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April 13, 2016

VIA HAND DELIVERY

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

RECEIVED - FCC

APR 13 2016

Federal Communications Commission
Bureau / Office

Re: EEO Audit – KEEL(AM), Shreveport, Louisiana (Facility Id. 46983)

Dear Sir or Madam:


On behalf of Townsquare Media Shreveport License, LLC, the licensee of station KEEL(AM), Shreveport, Louisiana, transmitted herewith is its response to the Commission's notice of audit issued to KEEL(AM).¹ This response includes information about the following stations which, with KEEL(AM), comprise Townsquare Shreveport's employment unit:

KRUF(FM), Shreveport, Louisiana (Facility Id. 60265)
KTUX(FM), Carthage, Texas (Facility Id. 35688)
KVKI-FM, Shreveport, Louisiana (Facility Id. 19560)
KWKH(AM), Shreveport, Louisiana (Facility Id. 60266)
KXKS-FM, Shreveport, Louisiana (Facility Id. 46982)

Certain personally identifiable information has been redacted from the response materials.

Should there be any questions regarding this response, please contact undersigned counsel.

Very truly yours,


Howard M. Liberman

¹ By email dated April 11, 2016, EEO staff granted an extension of time to file this response until May 2, 2016.



Christopher Kitchen
Executive Vice President & General Counsel

April 12, 2016

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

RE: KEEL(AM), Shreveport, Louisiana (Facility Id. 46983)

Dear Sir or Madam:

Townsquare Media Shreveport License, LLC (“Townsquare Shreveport”), the licensee of broadcast station KEEL(AM), Shreveport, Louisiana, hereby responds to the Commission’s notice of audit issued to Townsquare Shreveport for KEEL(AM). This response includes information about the following stations which, with KEEL(AM), comprise Townsquare Shreveport’s employment unit (the “Unit” or “Stations”):

KRUF(FM), Shreveport, Louisiana (Facility Id. 60265)
KTUX(FM), Carthage, Texas (Facility Id. 35688)
KVKI-FM, Shreveport, Louisiana (Facility Id. 19560)
KWKH(AM), Shreveport, Louisiana (Facility Id. 60266)
KXKS-FM, Shreveport, Louisiana (Facility Id. 46982)

a. **Public File Report.** Copies of Townsquare Shreveport’s two most recent EEO public file reports for the periods covering February 1, 2014 to January 31, 2015 (“2014-2015 Reporting Period”) and February 1, 2015 to January 31, 2016 (“2015-2016 Reporting Period”) (the 2013-2014 Reporting Period and the 2014-2015 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively.¹

The Stations’ website addresses are www.710keel.com, www.k945.com, www.mykisscountry937.com, www.965kvki.com, www.kwkhonline.com, and

¹ As the Unit consists of stations in more than one renewal group, the Unit’s EEO public file reports are prepared in accordance with the Louisiana stations’ renewal filing schedule. See *Review of the Commission’s Broadcast and Cable Equal Employment Opportunity Rules and Policies*, Second Report and Order and Third Notice of Proposed Rule Making, 17 FCC Rcd 24018, 24064-65 ¶¶ 148-49 (2002).

www.therockstation99x.com. The Unit's most recent public file report is posted on each of these websites. The date of each full-time hire during the Audit Period is provided in Exhibit 3.

b. ***Supporting Documentation for Vacancies.*** Copies of all available communications retained by the Unit announcing the vacancies for the full-time positions filled during the Audit Period, including announcements sent to organizations entitled to vacancy announcements, are attached as Exhibit 4.

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

d. ***Documentation of Recruitment Initiatives.*** The Unit personnel involved in each recruitment initiative performed during the Audit Period is reflected in the EEO public file reports (see Exhibit 1 and Exhibit 2). Documentation of these initiatives is provided in Exhibit 5. The Unit currently has a total of 30 full-time employees. The Stations operate in at least one market² with a population that is greater than 250,000. Therefore, the Unit is required to perform four recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

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

f. ***Management's EEO Responsibilities.***

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

Townsquare Shreveport makes a collaborative effort to ensure that both employees and applicants are well informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of Townsquare Media's Employee Policy Manual, which contains a description of the Unit's EEO policy. In addition, management periodically holds department head meetings to discuss employment-related issues. Each job notice informs potential applicants that Townsquare Media is an equal opportunity employer.

² The Stations operate in the Shreveport-Bossier City, LA Metro Area, which has a population of 439,811 people, and also in Carthage, TX, which has a population of 6,779 people.

g. *Analysis of EEO Program's Effectiveness.*

The success of Townsquare Shreveport's EEO recruiting program is vital to the success of the company, and management therefore gives time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market President and the key managers of the various departments evaluate the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions. Thus, this 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 local job fairs and career 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 Shreveport draws upon the Human Resources department of its parent, Townsquare Media, to monitor and ensure its own EEO compliance.

h. *Analysis of Pay, Benefits and Selection Techniques.* Townsquare Shreveport recognizes the need to evaluate the effects of its employment process and decisions, and actively monitors employment outcomes to ensure their non-discriminatory effect. The Market President, assisted by the key department heads, analyzes the effect of each employment decision on a case-by-case basis to ensure that it has a non-discriminatory effect.

With regard to pay, the Market President and the Business Manager prepare the payroll budget annually and award merit-based pay increases to employees at that time. The payroll budget also is reviewed at the corporate level. The Market President looks to local industry standards to provide the benchmark for setting pay scales for all employees to avoid assigning pay rates in a discriminatory fashion. With respect to hiring, the Market President meets with department heads to ensure that each individual has the skills and the interest for the position and, with respect to promotion decisions, the impact the employee has had on the Unit is discussed with the department heads. Each such decision is likewise evaluated for any potential discriminatory effect. It is encouraged within the Unit to pursue promotions within in the Unit and career growth outside the Unit.

With regard to fairness and equal opportunity, the Market President in conjunction with the management team discuss during staff meetings and in one-on-one sessions ways to provide an environment of fairness and opportunities.

Townsquare Shreveport's selection and promotions techniques have provided equal opportunities to all employees and applicants. For instance, five of the Unit's seven department heads are women. Four of the five-top paid employees in the Unit are female. Townsquare Shreveport also includes non-discriminatory verbiage on all advertising contracts which reach

our advertising clients. Townsquare Shreveport has succeeded in ensuring that applicants and employees are treated fairly in a non-discriminatory fashion, and that no discriminatory effect arises from its practices.

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

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

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

Very Truly Yours,



Christopher Kitchen
Executive Vice President
General Counsel

Exhibit 1

EEO Public File Report for 2014-2015 Reporting Period

Townsquare Media Shreveport License, LLC
Stations Comprising Employment Unit
KTUX-FM, KVKI-FM, KRUF-FM, KXKS-FM, KEEL-AM, KWKH-AM
EEO PUBLIC FILE REPORT

2/1/14-1/31/15 (Amended 4/9/16)

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See Section II, Master Recruitment Source List, for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Programming (or "News Anchor")	1-10	9
Accounting Coordinator (or "Accounts Receivable/Collections Clerk")	1-11	1
Account Executive (3)	1-11	1, 2, 2
Account Executive	1-11	2
On-Air Personality (or "Morning Show Co-Host")	1-10	2
Digital Managing Editor	1-11	12
Brand Manager/ Afternoon Show Host	1-10	2
Sales Assistant	1-11	1

Townsquare Media Shreveport License, LLC
KTUX-FM, KVKI-FM, KRUF-FM, KXKS-FM, KEEL-AM, KWKH-AM
EEO PUBLIC FILE REPORT
2/1/14-1/31/15 (Amended 3/31/16)

II. MASTER RECRUITMENT SOURCE LIST

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Shreveporthehelpwanted.com	No	24
2	Employee Referral	No	9
3	NAACP Shreveport Chapter P.O. Box 36893 Shreveport, LA 71133	Yes	0
4	Southern University 3090 Martin Luther King Dr. Shreveport, LA 71107	Yes	0
5	LSU Shreveport One University Place Shreveport, LA 71115	Yes	1
6	Bossier Parish Community College 6220 E. Texas St. Bossier City, LA 71112 (318) 678-6005 Contact : Kathy Busch	Yes	1
7	Stephen F. Austin University, Dept. of Comm Box 13048-SFA Station Nacogdoches, TX 75962	Yes	0
8	LA Works, Department of Labor P.O. Box 3510, Shreveport, LA 71133 Fax: (318) 676-7112	Yes	2
9	Station websites (all Unit stations)	No	3
10	Self/Walk-ins	No	3
11	On-Air announcements (all Unit stations)	No	1
12	Jobvite, Glassdoor, LinkedIn	No	1
13	Allaccess.com	No	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Sponsorship of Job Fair	On April 3, 2014, the Unit sponsored the Bossier Chamber of Commerce Veterans Job Fair. Unit personnel manned a booth and accepted applications and resumes.
2	Establishment of Internship Program	The Unit has established an internship program to assist students in acquiring skills needed for broadcast employment. Interns from local colleges, universities and high schools assist Unit employees in various departments while earning academic credit. During the reporting period, the Unit hosted one intern from Byrd High School.
3	Hosting of Job Fair	On January 13, 2015, the Unit hosted a job fair at Pierre Bossier Mall in Bossier City, LA.
4	Participation in Programs Sponsored by Educational Institutions	During the reporting period, the Unit hosted local middle and high school students. Through job shadowing and mentoring, students learned about the broadcasting industry as well as employment opportunities in the industry.

Exhibit 2

EEO Public File Report for 2015-2016 Reporting Period

Townsquare Media Shreveport License, LLC
Stations Comprising Employment Unit
KTUX-FM, KVKI-FM, KRUF-FM, KXKS-FM, KEEL-AM, KWKH-AM
EEO PUBLIC FILE REPORT
2/1/15-1/31/16 (Amended 4/9/16)

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See Section II, Master Recruitment Source List, for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-12	2
Account Executive	1-12	2
Market President	Exigent circumstances	Exigent circumstances
Account Executive	1-13	2
Traffic Manager	1-10, 12	2
Brand Manager	1-10, 12, 13	13
Account Executive	1-12	1
Sales Assistant	1-10, 12	1
Digital Managing Editor	1-10, 12	12
Account Executive	1-12	2

Townsquare Media Shreveport License, LLC
KTUX-FM, KVKI-FM, KRUF-FM, KXKS-FM, KEEL-AM, KWKH-AM
EEO PUBLIC FILE REPORT
2/1/15-1/31/16 (Amended 4/9/16)

II. MASTER RECRUITMENT SOURCE LIST

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Shreveporthelpwanted.com	No	17
2	Employee Referral	No	12
3	NAACP Shreveport Chapter P.O. Box 36893 Shreveport, LA 71133	Yes	0
4	Southern University 3090 Martin Luther King Dr., Shreveport, LA 71107	Yes	0
5	LSU Shreveport One University Place Shreveport, LA 71115	Yes	1
6	Bossier Parish Community College 6220 E. Texas St. Bossier City, LA 71112 (318) 678-6005 Contact : Kathy Busch	Yes	1
7	Stephen F. Austin University, Dept. of Comm Box 13048-SFA Station Nacogdoches, TX 75962	Yes	0
8	LA Works, Department of Labor P.O. Box 3510 Shreveport, LA 71133 Fax: (318) 676-7112	Yes	0
9	Station websites (all Unit stations)	No	3
10	Self/Walk-ins	No	5
11	On-air announcements (all Unit stations)	No	0
12	Jobvite, Glassdoor, LinkedIn	No	9
13	Allaccess.com	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in Programs Sponsored by Educational Institutions	During the reporting period, the Unit hosted local middle and high school students. Through job shadowing and mentoring, students learned about the broadcasting industry as well as employment opportunities in the industry.
2	Establishment of Internship Program	The Unit has established an internship program to assist students in acquiring skills needed for broadcast employment. Interns local colleges, universities and high schools assist Unit employees in various departments while earning academic credit. During the reporting period, the Unit hosted two interns—one each from Parkway High School and Waskom High School.
3	Sponsorship of Job Fair	On April 9, 2015, the Unit sponsored the Bossier Chamber Veterans Job Fair. Unit personnel manned a booth and accepted applications and resumes.
4	Establishment of Training Program for Station Personnel	During the reporting period, the Unit established a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Exhibit 3

Date of Each Full-Time Hire

Referral Sources for Interviewees for Each Vacancy

Total Interviewees for Each Vacancy

New Job Vacancy

General Information:

1. Job Title: **Accounting Coordinator**
2. Station: **ALL**
3. Date Position Opened: **02.12.14**
4. Date Position Filled: **03.04.14**

Interviews:

- | | |
|--|-------------------|
| • Shreveporthelpwanted.com | <u>4</u> |
| • Employee Referral | <u>1</u> |
| • LSUS | <u> </u> |
| • Bossier Parish Community College | <u> </u> |
| • NAACP | <u> </u> |
| • Stephen F. Austin University | <u> </u> |
| • LA Works | <u>1</u> |
| • Walk-In/Self | <u> </u> |
| • On-Air Announcements | <u> </u> |
| • Southern University | <u> </u> |
| • Station Websites | <u>1</u> |
| • Other | <u> </u> |
| • Jobvite (Glassdoor, Indeed, Linked In) | <u> </u> |

Total Number of people Interviewed for this position: 7

Person Ultimately Hired for this position: _____

Referred by: Shreveport helpwanted.com

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **05.22.14; 05.27.14; 06.30.14**

Interviews:

- | | |
|--|----------|
| • Shreveporthelpwanted.com | <u>5</u> |
| • Employee Referral | <u>2</u> |
| • LSUS | _____ |
| • Bossier Parish Community College | _____ |
| • NAACP | _____ |
| • Stephen F. Austin University | _____ |
| • LA Works | _____ |
| • Walk-In/Self | <u>1</u> |
| • On-Air Announcements | <u>1</u> |
| • Southern University | _____ |
| • Station Websites | _____ |
| • Jobvite (Glassdoor, Indeed, Linked In) | _____ |

Total Number of people Interviewed for this position: 9

Person Ultimately Hired for this position: _____

Referred by: Shreveporthelpwanted.com; Employee Referral; Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Programming**
2. Station: **ALL**
3. Date Position Opened: **12.02.13**
4. Date Position Filled: **02.17.14**

Interviews:

- Shreveporthelpwanted.com _____
- Employee Referral _____
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self _____ 1
- On-Air Announcements _____
- Southern University _____
- Station Websites _____ 1
- Other _____
- Jobvite (Glassdoor, Indeed, Linked In) _____

Total Number of people interviewed for this position: _____ 2

Person Ultimately Hired for this position: _____

Referred by: Website

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **09.08.14**

Interviews:

- | | |
|--|----------|
| • Shreveporthelpwanted.com | <u>9</u> |
| • Employee Referral | <u>2</u> |
| • LSUS | _____ |
| • Bossier Parish Community College | _____ |
| • NAACP | _____ |
| • Stephen F. Austin University | _____ |
| • LA Works | _____ |
| • Walk-In/Self | _____ |
| • On-Air Announcements | _____ |
| • Southern University | _____ |
| • Station Websites | _____ |
| • Jobvite (Glassdoor, Indeed, Linked In) | _____ |

Total Number of people Interviewed for this position: 11

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **On Air**
2. Station: **KXKS**
3. Date Position Opened: **10.22.14**
4. Date Position Filled: **11.13.14**

Interviews:

- | | |
|--|----------|
| • Shreveporthelpwanted.com | <u>1</u> |
| • Employee Referral | <u>2</u> |
| • LSUS | _____ |
| • Bossier Parish Community College | _____ |
| • NAACP | _____ |
| • Stephen F. Austin University | _____ |
| • LA Works | _____ |
| • Walk-In/Self | <u>1</u> |
| • On-Air Announcements | _____ |
| • Southern University | _____ |
| • Station Websites | _____ |
| • Other | _____ |
| • Jobvite (Glassdoor, Indeed, Linked In) | _____ |

Total Number of people Interviewed for this position: 4

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Digital Editor**
2. Station: **ALL**
3. Date Position Opened: **09.11.14**
4. Date Position Filled: **11.24.14**

Interviews:

- Shreveporthelpwanted.com 1
- Employee Referral _____
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self _____
- On-Air Announcements _____
- Southern University _____
- Station Websites _____
- Jobvite (Glassdoor, Indeed, Linked In) 1

Total Number of people Interviewed for this position: 2

Person Ultimately Hired for this position: _____

Referred by: Linked In

New Job Vacancy

General Information:

1. Job Title: **Programming Brand Manager**
2. Station: **KTUX**
3. Date Position Opened: **10.01.14**
4. Date Position Filled: **01.05.15**

Interviews:

- Shreveporthelpwanted.com _____
- Employee Referral 2
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self _____
- On-Air Announcements _____
- Southern University _____
- Station Websites _____
- Allaccess.com 5
- Jobvite (Glassdoor, Indeed, Linked In) _____

Total Number of people Interviewed for this position: 7

Person Ultimately Hired for this position: _____

Referred by: Employee Referral



New Job Vacancy

General Information:

1. Job Title: **Sales Assistant**
2. Station: **ALL**
3. Date Position Opened: **11.06.14**
4. Date Position Filled: **01.29.15**

Interviews:

- Shreveporthelpwanted.com 4
- Employee Referral
- LSUS 1
- Bossier Parish Community College 1
- NAACP
- Stephen F. Austin University
- LA Works
- Walk-In/Self 1
- On-Air Announcements
- Southern University
- Station Websites 1
- Other
- Jobvite (Glassdoor, Indeed, Linked In)

Total Number of people interviewed for this position: 8

Person Ultimately Hired for this position: _____

Referred by: Shreveport helpwanted.com



New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **2.2.2015**

Interviews:

- Shreveporthelpwanted.com 3
- Employee Referral 1
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self 1
- On-Air Announcements _____
- Southern University _____
- Station Websites _____
- Jobvite (Glassdoor, Indeed, Linked In) 1

Total Number of people Interviewed for this position: 6

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **2.3.15**

Interviews:

- | | |
|--|---------------|
| • Shreveporthehelpwanted.com | <u>3</u> |
| • Employee Referral | <u>1</u> |
| • LSUS | <u> </u> |
| • Bossier Parish Community College | <u> </u> |
| • NAACP | <u> </u> |
| • Stephen F. Austin University | <u> </u> |
| • LA Works | <u> </u> |
| • Walk-In/Self | <u>2</u> |
| • On-Air Announcements | <u> </u> |
| • Southern University | <u> </u> |
| • Station Websites | <u>1</u> |
| • Jobvite (Glassdoor, Indeed, Linked In) | <u> </u> |

Total Number of people Interviewed for this position: 7

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Market President**
2. Station: **ALL**
3. Date Position Opened:
4. Date Position Filled: **04.15.15**

Interviews:

- Shreveporthelpwanted.com _____
- Employee Referral _____
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self _____
- On-Air Announcements _____
- Southern University _____
- Station Websites _____
- Allaccess.com _____
- Jobvite (Glassdoor, Indeed, Linked In) _____

Total Number of people Interviewed for this position: N/A

Person Ultimately Hired for this position: _____

Referred by: Exigent Circumstances

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **6.10.2015**

Interviews:

- | | |
|--|-------------------|
| • Shreveporthelpwanted.com | <u>2</u> |
| • Employee Referral | <u>1</u> |
| • LSUS | <u>1</u> |
| • Bossier Parish Community College | <u> </u> |
| • NAACP | <u> </u> |
| • Stephen F. Austin University | <u> </u> |
| • LA Works | <u> </u> |
| • Walk-In/Self | <u> </u> |
| • On-Air Announcements | <u> </u> |
| • Southern University | <u> </u> |
| • Station Websites | <u> </u> |
| • Jobvite (Glassdoor, Indeed, Linked In) | <u>1</u> |

Total Number of people Interviewed for this position: 5

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Traffic Manager**
2. Station: **ALL**
3. Date Position Opened: **5/18/15**
4. Date Position Filled: **06/29/15**

Interviews:

- | | |
|--|-------------------|
| • Shreveporthelpwanted.com | <u>3</u> |
| • Employee Referral | <u>2</u> |
| • LSUS | <u> </u> |
| • Bossier Parish Community College | <u>1</u> |
| • NAACP | <u> </u> |
| • Stephen F. Austin University | <u> </u> |
| • LA Works | <u> </u> |
| • Walk-In/Self | <u> </u> |
| • On-Air Announcements | <u> </u> |
| • Southern University | <u> </u> |
| • Station Websites | <u> </u> |
| • Jobvite (Glassdoor, Indeed, Linked In) | <u>4</u> |

Total Number of people Interviewed for this position: 10

Person Ultimately Hired for this position: _____

Referred by: Employee Referral

New Job Vacancy

General Information:

1. Job Title: **Brand Manager**
2. Station: **ALL**
3. Date Position Opened:
4. Date Position Filled: **07.06.15**

Interviews:

- Shreveporthelpwanted.com _____
- Employee Referral 1
- LSUS _____
- Bossier Parish Community College _____
- NAACP _____
- Stephen F. Austin University _____
- LA Works _____
- Walk-In/Self _____
- On-Air Announcements _____
- Southern University _____
- Station Websites _____
- Allaccess.com 2
- Jobvite (Glassdoor, Indeed, Linked In) _____

Total Number of people Interviewed for this position: 3

Person Ultimately Hired for this position: _____

Referred by: Allaccess.com

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **7.20.15**

Interviews:

- Shreveporthelpwanted.com 2
- Employee Referral 1
- LSUS
- Bossier Parish Community College
- NAACP
- Stephen F. Austin University
- LA Works
- Walk-In/Self
- On-Air Announcements
- Southern University
- Station Websites
- Jobvite (Glassdoor, Indeed, Linked In)

Total Number of people Interviewed for this position: 3

Person Ultimately Hired for this position: _____

Referred by: Shreveporthelpwanted.com

New Job Vacancy

General Information:

1. Job Title: **Sales Assistant**
2. Station: **ALL**
3. Date Position Opened: **8.26.15**
4. Date Position Filled: **10.26.15**

Interviews:

- | | |
|--|----------|
| • Shreveporthehelpwanted.com | <u>1</u> |
| • Employee Referral | <u>3</u> |
| • LSUS | _____ |
| • Bossier Parish Community College | _____ |
| • NAACP | _____ |
| • Stephen F. Austin University | _____ |
| • LA Works | _____ |
| • Walk-In/Self | <u>1</u> |
| • On-Air Announcements | _____ |
| • Southern University | _____ |
| • Station Websites | _____ |
| • Jobvite (Glassdoor, Indeed, Linked In) | _____ |

Total Number of people Interviewed for this position: 5

Person Ultimately Hired for this position: _____

Referred by: Shreveport Helpwanted

New Job Vacancy

General Information:

1. Job Title: **Digital Managing Editor**
2. Station: **ALL**
3. Date Position Opened: **8.4.15**
4. Date Position Filled: **12.01.15**

Interviews:

- Shreveporthelpwanted.com 1
- Employee Referral
- LSUS
- Bossier Parish Community College
- NAACP
- Stephen F. Austin University
- LA Works
- Walk-In/Self 1
- On-Air Announcements
- Southern University
- Station Websites 1
- Jobvite (Glassdoor, Indeed, Linked In) 2

Total Number of people Interviewed for this position: 5

Person Ultimately Hired for this position: _____

Referred by: Jobvite _____

New Job Vacancy

General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Opened: **Always Open**
4. Date Position Filled: **1.12.2016**

Interviews:

- | | |
|--|----------|
| • Shreveporthelpwanted.com | <u>2</u> |
| • Employee Referral | <u>2</u> |
| • LSUS | _____ |
| • Bossier Parish Community College | _____ |
| • NAACP | _____ |
| • Stephen F. Austin University | _____ |
| • LA Works | _____ |
| • Walk-In/Self | _____ |
| • On-Air Announcements | _____ |
| • Southern University | _____ |
| • Station Websites | <u>1</u> |
| • Jobvite (Glassdoor, Indeed, Linked In) | <u>1</u> |

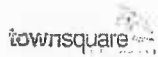
Total Number of people Interviewed for this position: 6

Person Ultimately Hired for this position: _____


Referred by: Employee Referral

Exhibit 4

Documentation of Recruitment for Vacancies



Expired Job

 Rerun this ad

Great Career Opportunity

News Anchor Opening

KEEL Radio in Shreveport, Louisiana has a rare opening for a dynamic person to anchor our high-paced morning news show. The successful candidate must be a self-starter who lives and breathes news. We are looking for someone who is proficient in writing and communicating with today's audience. This is not "just a radio job". This is an opportunity to be part of a team of news reporters who know how to work together to deliver the best product on the radio and our on our interactive website.

Please send your resume and aircheck (no links) to KEEL Brand Manager



Shreveport, LA

KXIS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-

December 6, 2013

NAACP/Shreveport Chapter
P.O. Box 36893
Shreveport, LA 71133

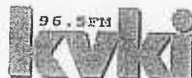
To Whom this may concern:

Townsquare Media Shreveport is seeking to fill a Full-Time position within our company. I have enclosed a job description of the position available. It would be greatly appreciated if you could please post the job opening. Thank you for your attention to this matter.

Thank you,

Townsquare Media Shreveport
Human Resources
318.688.1130

cc: file



6341 Westport Avenue | Shreveport, LA 71129 | Phone (318) 688-1130 | Main Fax (318) 687-8574 | Sales Fax (318) 688-9839



Shreveport, LA

KXKS-FM | KRUF-FM | KVKE-FM | KTUX-FM | KEEL-AM | KWKH-AM

Morning News Anchor

Townsquare Media Shreveport is seeking qualified candidates for an opening on 710 KEEL Radio for our high-paced morning news show. This position takes a dynamic person who is a self-starter and lives and breathes news. Excellent communication skills and proficient writing skills are key for today's audiences. This is not "just a radio job", but an opportunity to become a team of news reporters who know how to work together to deliver the BEST product on the radio and on our websites.

Please send your resume and air checks to:

Townsquare Media
Attn: KEEL Job Opening
6341 Westport Avenue
Shreveport, LA 71129

NO PHONE CALLS PLEASE!

Townsquare Media is an Equal Employment Opportunity Employer. Women and minorities are encouraged to apply.

December 6, 2013

Southern University
3090 Martin Luther King Drive
Shreveport, LA 71107

To Whom this may concern:

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Human Resources
318.688.1130

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Townsquare Media
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6341 Westport Avenue
Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-

December 6, 2013

LSU/Shreveport Campus
Career Planning Center
One University Place
Shreveport, LA 71115

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Human Resources
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6341 Westport Avenue | Shreveport, LA 71129 | Phone (318) 688-1130 | Main Fax (318) 687-8574 | Sales Fax (318) 688-9839



Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Shreveport, LA 71129

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Shreveport, LA

KCKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-

December 6, 2013

Bossier Parish Community College
Kathy Bush
6220 East Texas Street
Bossier City, LA 71112

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Shreveport, LA

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Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH

December 6, 2013

Stephen F. Austin University
Department of Communications
Box 13048-SFA Station
Nacogdoches, TX 75962-3048

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6341 Westport Avenue
Shreveport, LA 71129

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the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.5 billion.

There are a number of reasons why the world's population is growing so rapidly. One of the main reasons is that the number of children born to each woman has increased. This is due to a number of factors, including the fact that women are now having children at a younger age, and that they are having more children. Another reason is that the number of people who are surviving to old age has increased. This is due to a number of factors, including the fact that people are now living longer, and that there are now more people in the world who are over 65 years of age.

The world's population is growing so rapidly that it is becoming a major problem for many countries. One of the main problems is that there are now more people in the world who are under 15 years of age than there are people who are over 65 years of age. This is a problem because it means that there are now more people who are dependent on others for their care than there are people who are able to care for themselves. This is a problem because it means that there are now more people who are in need of food, clothing, and shelter than there are people who are able to provide for themselves.

Another problem is that there are now more people in the world who are living in poverty than there are people who are living in wealth. This is a problem because it means that there are now more people who are in need of food, clothing, and shelter than there are people who are able to provide for themselves. This is a problem because it means that there are now more people who are in need of help than there are people who are able to help.

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Expired Job

 Rerun this ad

Great Benefits with Advancement Opportunities

Accounts Receivable/Collections Clerk

We are a fast paced company looking to add a team member as Accounts Receivable and collections clerk. We offer great benefits and paid vacation.

A minimum of 1 year experience helpful but not required.

Duties include but not limited to:

- Posting payments: cash, check, credit card
- Reconciling bank account
- Collection calls
- Keeping updated receivables
- Processing credit applications
- Answering telephone & other general office duties

Requirements:

- Accounting knowledge
- General math skills
- Attention to detail
- Data entry
- Organization
- Verbal communication
- People oriented
- Ability to work closely with others
- Ability to work under pressure and deadlines
- Work independently
- Be a team player

This is an entry level position and salary is \$10/hr with benefits with future advancement opportunities for the right person. Please email resumes.

We are an equal opportunity employer. Women and minorities are encouraged to apply.

We are a fast paced company looking to add a team member as AP/AR and collections clerk. We offer great benefits and paid vacation.

A minimum of 2 years of accounts payable and accounts receivable is required.

Duties include but not limited to:

- Posting payments: cash, check, credit card
- Paying bills
- Reconciling bank account
- Collection calls
- Keeping updated receivables
- Processing credit applications
- Answering telephone & other general office duties

Requirements:

- Accounting procedures
- General math skills
- Attention to detail
- Data entry
- Organization
- Verbal communication
- People oriented
- Ability to work closely with others
- Ability to work under pressure and deadlines
- Working knowledge of a General Ledger
- Work independently
- Be a team player

Please email resumes along with salary requirements.

We are an equal opportunity employer. Women and minorities are encouraged to apply.



Shreveport, LA

KXIS-FM | KRUF-FM | KVRI-FM | KTUX-FM | KEEL-AM | KWEH-

February 12, 2014

NAACP/Shreveport Chapter
P.O. Box 36893
Shreveport, LA 71133

To Whom this may concern:

Townsquare Media Shreveport is seeking to fill a **Full-Time position** within our company. I have enclosed a job description of the position available. It would be greatly appreciated if you could please post the job opening. Thank you for your attention to this matter.

Thank you,

Townsquare Media Shreveport
Human Resources
318.688.1130

cc: file





Shreveport, LA

KXKS-FM | KRUF-FM | KWKL-FM | KTUX-FM | KEEL-AM | KWKH-AM

Accounts Receivable/Collections Clerk

We are a fast paced company looking to add a team member as Accounts Receivable and collections clerk. We offer great benefits and paid vacation. A minimum of 1 year experience helpful but not required.

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- Ability to work under pressure and deadlines
- Work independently
- Be a team player

This is an entry level position and salary is \$10/hr. with benefits with future advancement opportunities for the right person. Please email resumes to Kathy.McKee@townsquaremedia.com or mail to:

Townsquare Media
Attn: Account Receivable/Collection Clerk Position
6341 Westport Avenue
Shreveport, LA 71129

NO PHONE CALLS PLEASE!

Townsquare Media is an Equal Employment Opportunity Employer. Women and minorities are encouraged to apply.



Shreveport, LA

KXKS-FM | KRUF-FM | KVEI-FM | KTUX-FM | KEEL-AM | KWGH

February 12, 2014

Southern University
3090 Martin Luther King Drive
Shreveport, LA 71107

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | REEL-AM | KWIGI-AM

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Townsquare Media
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6341 Westport Avenue
Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH

February 12, 2014

LSU/Shreveport Campus
Career Planning Center
One University Place
Shreveport, LA 71115

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Townsquare Media
Attn: Account Receivable/Collection Clerk Position
6341 Westport Avenue
Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVRI-FM | KTUX-FM | KEEL-AM | KWJH-FM

February 12, 2014

Bossier Parish Community College
Kathy Bush
6220 East Texas Street
Bossier City, LA 71112

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Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVRJ-FM | KTUX-FM | KEEL-AM | KWJH-FM

February 12, 2014

Stephen F. Austin University
Department of Communications
Box 13048-SFA Station
Nacogdoches, TX 75962-3048

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Shreveport, LA 71129

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL AM | KWKH-

February 12, 2014

LA Works Department of Labor
P.O. Box 3510
Shreveport, LA 71133

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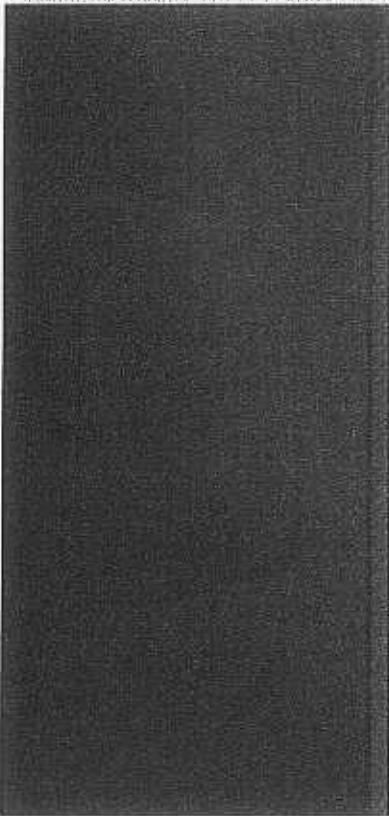
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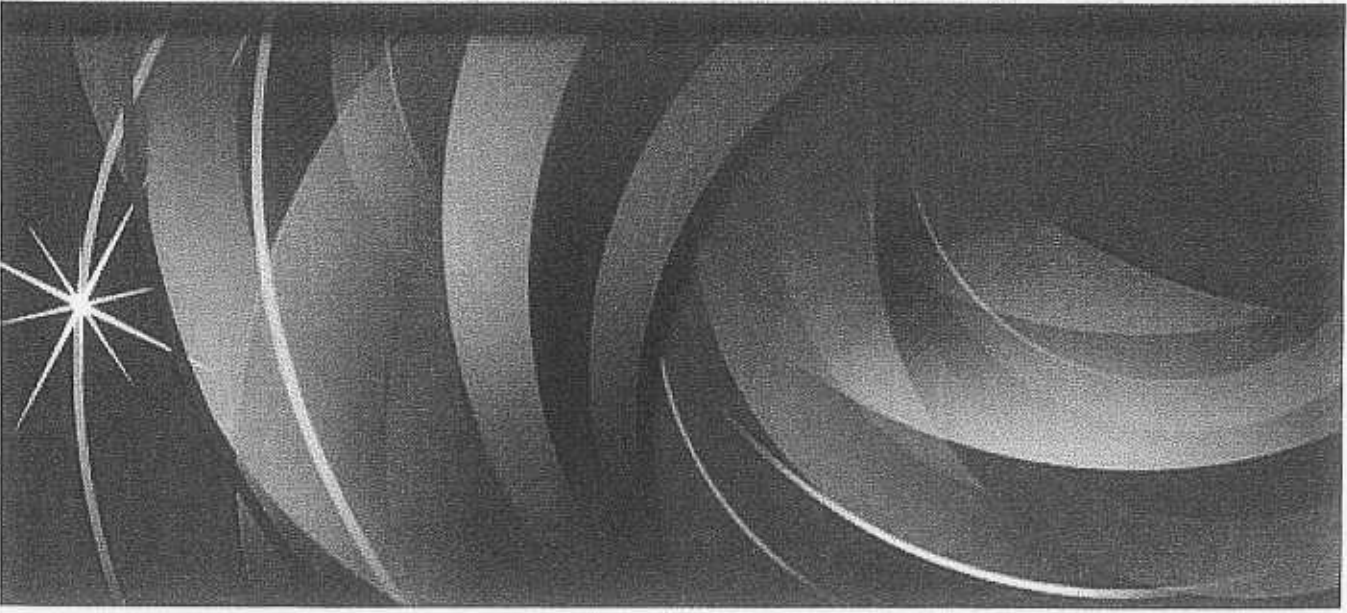
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A minimum of 1 year experience helpful but not required.

Duties include but not limited to:

- Posting payments: cash, check, credit card
- Reconciling bank account
- Collection calls
- Keeping updated receivables
- Processing credit applications
- Answering telephone & other general office duties

Requirements:

- Accounting knowledge
- General math skills
- Attention to detail
- Data entry
- Organization
- Verbal communication
- People oriented
- Ability to work closely with others
- Ability to work under pressure and deadlines
- Work independently
- Be a team player

This is an entry level position and salary is \$10/hr with benefits with future advancement opportunities for the right person. Please email resumes.

We are an equal opportunity employer. Women and minorities are encouraged to apply.



Accounts Receivable/Collections Clerk

We are a fast paced company looking to add a team member as Accounts Receivable and collections clerk. We offer great benefits and paid vacation.

A minimum of 1 year experience helpful but not required.

Duties include but not limited to:

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Rewarding Career

Account Executive

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Mail:

Townsquare Media
6341 Westport Ave
Shreveport, LA, 71129

Fax: 318.687.8574



Shreveport, LA

KXIS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWIK-

February 9, 2014

NAACP/Shreveport Chapter
P.O. Box 36893
Shreveport, LA 71133

To Whom this may concern:

Townsquare Media Shreveport is always seeking qualified individuals to add to our sales force as **Full Time** employees. I have enclosed a job description of the sales position(s) available. It would be greatly appreciated if you could please post the job opening(s). This position(s) will always remain open and we will notify you of any change. Thank you for your attention to this matter.

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Townsquare Media Shreveport
Human Resources
318.688.1130

cc: file



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NO PHONE CALLS PLEASE!



Shreveport, LA

KXKS-FM | KRUF-FM | KVEI-FM | KTUX-FM | KFEL-AM | KWIKH-

February 9, 2014

Southern University
3090 Martin Luther King Drive
Shreveport, LA 71107

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Shreveport, LA. 71129

Fax: 318.687.8574

NO PHONE CALLS PLEASE!

6341 Westport Avenue | Shreveport, LA 71129 | Phone (318) 688-1130 | Main Fax (318) 687-8574 | Sales Fax (318) 688-9839



February 9, 2014

2345
LSU/Shreveport Campus
Career Planning Center
One University Place
Shreveport, LA 71115

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Townsquare Media Shreveport
Human Resources
318.688.1130

cc: file





Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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February 9, 2014

RS #6

Bossier Parish Community College
Kathy Bush
6220 East Texas Street
Bossier City, LA 71112

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Human Resources
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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-

February 9, 2014

Stephen F. Austin University
Department of Communications
Box 13048-SFA Station
Nacogdoches, TX 75962-3048

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Townsquare Media Shreveport
Human Resources
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Shreveport, LA

KXKS-FM | KRUF-FM | KVKI-FM | KTUX-FM | KEEL-AM | KWKH-AM

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Shreveport, LA

KXKS-FM | KRUF-FM | KVLI-FM | KTUX-FM | KEEL-AM | KWJH-

February 9, 2014

RSHB

LA Works Department of Labor
P.O. Box 3510
Shreveport, LA 71133

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Shreveport, LA

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Shreveport Employment

Rewarding Careers

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Outside Sales Representative

Description

Townsquare Interactive, a division of Townsquare Media, is currently seeking qualified applicants for an Outside Sales Representative. This rep will be on the streets of Shreveport/Bossier calling on small to medium sized businesses to show value of our online advertising products. They will develop and manage a pipeline of potential opportunities, achieve monthly sales, quotas, and work with client services to ensure customer success and retention.

1-5 years of experience in outside B2B sales required. SEO, website sales, social media, daily deal and/or local advertising experience highly desired but not required.

Townsquare Interactive combines innovative technology with our industry leading team of experts in search engine optimization (SEO), design, social media, web publishing, and reputation management to create a total web presence for small businesses online. 100% optimized for mobile as well.

Please send resumes to:

Email:

Mail:

Townsquare Interactive
Recruiting Department
13925 Ballantyne Corporate Place Suite 300
Charlotte, NC 28277

Account Executive

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Greg Atoms



Puff



Jade Green



Tom E. Gunn



Steve Castello



Toni Gonzalez

THE ROCK STATION 99X ON FACEBOOK

Our Facebook page is sponsored by:

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Part-Time Position in Programming

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Email your resume to _____ or come by 6341 Westport Ave, Shreveport, LA 71129 and fill out an application during normal business hours.

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Fax: 318.687.8574

email: rebeccagreene@townsquaremedia.com

[Click here to download an application for employment.](#)

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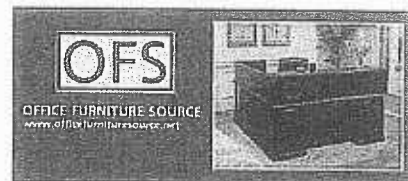


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LISTEN LIVE

DRYNE
MECHANICAL SERVICES

**GIVE US A CALL TODAY
AT 318-671-0015**

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MEET THE NEWS TEAM



Robert J. Wright



Erin McCarty



Angela Thomas



Gary Watson



Moon Griffin



Rusti Linbaugh



Sean Hannity



Mark Levin



George Ilbery



Kim Konsando



C.J. Bryant

NEWS RADIO 710 ON FACEBOOK

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March 24, 2016



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March 24, 2016



Artspace Exhibit To Give A Voice Back To Survivors Of Sexual Assault
March 24, 2016



FEMA Rental Assistance Helps Louisiana Flood Survivors
March 24, 2016

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TRENDING NOW: 2016 FLOOD BABES

Shreveport Employment

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Outside Sales Representative

Description

Townsquare Interactive, a division of Townsquare Media, is currently seeking qualified applicants for an Outside Sales Representative. This rep will be on the streets of Shreveport/Bossier calling on small to medium sized businesses to show value of our online advertising products. They will develop and manage a pipeline of potential opportunities, achieve monthly sales, quotas, and work with client services to ensure customer success and retention.

1-5 years of experience in outside B2B sales required. SEO, website sales, social media, daily deal and/or local advertising experience highly desired but not required.

Townsquare Interactive combines innovative technology with our industry leading team of experts in search engine optimization (SEO), design, social media, web publishing, and reputation management to create a total web presence for small businesses online. 100% optimized for mobile as well.

Please send resumes to:

Email:

Mail:

Townsquare Interactive
Recruiting Department
13925 Ballantyne Corporate Place Suite 300
Charlotte, NC 28277

Account Executive

Essential Duties:

- Prospect, market, sell and service advertising air time.
- Negotiate business based on industry ratings in order to maximize station revenue and share within parameters set by station management.
- Achieve revenue and share goals set by Sales Manager.
- Develop new advertisers by soliciting area businesses.
- Service clients to maintain positive working relationships.
- Prepare sales orders and production requests in timely manner.

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MEET THE DJs



Tim Fletcher



Jess



Steve Graf



Dan Patrick



Mike and Mike

- Resolve billing discrepancies and assist in collections of past due accounts.
- Provide regular reports to Sales Manager regarding prospective sales orders, daily call sheets, itineraries, new prospect lists, forecasts, and competition analysis.
- Monitor competitive media to continually prospect for new account leads.
- Follow station/company practices/ policies for processing, invoicing, calculations of sales.
- Adhere to minimum standards of performance as established by Sales Manager.
- Develop account list from various sources.
- Conceive and execute written proposals.
- Additional Responsibilities.

Required Skills/Education & Certification:

- High School graduate, college degree preferred.
- Background in broadcast media sales with a minimum of 3+ years experience.
- Outstanding marketing/presentation skills.
- Strong organization skills.
- Must possess understanding of ratings services.
- Conversant in radio broadcast vocabulary.
- Computer literate.
- Excellent oral and written communication skills.
- Knowledge of FCC rules and regulations relating to advertising copy.
- Strong interpersonal skills.

Part-Time Position in Programming

Joining the Townsquare Media Shreveport-Bossier team is a great opportunity to make some extra cash while learning from the very best. You'll get to see how some of the hottest DJs in the Ark-La-Tex do their thing, help create engaging multimedia content, learn the ins and outs of social media and more!

Email your resume to [\[redacted\]](#), fill out a form online by clicking [here](#) or come by 6341 Westport Ave, Shreveport, LA 71129 and fill out an application during normal business hours.

Townsquare Media is an Equal Employment Opportunity Company. Women and minorities are encouraged to apply. Please mail, fax, or email resume and application (must complete application to be considered for employment) to Rebecca Greene.

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6341 Westport Ave
Shreveport, LA. 71129

Fax: 318.687.8574

email: rebeccagreene@townsquaremedia.com

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LISTEN LIVE

RECENTLY PLAYED: WE WENT | RANDY HOUSER



MEET THE DJs



Gary McCoy



Bristol



Gary Watson



Sam Alex



Jay Whatley

KISS COUNTRY 93.7 ON FACEBOOK



Kiss Country 93.7
36,247 likes

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analysis.

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TOP STORIES



Kiss Country's 'Flood Me With Love' for Local Flood Victims
March 24, 2016



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March 24, 2016



FEMA Rental Assistance Helps Louisiana Flood Survivors
March 24, 2016



Amanda Law - This Week's Caught In the Act Award Recipient
March 24, 2016



Entertainment This Morning with Gary and Bristol Thursday, March 24 [VIDEO]
March 24, 2016

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TRENDING NOW: 2016 FLOOD SHREVEPORT/BOSSIER NEWS CRAWFISH PRICES TELL A FRIEND KVKI WEDNESDAY HAPPY HOUR

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NOY GRAMMER RECENTLY PLAYED: GOOD TO BI



3 steps for Free Radio

1. Click Start Download advertisement
2. Free download from our site
3. Get Free access to radio



MEET THE DJS



Elizabeth Morales



Bristol



Eria McCarty



Lucky Larry



Steve Castella



Angela Thomas

96.5 KVKI ON FACEBOOK



KVKI 96.5
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TOP STORIES



Lucky Larry Sings Easter Tune On Helium
March 24, 2016



Man Arrested For Failing to Return VHS Copy of 'Freddy Got Fingered' 14 Years Ago
March 24, 2016



Four Sets of Identical Twins Prank Subway Riders In NYC [VIDEO]
March 24, 2016



Starbucks Pumpkin Spice Lattes Are Coming To K-Cups
March 24, 2016



Watermelon Experiment Ends With Pure Kitchen Destruction
March 24, 2016



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TRENDING NOW: 2016 FLOOD MAN CRUSH MADNESS #BITDB LUNCH GIVEAWAY KIDD KRADDICK

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RECENTLY PLAYED: AM | WRONG | NICD AND VINZ



MEET THE DJS



Kidd Kraddick
Morning Show



Jess



Jay Whitley



Lisa Paige



JB Foxx

K945, THE HIT MUSIC CHANNEL ON FACEBOOK



K945
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only can effects, itineraries, new prospect lists, forecasts, and competitor analysis.

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TOP STORIES



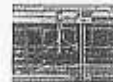
Women at Barksdale Air Force Base Make History with Two All-Female Flights
March 24, 2016



Jelena Remains Unbroken: Selena Gomez Spotted at Justin Bieber Concert
March 24, 2016



Fred's In Haughton to Offer Hot Dogs, Chips and Drinks this Saturday for Donations to Children's Miracle Network
March 24, 2016



Man Survives Brussels, Paris AND Boston Marathon Attacks
March 24, 2016



'The LEGO Batman Movie' Trailer: The Dawn of Justice in Brick Form
March 24, 2016

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Brief Description

Description

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Account Executive

Screening Questions

General

What Sets Us Apart? Townsquare Media is not afraid to try new things and new ways of doing business. We are a non-traditional multi-media company with a vision of making the all of our media experiences integrated, thus more effective for our clients and more exciting for our consumers. If you want to grow professionally, can move at the speed of light and still have fun - then we want you.

Townsquare Media Group
LA, United States (Shreveport)
Townsquare Media Shreveport includes well-known brands like Kiss Country, 1130 The Tiger, 96.5 KWXL, 99X The Rock Station, K94.5, and KEEL News Radio.
Media and Digital Sales Executive

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

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

Responsibilities

- Promote and sell advertising programs which may include local radio, digital products such as display, streaming, loyalty programs, e-commerce, and digital marketing services
- Leverage our live event platform to sell sponsorship and sales programs to new and existing clients
- Create new relationships with local and regional businesses in our area
- Inquiring and crafting advertising programs for your clients, both new and existing
- 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's new customer data and other sales contract details for station clients into computer database
- 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 and a sense of what it takes to win is essential
- Strong desire to be coached, mentored, and developed while comfortable being an individual contributor
- Comfortable with prospecting and cold calling
- Candidates must demonstrate passion for sales
- Ability to engage clients quickly and develop rapport
- Must be proficient at conducting needs analysis
- Excellent communication and problem-solving skills
- Previous sales experience preferred
- Broadcast/digital sales experience a plus
- Associates/Bachelor's business/marketing-related degree or equivalent experience

About Us

Tomnsquare Media Group is a diversified media, entertainment and digital marketing services company that owns and operates radio, digital and live event properties. The Company specializes in creating and distributing original entertainment, music and lifestyle content. Its assets include 312 radio stations and over 325 local companion websites in 66 small to mid-sized markets (<http://www.tomnsquaremedia.com/local-media/overview>), making it the third largest owner of radio stations, a national portfolio of music and entertainment digital properties reaching over 50 million US unique visitors monthly, including *Taste of Country* (<http://tasteofcountry.com/>), *Diffuser fm* (<http://diffuser.fm/>), *Ultimate Classic Rock* (<http://ultimateclassicrock.com/>), *Loudwire* (<http://loudwire.com/>), *The FW* (<http://thefw.com/>), *GuysSpeed* (<http://guyspeed.com/>), *ScreenCrush* (<http://screencrush.com/>) and *PopCrush* (<http://popcrush.com/>), approximately 500 live music and non-music events annually, and *Seize the Deal* (<http://www.seizethedeal.com/>), an E-commerce business.

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.

Video Screen

Account Executive

Position ID

- Company

Standard Hours Per Pay Period



Expired Job

 Rerun this ad

Vibrant Radio Personality Wanted

Morning Show Co-Host

Townsquare Media Shreveport, LA is searching for the next live, local and vital morning superstar on KXKS-FM Kiss Country 93.7! If you've got what it takes, you'll join long time market personality Gary McCoy! Are you witty? Do you give great phones? Are you a team player? Can you communicate verbally as well as with the written word? If hard work and show prep doesn't scare you off, this just might be the gig for you! We're looking for someone who wants to live and work in the south in a town full of live events, casinos, Mardi Gras madness and fried food!

Our perfect candidate has a minimum of two years radio experience, isn't afraid to roll up their sleeves, shake hands and kiss babies. We're also looking for someone who is a digital and social media ninja! If you live the country lifestyle and you're up to the challenge, send your resume, cover letter, aircheck and references to garymccoy@townsquaremedia.com. No phone calls please. (This is to see how well you follow direction!)

Join the team of the Louisiana Association of Broadcasters Station of the Year and #2 morning show in the market, looking to advance to #1!

Townsquare Media and KXKS-FM is an equal opportunity employer.

October 22, 2014

NAACP/Shreveport Chapter
P.O. Box 36893
Shreveport, LA 71133

To Whom this may concern:

Townsquare Media Shreveport is seeking a qualified individual to add to our team **Full Time** as a **Morning Show Co-Host**. I have enclosed a job description of the position available. It would be greatly appreciated if you could please post the job opening(s) availability for 15 days from receipt of this notification. Thank you for your attention to this matter.

Thank you,

Townsquare Media Shreveport
Human Resources
318.688.1130

cc: file





Shreveport, LA

KXKS-FM | KRUF-FM | KWKE-FM | KTUX-FM | KEEL-AM | KWIKH-AM

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Mail:

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6341 Westport Ave
Shreveport, LA. 71129



Shreveport, LA

KXKS-FM | KRUF-FM | KVBI-FM | KTUX-FM | KEEL-AM | KWKH-

October 22, 2014

Southern University
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