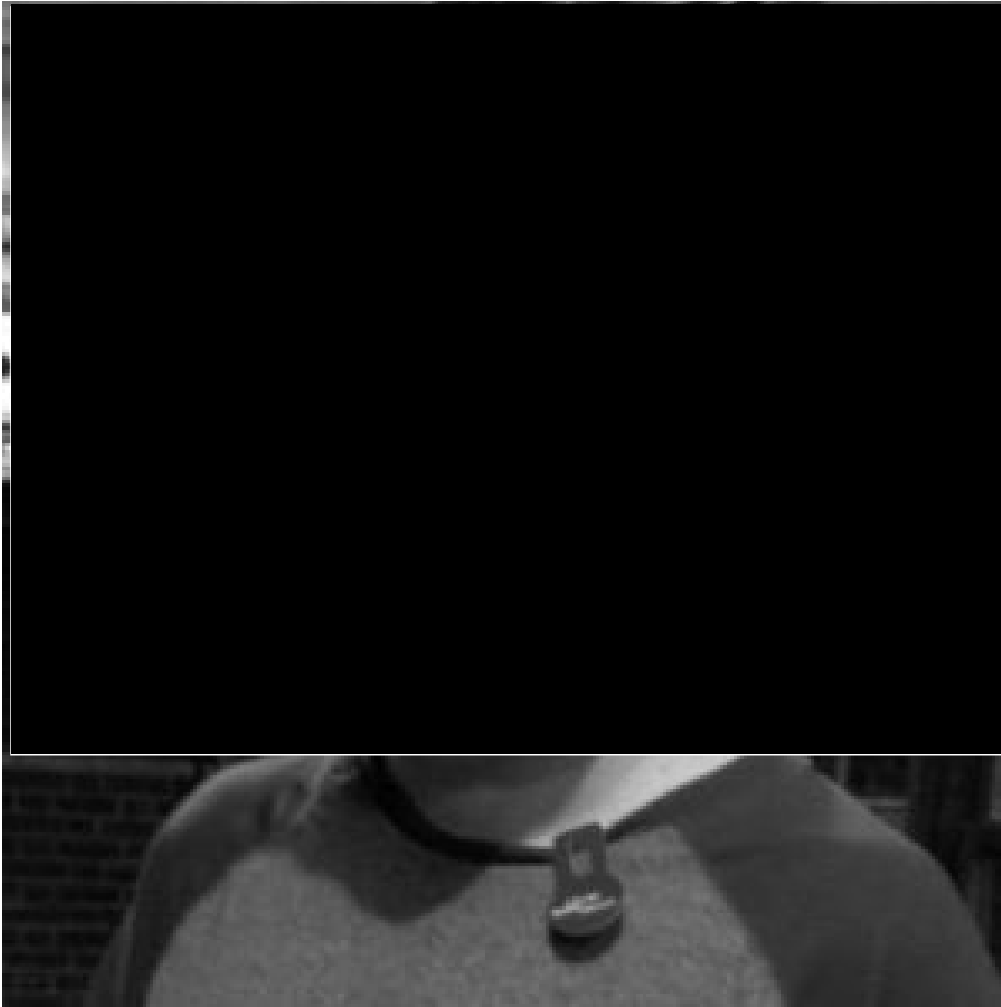


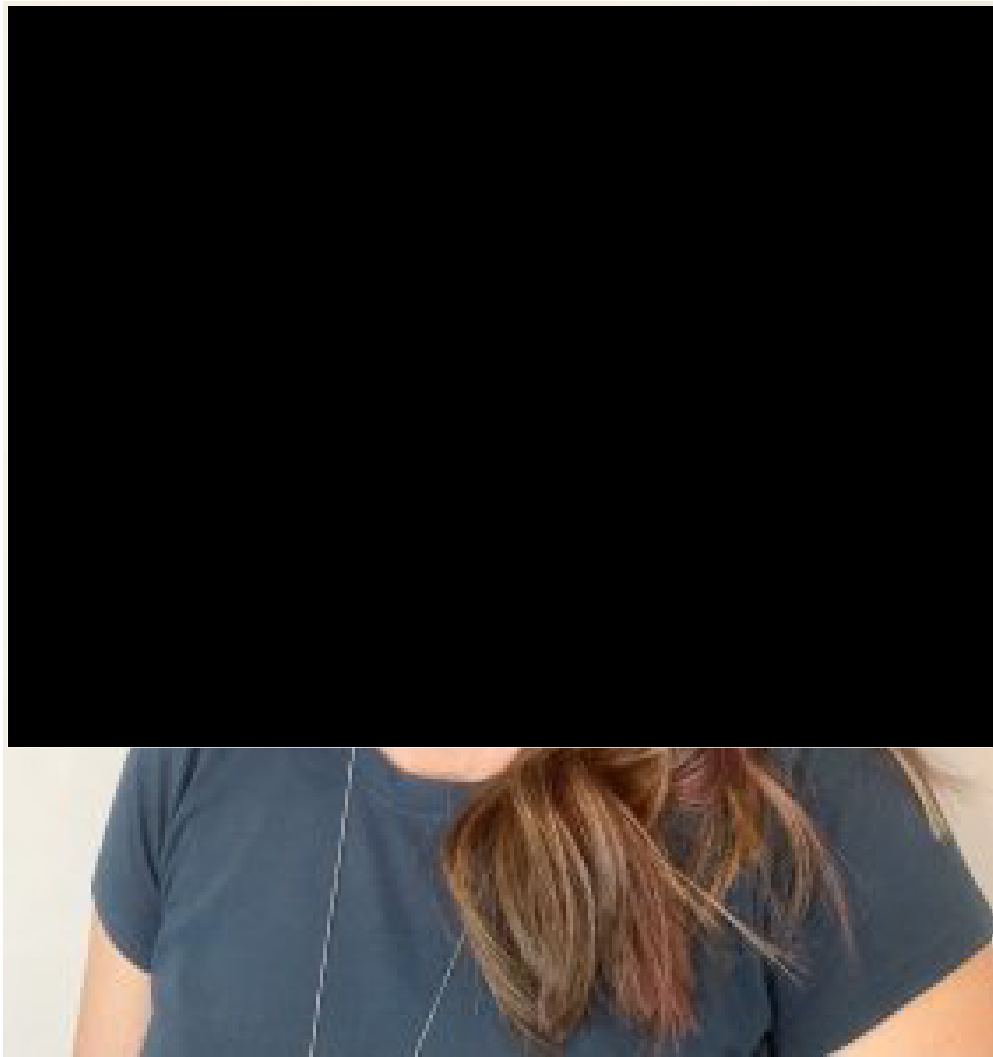




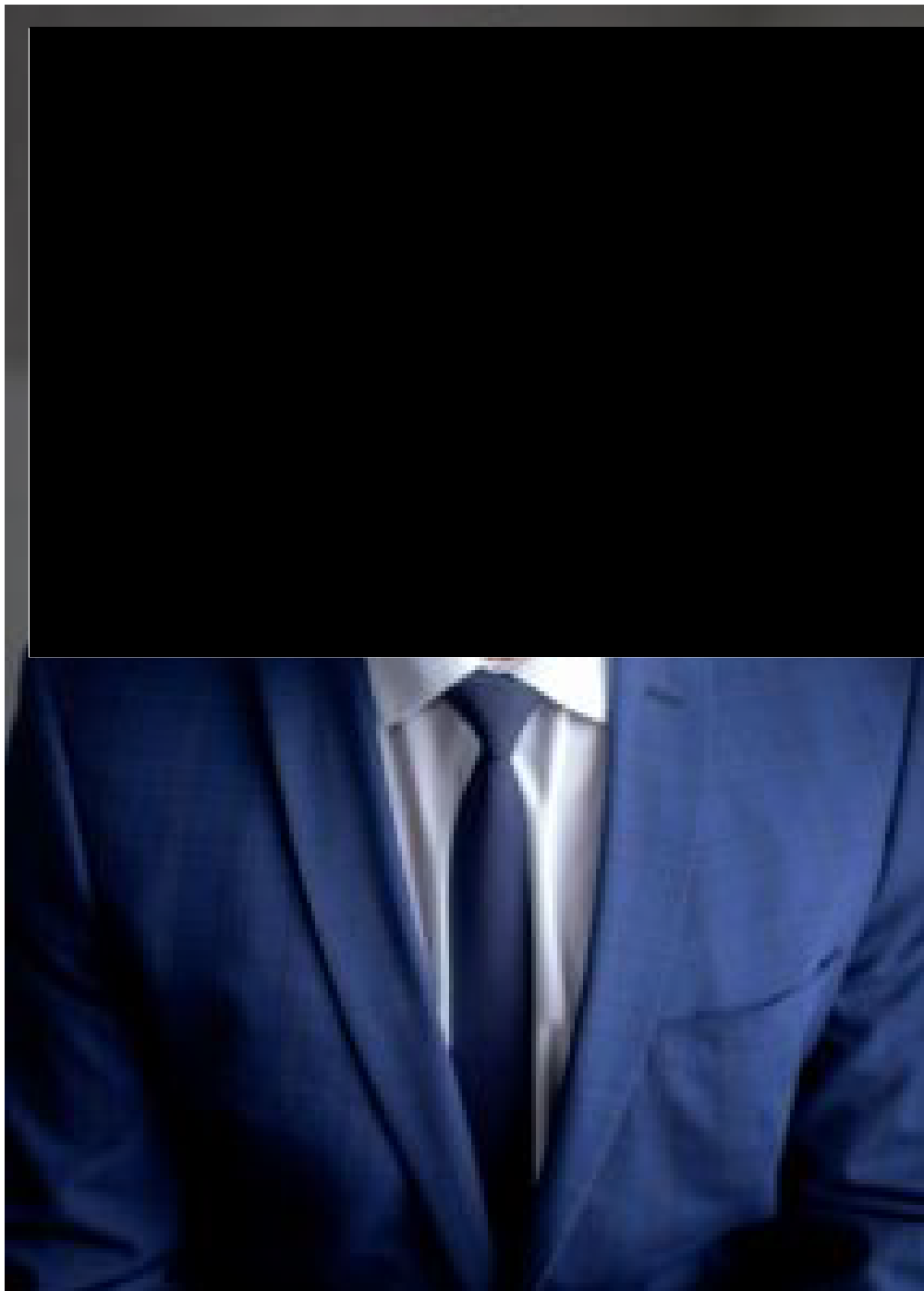


After meeting at WZND, _____ and _____ have gone on to share morning airwaves for more than 30 years. Since arriving in the Quad Cities in 1990, _____ have achieved both critical and ratings success, ranked as the top morning show in at least one demographic during every ratings period and surpassing a 30 share multiple times. Now syndicated in additional markets, _____ continue to entertain listeners across the Midwest.







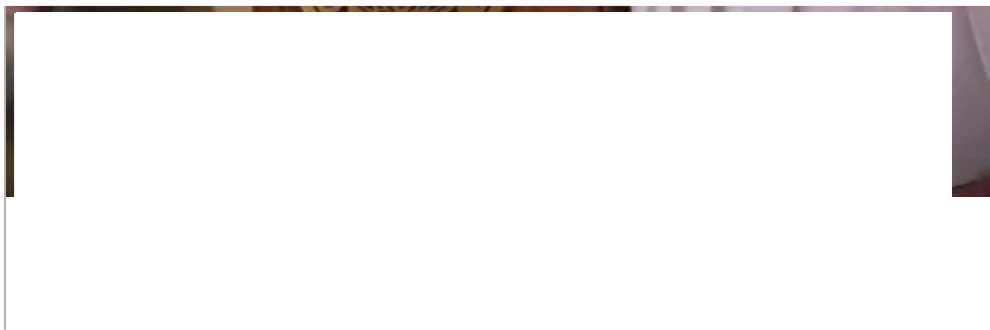
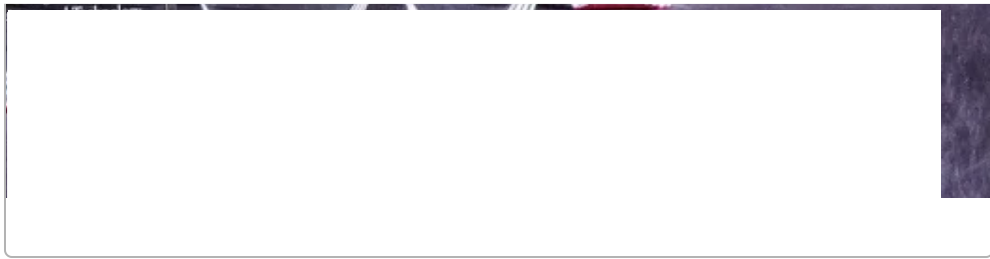


The Illinois State University Broadcast Hall of Fame began in April 2016. Alumni of the Illinois State University television and radio programs are chosen for extraordinary performance and leadership in their careers as well as service to their communities. Special consideration is also given to individuals with exemplary service to the Illinois State University radio and television programs and the School of Communication. With nine new additions to the Hall of Fame this year, the Hall of Fame has grown to 32 individuals.

Those with questions can contact

Units

College of Arts and Sciences, Communication, WZND





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UNIVERSITY**

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Photograph showing WXLP morning hosts slated to speak at Illinois State University Hall of Fame dinner on April 9, 2022.





Certificate confirming Local Sales Manager/Director of Sales' completion of Bullseye 101 "Introduction to Targeted Advertising" training course on November 9, 2021.

BULLSEYE 101

C E R T I F I E D

Has Completed The Bullseye 101: Introduction to Targeted Advertising Training Course

2021-11-09

Awarded On

Simplifi



Certificate confirming Local Sales Manager/Director of Sales' completion of Bullseye 201 "Advanced Targeted Advertising" training course on November 10, 2021.

BULLSEYE 201

C E R T I F I E D

Has Completed The Bullseye 201: Advanced Targeted Advertising Training Course

2021-11-10

Awarded On

Simplifi

From: [@iowabroadcasters.com](mailto:info@iowabroadcasters.com)>
Sent: Tuesday, July 12, 2022 3:21 PM
To: [@townsquaremedia.com](mailto:info@townsquaremedia.com)>
Subject: FCC EEO Rules Webinar

Click on image to visit our website



July 12, 2022

FCC EEO RULES WEBINAR

July 12, 2022, 11AM EST

Thank you for attending today's webinar. As mentioned on the call, the FCC's EEO rules have never been more important.

If you have questions, please contact IBA attorneys _____ or _____ of the _____ law firm at _____ . Or the IBA office or [@iowabroadcasters.com](mailto:info@iowabroadcasters.com).

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From: @csscenter.com>
Sent: Thursday, March 11, 2022 12:15 PM
To: @townsquaremedia.com>
Subject: Talent Focused Management Experience

Hello!

Congratulations on completing the Talent Focused Management Experience!

If you would like to leave feedback on the course, please fill out this form: [CLICK HERE](#).

Thank you!

Director of Learning and Development
Mobile: | Buffalo, NY (Eastern Standard Time)
@csscenter.com



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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.

Subject: Leadership Lab - Townsquare DNA & Pre-Discovery Research!

Location: Microsoft Teams

Start: Tue 7/12/2022 11:00 AM

End: Tue 7/12/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:

Required Attendees:

Optional Attendees:

Welcome to the TSU Leadership Lab!

Hello!

You're getting this invite because you were selected to participate in our Digital Leadership Laboratory. The Digital Leadership Lab will be 4 days of digital training designed for our market leaders! I am super excited to get started with this mix of leaders from across the country. Below you will see the course content for Day One:

Session #1: Tuesday May 10th - 90 Min

1. Full Funnel Marketing (*elevator and advantages with a marketing not internal revenue focus*)
2. Pre-Discovery Research Tools: AdMall, SimilarTech, Spyfu, FB Page Transparency, YouTube and the Platform Overview
3. Pre-Discovery Research DP + Worksheet ((**homework**))
 - *After class, use pre-call research tools to research a total of 6 potential clients and fill in the provided worksheet with your observations [Onboarding Leads Tracker.xlsx](#)*

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Full Funnel Discovery Essentials!
Location: Microsoft Teams Meeting

Start: Wed 7/13/2022 11:00 AM
End: Wed 7/13/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:
Required Attendees:

TSU Leadership Lab DAY TWO!

Hello!

Get ready for day two, where we focus Full Funnel Discovery Meeting Essentials. We will cover most important information to gather for the best chance at a Full Funnel strategy. This is also a continuation of Day ONE as you will have used Pre-Discovery research tools to learn about this business in advance and will apply that knowledge in your role-play. We will pair your Pre-Discovery Meeting notes with what you learn in Discovery with the Consumer Purchase Funnel. This will reveal real opportunities within the current marketing strategy of the prospect that we can highlight!

Session #2: Wednesday, May 11th 2020 - 90 Min

- Effective Discovery Meetings –
 - Full Funnel Discovery Meetings Training (Approx. 30 min)
 - Scenario DP + Feedback (**In-class scenario based** role-play)
Once materials are covered the training, class breaks out into groups of no more than 4. Facilitator plays the role of the business owner. The facilitator at random switches whom is asking questions during the role-play. As a collective, the group through questions needs to gather the necessary information covered in training to build a strategy. Feedback given throughout.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Solutions Training!

Location: Microsoft Teams Meeting

Start: Thu 7/14/2022 11:00 AM

End: Thu 7/14/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:

Required Attendees:

TSU Leadership Lab DAY THREE!

Hello!

Get ready for day three, where we dive into solutions! Using our own sales collateral and SharePoint we are going to deep dive into the most commonly used and effective solutions across TSM digital assets.

Session #3: Thursday 90 Min

1. Solutions Training: *What they are, how they work, where they fit in the funnel & how to express the following solutions in non-technical terms:*

- YouTube TrueView
- Keyword Targeting
- Advanced Audience
- Facebook/Instagram Marketing
- Addressable Geofencing
- SEM
- STV
- Geofencing
- Geofencing + Foot Traffic
- Sponsored Social Mentions

- Dig Endorsements
 - 1st Impression Site Takeovers
-

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

United States, New York City

Phone Conference ID: 814 337 61#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Solutions to Goal QuickFIRE!
Location: Microsoft Teams Meeting

Start: Fri 7/15/2022 11:00 AM
End: Fri 7/15/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:
Required Attendees:

TSU Leadership Lab DAY FOUR!

Hello!

Get ready for day four where we pair goals to the solutions themselves! We'll take all that tactical knowledge from the previous day and work to apply it to short little scenarios which will require you to use your resources in SharePoint! It's a fun exercise which helps to see the contrast in how we each think about the tactics themselves. From there we will dive into

Session #4: Friday 90 Min

Solutions to Goals QUICKFIRE!! - Leadership Lab - Solutions to Goal QuickFIRE & Platform Training

Microsoft Teams meeting

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Or call in (audio only)

United States, New York City

Phone Conference ID: 951 026 5#

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Subject: Leadership Lab - Townsquare DNA & Pre-Discovery Research!

Start: Tue 8/9/2022 11:00 AM

End: Tue 8/9/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:

Required Attendees:

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United States, New York City

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[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Full Funnel Discovery Essentials!
Location: Microsoft Teams Meeting

Start: Wed 8/10/2022 11:30 AM
End: Wed 8/10/2022 1:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:
Required Attendees:

TSU Leadership Lab DAY TWO!

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Microsoft Teams meeting

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United States, New York City

Phone Conference ID: 334 476 668#

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[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Solutions Training!

Location: Microsoft Teams Meeting

Start: Thu 8/11/2022 11:00 AM

End: Thu 8/11/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:

Required Attendees:

TSU Leadership Lab DAY THREE!

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 - Addressable Geofencing
 - SEM
 - STV
 - Geofencing
 - Geofencing + Foot Traffic
 - Sponsored Social Mentions
 - Dig Endorsements

- 1st Impression Site Takeovers

Microsoft Teams meeting

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Or call in (audio only)

United States, New York City

Phone Conference ID: 904 052 072#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

Subject: Leadership Lab - Solutions to Goal QuickFIRE!

Location: Microsoft Teams Meeting

Start: Fri 8/12/2022 11:00 AM

End: Fri 8/12/2022 12:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer:

Required Attendees:

TSU Leadership Lab DAY FOUR!

Hello!

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Session #4: Friday 90 Min

Solutions to Goals QUICKFIRE!! - Leadership Lab - Solutions to Goal QuickFIRE & Platform Training

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

United States, New York City

Phone Conference ID: 917 270 892#

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[Learn More](#) | [Meeting options](#)

Virtual Military-Friendly Job Fair

This Corporate Gray Virtual Military-Friendly Job Fair provides military-experienced job seekers the opportunity to interview with employers nationwide via text and video chats.

When Friday, Nov 19, 2021
11:00 a.m. – 2:00 p.m. EST

 [Add to Calendar](#)
(<https://www.va.gov/web>

Cost FREE

Registration

 [Share on Facebook](#)
(<https://web.archive.org>

[Register](#)

(<https://web.archive.org>

 [Share on Twitter](#)
(<https://web.archive.org/>

This Corporate Gray Virtual Military-Friendly Job Fair provides military-experienced job seekers the opportunity to interview with employers nationwide via text and video chats. The event is especially for military veterans and open and free to all job seekers. Registration is required, and registered candidates will receive preparation training, a Virtual Job Fair Training Guide, and the Job Fair Employer Directory prior to the event.

[See all events \(https://www.va.gov\)](https://www.va.gov)

Last updated: May 21, 2021



Muscatine Community School District

Phone:
Fax:
www.MuscatineSchools.org
#MuskieSchools

Townsquare Media Quad Cities/B100
1229 N. Brady Street
Davenport, IA
52761

Wednesday, July 19, 2023

Dear _____ and Townsquare Media Quad Cities Team,

On behalf of the Muscatine Community School District, we would like to extend our gratitude for _____ speaking with students enrolled in the Muskie S.P.A.R.K. program (Summer Program for Arts, Recreation & Knowledge). _____ visited with students and shared much useful information about the radio industry. Topics included; the location and licensing of the B100/KBEA radio tower, music licensing, and careers/services offered by Townsquare Media, along with several questions asked from students. Connecting with our future leaders greatly benefits our school district and the Muscatine community.

Thank you again for taking the time to connect with students in the Muscatine Community School District.

Sincerely,

Director of Communications & Community Engagement
Muscatine Community School District
[@mcsdonline.org](http://mcsdonline.org)

From:
Sent: Wednesday, August 2, 2023 10:03 AM
To:
Subject: Fwd: COM Week

Begin forwarded message:

From: @gmail.com>
Date: March 22, 2023 at 11:01:13 AM CDT
Subject: COM Week

Good afternoon!

I would like to thank you again for supporting our School of Communication student-run COM Week event! With COM Week quickly approaching, here are a few helpful tips to guide you on the day of your panel.

Arrival: Please arrive 15 minutes before your panel starts upstairs in Fell Hall room 434 (our main office).

Parking: The closest available parking by Fell Hall is the South University Street Garage (Normal IL 61761). It is located next to the State Farm Hall of Business and Office of Residential Life. Parking will cost \$1.00 an hour, for which you can pay by downloading the Passport mobile app. You will have to enter zone number and your license plate number.

Your Panel Name and Description:

NAME: Level Up Your Broadcast Likeness

DESCRIPTION: Your phone is buzzing... time to wake up! Don't you wish there was a better way to rise and shine? WZND alums and have it. For more than 20 years, they have been the "go-to" wake-up guys at 97X radio in the Quad Cities with laughs, rock music, and community information. See why and are a better morning buzz than your phone.

o

Schedule:

Your presentation is scheduled for Wednesday in the State Farm College of Business building room 366. The panel will begin at 5 PM and last about 50 minutes followed by a ten to fifteen minute period for questions from the audience.

What I need from you:

- * If you have not already, please send me an up-to-date headshot and four to five sentence long bio!
- * The correct spelling and pronunciation of your name for our panel moderator

* Your current job title for our COM Week event booklet and other promotional materials

Please confirm your information by this Friday, March 24th.

If you are no longer available for your panel, please let me know before Monday, April 3rd.

If you have any questions concerning the expectations or need any accommodations from us, please contact me at this email address. Thank you again for your willingness to speak to our students. I look forward to seeing you on April 12th!

[]
[]
[]

Best regards,

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.

Certificate confirming Market President's completion of Trust Mineral's "Valuing Diversity" course on June 23, 2023.



Mineral

CERTIFICATE OF ACHIEVEMENT

This is to certify that

has completed the course:

Valuing Diversity

June 23, 2023

Subject: Job Shadow -
Location: Microsoft Teams Meeting

Start: Wed 7/19/2023 9:00 AM
End: Wed 7/19/2023 3:00 PM

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer:
Required Attendees:

From:
To:
Subject: Re: Townsquare Ride Along
Date: Wednesday, July 19, 2023 2:15:23 PM
Attachments: [image004.jpg](#)
[image003.jpg](#)

Hi

I had such a good time with _____ ! She's super knowledgeable and it was nice listening to her interact with potential clients... and I enjoyed our time together as a whole, she's really sweet. I love the pace of the day and the meeting of intentional planning and spontaneity - that's appealing to me. I also genuinely value the chance to go into a place and connect with people, it's exciting :)

I think that if given the opportunity, I could see myself working hard and flourishing in this environment and I hope that I have the chance to do so with the team at Townsquare. Thank you for lunch and for giving me the chance to ride along with _____ , I appreciate it so much.

I look forward to hearing back from you.

Have a pretty rest of the day!

On Wed, Jul 12, 2023 at 11:49 AM
wrote:

_____@townsquaremedia.com>

Thanks

I will not be here, so when you get here, just ask for
how it goes.

I can't wait to hear

Have a great rest of your week.

Market President / Chief Revenue Officer

Townsquare Media Quad Cities

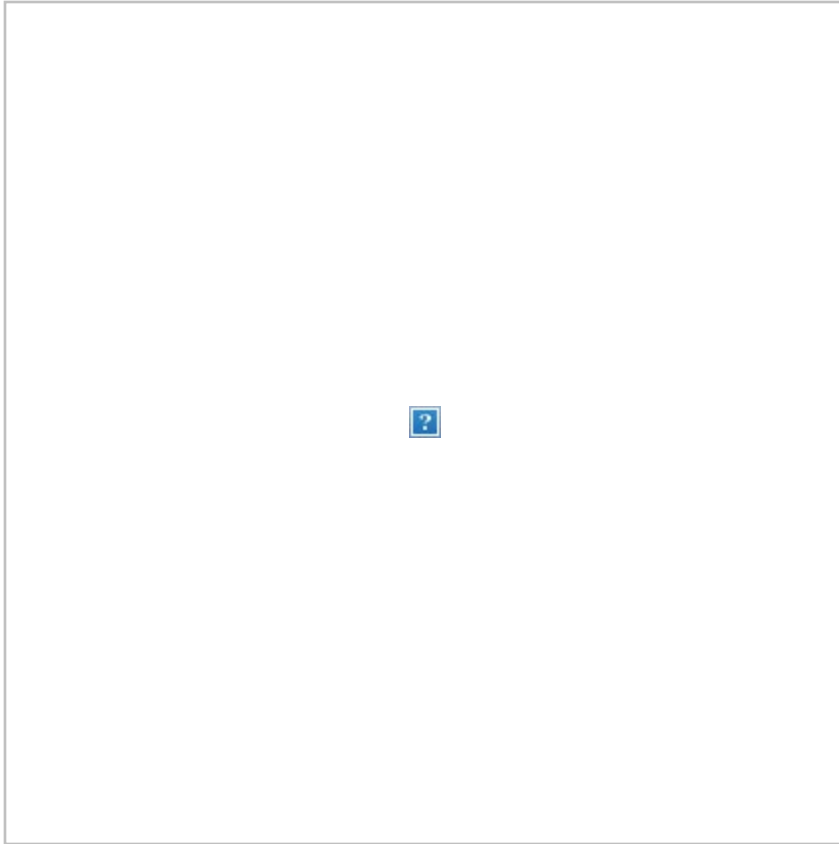
_____@townsquaremedia.com

Office

I Mobile:

WXLP | KBEA | KIIK | KJOC | KBOB

web + events + mobile = Main Street's Growth Engine



From: [@gmail.com](#)>
Sent: Wednesday, July 12, 2023 11:37 AM
To: [@townsquaremedia.com](#)>
Subject: Re: Townsquare Ride Along

I enjoyed meeting you - thank you for taking time out of your busy schedule!

Wednesday at 9am works for me. Looking forward to it and excited to meet !

On Wed, Jul 12, 2023 at 11:27 AM
wrote:

[@townsquaremedia.com](#)>

| ,

It was great meeting with you this morning!

Would you free on Wednesday of next week to ride with ?
I was thinking you could come to the station and meet her at 9am then ride until early
afternoon?

Let me know if that works and thanks again!

Market President / Chief Revenue Officer

Townsquare Media Quad Cities

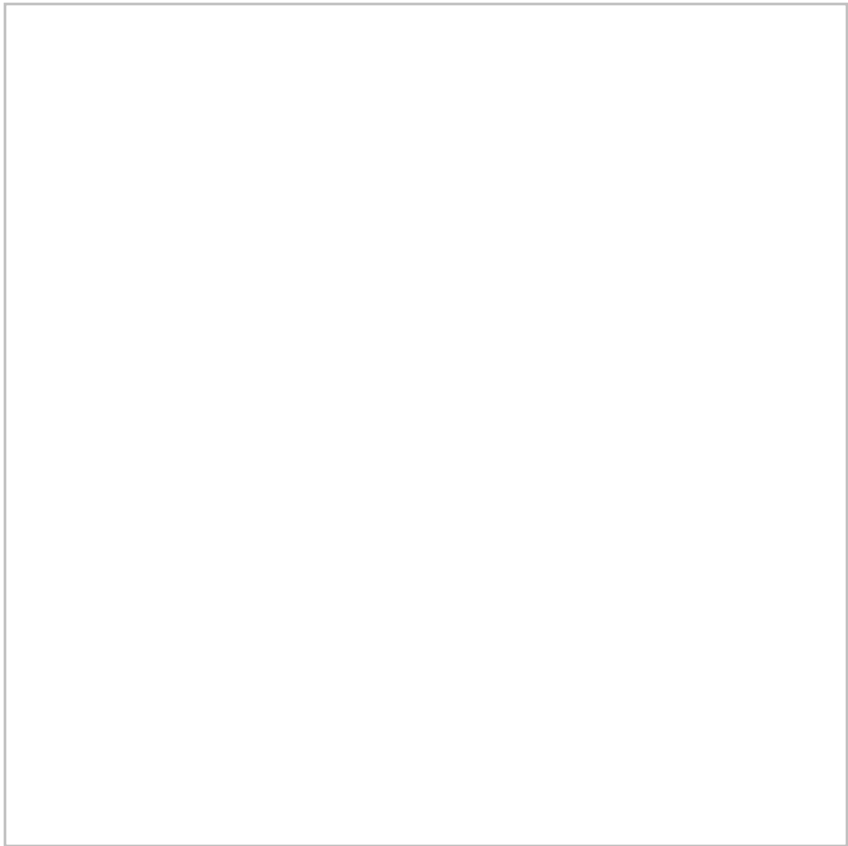
@townsquaremedia.com

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