



**Christopher Kitchen**  
Executive Vice President & General Counsel

July 26, 2019

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

RE: EEO Audit – KAFX-FM, Diboll, TX (Facility Id. 18105)

Dear Sir or Madam:

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

KSFA, Nacogdoches, Texas (Facility Id. 11741)  
KTBBQ, Nacogdoches, Texas (Facility Id. 11740)  
KVLL-FM, Wells, Texas (Facility Id. 68130)  
KYKS, Lufkin, Texas (Facility Id. 25582)

a. **Public File Report.** Copies of Townsquare Lufkin’s two most recent EEO public file reports for the periods covering April 1, 2017 to March 31, 2018 (“2017-2018 Reporting Period”) and April 1, 2018 to March 31, 2019 (“2018-2019 Reporting Period”) (the 2017-2018 Reporting Period and the 2018-2019 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively.

The Stations’ website addresses are <https://kfox95.com/>, <https://ksfa860.com/>, <https://q1077.com/>, <https://my947.com/>, and <https://kicks105.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. Exhibit 4 contains the text of such notices. These notices were sent to the recruitment sources listed in the EEO public file reports for the Audit Period. Please note that the employee who handled EEO requirements in 2017-2018 is no longer with the company, and the current Business Manager lost 8 months of emails in 2017; therefore, some information from the 2017-2018 year is not available.



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 13 full-time employees. The Stations operate in a market with a population that is less than 250,000.<sup>1</sup> Therefore, the Unit is required to perform two 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 General Manager requires department managers to discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The department managers also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The General Manager works with the department heads to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the General Manager and Business Manager, who is responsible for EEO compliance. No job can be filled by a department head without prior approval of the General Manager, who signs off on EEO compliance. Though the department managers actively participate in the process, the General Manager bears the ultimate responsibility for enforcement of the Unit's EEO policy.

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

g. ***Analysis of EEO Program's Effectiveness*** The success of Townsquare Lufkin EEO recruiting program is vital to the success of the Unit, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The General Manager and the heads of the various departments assess the success of each outreach initiative on a case-by-case basis. After each outreach initiative, the participants in that

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<sup>1</sup> The Stations do not operate in a Metropolitan Statistical Area. The Stations operate in Diboll, TX (5,359 people), Lufkin, TX (35,067 people), Nacogdoches, TX (32,996 people), and Wells, TX (769 people).

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event, together with management, analyze the relative success of the event, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions.

Management recognizes that a large part of the Unit's recruitment program involves its efforts to post all available positions with an extensive list of agencies and organizations in the community. The Unit periodically adds organizations to its recruitment source list as they come to its attention and checks on organizations to confirm their contact information. Thus, the process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that participation in mentoring programs, 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 Lufkin 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 Lufkin strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the Unit provides equal opportunities to all employees and applicants.

Townsquare Lufkin 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 Lufkin' 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 2017-2018 Reporting Period



**Townsquare Media Lufkin License, LLC**  
**KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 – March 31, 2018**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	
<b>Administrative Assistant (Hired 06/01/17)</b>	9,10,11,19,22	3	
<b>Part Time Board Operator (Hired 08/4/17)</b>	14	14	
<b>Part Time Board Operator (Hired 12/12/17)</b>	14	14	
<b>Traffic Coordinator (Hired 03/5/18)</b>	8,9,17,19,20,21,22	22	
<b>Market President/Chief Revenue Officer (Hired 02/26/18)</b>	13,17,19,20,21,22	13	

*\*See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.*

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Lufkin Daily News P.O. Box 1089 Lufkin, Texas 75901 Phone: 936-632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches, Texas 75963 Phone: 936-564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin 210-C Timberland Dr. Lufkin, Texas 75901 Phone: 936-632-1171 Debbie King	Y	1
4	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Phone: 936-639-8898 Charlene Meadows	N	0
5	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin, Texas 75901 Phone: 936-634-6644	N	0
6	Nacogdoches Chamber of Commerce 2516 North Street Nacogdoches, Texas 75965 Phone: 936-560-5533 Kelly Daniels	N	0
7	National Broadcasting Society SFA Radio/TV Dept P.O. Box 13048 SFA Station Nacogdoches, Texas 75962-3048 936-468-1278 Ext 1278 Dr. Al Gruele	N	0
8	Internal Posting (Bulletin Board) 1216 S First St Lufkin, Texas 75901 Cristie Jacks HR Director	Y	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	Y	0
10	Word of mouth	Y	1
11	Walk-ins	Y	2
12	Sales Recruiting Party for KYKS,KAFX,KTBQ,KSFA,KVLL	N	0
13	Linkedin	Y	1
14	SFA-Stephen F Austin State University	Y	2
15	Billboard in front of station	N	0
16	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512-322-9944	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	Glassdoor.com	N	0
18	ON air Announcements KYKS, KAFX, KSFA, KTBQ, KVLL	Y	0
19	Careerbuilder.com	N	0
20	SimplyHired.com	N	0
21	Jobvite <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	Y	0
22	<a href="http://www.indeed.com">www.indeed.com</a>	N	5
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		12

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SFA Classroom Speaking	April 18, 2017 Digital Sales Manager Jeff Klein spoke to 21 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
2	SFA Classroom Speaking	April 20, 2017 Digital Sales Manager Jeff Klein spoke to 21 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
3	SFA Classroom Speaking	April 28, 2017 Digital Sales Manager Jeff Klein spoke to 13 students in 351 Social Media Strategies class at Stephen F. Austin State University on the opportunities in the Radio Industry.
4	Participation in Events/Programs Sponsored by Educational Institutions	May 3, 2017 Brand Manager Danny Merrell Hosted 24 students in Mass Media (MCM) 465 "Meet the Media" class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.
5	Participation in Events/Programs Sponsored by Educational Institutions	June 14, 2017 Brand Manager Danny Merrell Hosted 24 students in Mass Media (MCM) 465 "Meet the Media" class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.
6	Participation in Events/Programs Sponsored by Educational Institutions	February 7, 2018 Brand Manager Danny Merrell Hosted 50 students in Mass Media (MCM) 465 "Meet the Media" class at Stephen F. Austin State University. Gave students first hand at the station and operations, requested and recruited interns and part time employees.



**Exhibit 2**

EEO Public File Report for 2018-2019 Reporting Period

**Townsquare Media Lufkin License, LLC**  
**KYKS (FM), KAFX (FM), KSFA (AM), KTBQ (FM), KVLL (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 – March 31, 2019**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	
<b>Sales Account Executive (Hired 04/23/18)</b>	9,11,12,13,15,19,20,21	21	
<b>Sales Account Executive (Hired 09/04/18)</b>	9,11,12,13,15,19,20,21	21	
<b>Part Time Board Operator (Hired 06/27/18)</b>	9,11,12,13,15,19,20,21	21	
<b>Traffic Director (Hired 04/01/18)</b>	9,11,12,13,15,19,20,21	21	
<b>Ignite Sales Executive (Hired 1/2/19)</b>	9,11,12,13,15,19,20	20	
<b>Sales Account Executive (Hired 03/18/19)</b>	9,11,12,13,15,19,20	20	

\*See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Lufkin Daily News P.O. Box 1089 Lufkin, Texas 75901 Phone: 936-632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches, Texas 75963 Phone: 936-564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin 210-C Timberland Dr. Lufkin, Texas 75901 Phone: 936-632-1171 Debbie King	N	0
4	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Phone: 936-639-8898 Charlene Meadows	N	0
5	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin, Texas 75901 Phone: 936-634-6644	N	0
6	Nacogdoches Chamber of Commerce 2516 North Street Nacogdoches, Texas 75965 Phone: 936-560-5533 Kelly Daniels	N	0
7	National Broadcasting Society SFA Radio/TV Dept P.O. Box 13048 SFA Station Nacogdoches, Texas 75962-3048 936-468-1278 Ext 1278 Dr. Al Gruelle	N	0
8	Internal Posting (Bulletin Board) 1216 S First St Lufkin, Texas 75901 Cristie Jacks HR Director	N	0
9	Posting on All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	N	0
10	Sales Recruiting Party for KYKS,KAFX,KTBBQ,KSFA,KVLL	N	0
11	Linkedin	N	0
12	SFA-Stephen F Austin State University	N	0
13	Billboard in front of station, For all five stations	N	0
14	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Craig Bean 512-322-9944	N	0
15	Glassdoor.com	N	0
16	ON air Announcements KYKS, KAFX, KSFA, KTBQ, KVLL	N	0
17	Careerbuilder.com	N	0
18	SimplyHired.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	Jobvite <a href="http://www.townsquaremedia.com">www.townsquaremedia.com</a>	N	0
20	<a href="http://www.indeed.com">www.indeed.com</a>	N	13
21	Word of mouth	N	4
22	Walk-in	N	0
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>17</b>



### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	April 17, 2018, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
2	Participation in Events/Programs Sponsored by Educational Institutions	April 19, 2018, Market President, spoke to 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
3	Participation in Events/Programs Sponsored by Educational Institutions	April 24, 2018, Market President, spoke to and did Roleplay exercises with 30 students in Marketing 352 class at Stephen F. Austin State University on the opportunities in the Radio Industry.
4	Participation in Forest Country Job Fair	May 2, 2018, Market President, attended the Job Fair for that was put on by the Chamber of Commerce for job seekers. Had to table set up with presentation of company, applications and on-site interviews.
5	Participation in Events/Programs Sponsored by Educational Institutions	May 2, 2018 Brand Manager of KICKS 105.1 Hosted 10-15 students from SFA. Gave students first hand at the station and operations, requested and recruited interns and part time employees.
6	Participation in Events/Programs Sponsored by Educational Institutions	November 20, 2018 Brand Manager of KICKS 105.1 Hosted 10-15 students from SFA. Gave students first hand at the station and operations, requested and recruited interns and part time employees.

**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: **Administrative Assistant**
2. Station: **ALL**
3. Date Position Filled: **06/01/2017**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services 1
- Workforce Solutions
- Angelina Chamber of Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self 1
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In)

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Express Personnel Services



## New Job Vacancy

### General Information:

1. Job Title: **Traffic Coordinator**
2. Station: **ALL**
3. Date Position Filled: **03/05/18**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber or Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites 2
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 5
- Word of mouth

Total Number of Interviewees for this vacancy: 7

RS Referring Hiree: Indeed





## New Job Vacancy

### General Information:

1. Job Title: **Market President**
2. Station: **ALL**
3. Date Position Filled: **02/26/18**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber of Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 2
- Mail Drop 1

Total Number of Interviewees for this vacancy: 3

RS Referring Hire: LinkedIn



## New Job Vacancy

### General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **04/23/18**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber of Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 1
- Word of mouth 1

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Word of Mouth



## New Job Vacancy

### General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **09/04/18**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber or Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 1
- Word of mouth 1

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Word of Mouth



## New Job Vacancy

### General Information:

1. Job Title: **Traffic Director**
2. Station: **ALL**
3. Date Position Filled: **04/01/18**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

• Lufkin Daily News	
• Nacogdoches Daily Sentinel	
• Express Personnel Services	
• Workforce Solutions	
• Angelina Chamber of Commerce	
• Stephen F. Austin University	
• Internal Postings	
• Walk-In/Self	
• Radio Station Websites	
• On-Air Announcements	
• Billboard in front of station	
• Jobvite (Glassdoor, Indeed, Linked In)	6
• Word of mouth	1
Total Number of Interviewees for this vacancy:	7

RS Referring Hiree: Word of Mouth





## New Job Vacancy

### General Information:

1. Job Title: **Ignite Account Executive**
2. Station: **ALL**
3. Date Position Filled: **01/02/19**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber of Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 2

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Indeed



## New Job Vacancy

### General Information:

1. Job Title: **Account Executive**
2. Station: **ALL**
3. Date Position Filled: **03/18/19**

### Recruitment Source (RS):

### No. of Interviewees Referred by RS for this Vacancy:

- Lufkin Daily News
- Nacogdoches Daily Sentinel
- Express Personnel Services
- Workforce Solutions
- Angelina Chamber or Commerce
- Stephen F. Austin University
- Internal Postings
- Walk-In/Self
- Radio Station Websites
- On-Air Announcements
- Billboard in front of station
- Jobvite (Glassdoor, Indeed, Linked In) 2

Total Number of Interviewees for this vacancy: 2

RS Referring Hiree: Glassdoor/Indeed

**Exhibit 4**

Documentation of Recruitment for Vacancies

## **Townsquare Media Group (Lufkin, TX)**

Townsquare Media Lufkin includes well-known brands like, KICKS 105, MY 94.7 fm, Q107, and KFOX 95.5.

### **Townsquare Media Group - Market President/Chief Revenue Officer**

The Market President/Chief Revenue Officer at Townsquare Media is responsible for building the dominant media business in their respective market, driving growth of the business through diversified revenue streams, and building a culture of success by attracting and retaining the best talent in the market. This is a management position focused on revenue generation, and the MP/CRO will be expected to attain and exceed revenue budgets by having a clear vision for a path of continued revenue growth, with the capability of executing that vision. The MP/CRO must possess a strong desire to win, be an exceptional leader and have a track record of revenue and cash flow success. Going beyond just coaching the team; they must be a hands-on leader, building effective multi-platform marketing solutions for clients.

The MP/CRO must be an exceptional sales trainer and mentor, be a creative-thinker, and be able to recruit and hire the best in the industry. This position is not for a 'hands-off'/sit behind the desk manager, but for a leader who is highly visible in the market and very involved with the staff.

Townsquare Media strives to be the leader in local media – building the strongest brands in the market and monetizing those brands on air, on line and on site. The MP/CRO must be a creative, idea-generating, business development professional that understands how to maximize the tools at their disposal to achieve market leadership status.

### **Responsibilities**

- Oversee all aspects of the market operation with a particular focus on revenue generation across Townsquare's multiple media and entertainment platforms.
- Create a vision and strategy for consistent revenue and profit growth, with the ability to communicate and execute the plan.
- Represent TSM to key client accounts and community; developing strong client relationships and community partnerships that further our business.
- Drive key account growth through the selling of results based, integrated programs while also pushing significant new business development.
- Recruit, retain and develop a talented team, starting with the department heads and including a deep and high performing sales staff. Strive to become the preferred media workplace in the market.
- Support the content team (on air and on line) and hold them accountable to executing the brand strategy and delivering content excellence.
- Working in conjunction with our corporate team, build a diverse and sustainable event business focused on the inherent opportunities in the market.
- Prepare and manage the fiscal budget. Develop/implement strategic goals to exceed local advertising, live events and digital services budgets.



- Ensure the station's license is in order and that Federal Communications Commission (FCC) and other federal, state and local rules and regulations are followed.
- Support the Townsquare mission while actively seeking to find ways to make the company better.
- Be a student of the industry, consistently learning about our business in order to be a current resource to our employees and clients.
- Be fiscally responsible, managing expenses not only within budget, but based on return on the investment of the resources allocated.

## Qualifications

- Proven ability to recruit, to lead, to motivate, to coach and train others and achieve revenue results.
- Experience in media or digital sales management in the role of General Manager, General or Local Sales Manager with a proven and documentable track record of exceeding budgets and outperforming the marketplace.
- Experience in creating and selling multi-media programs incorporating digital, mobile, and event opportunities.

## About Us

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

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

**Townsquare Media provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Townsquare Media complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions**

of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Townsquare Media expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Townsquare Media's employees to perform their job duties may result in discipline up to and including discharge.

#TSMJK

## **Regional Digital Sales Executive**

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

### **Core Responsibilities**

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

### **Qualifications**

- Minimum 5 years sales experience as an individual contributor in a sales (hunter) role
- Digital Sales background (i.e. mobile, video, display, social, email and paid search)
- Proven experience selling Advanced Audience Targeting, Extended Reach, and Programmatic offerings
- Consultative/Solutions selling experience vs. a single Product selling background
- Proven track record in meeting/exceeding monthly, quarterly and annual revenue goals
- Consistent performer and responder to daily, weekly and monthly Sales KPI's
- Demonstrable experience at new market and revenue development
- Previous Radio, Events and Sponsorship sales experience a huge PLUS
- Deep contacts with Regional Agencies and Direct Clients with focus on Healthcare Services, Retail, Travel/Tourism, Automotive, Energy and Government
- Independent, Entrepreneurial, comfortable in a fast pace, early stage environment
- Detail-oriented, someone who rolls up their sleeves and gets the job done
- Intellectual curiosity to surface insights & implications and use this knowledge to think creatively about how to advance TSQ Regional offerings
- Exceptional communication skills with the ability to clearly articulate compelling value propositions for TSQ's Digital Solutions
- Excellent verbal and written communication skills
- Superior knowledge of new/emerging digital advertising technologies and techniques
- entrepreneurial spirit, a self-starter, who works with urgency and passion
- Regional travel estimated to be 25-35% of the time
- Bachelor's Degree or equivalent experience is required, Advanced degree a plus

## About Us

Townsquare is a 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 320 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 with over one million attendees each year. Our brands include local media assets such as [WYRK](#), [KLAQ](#), [K2](#) and [NJ101.5](#); iconic regional and national events such as the [Taste of Country Music Festival](#), [WE Fest](#), [Country Jam](#), 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.

**#TSMGB**

## **Traffic Coordinator - Lufkin**

### **POSITION OVERVIEW:**

Townsquare Media Broadcasting, LLC has an immediate opening in our Traffic Department. This position manages the daily preparation and maintenance of on-air logs utilizing careful and thorough management of commercial inventory while maximizing revenue.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Daily use of software to schedule inventory in order to maximize station revenue
- Posting of daily logs and preparation and maintenance of reports
- Initiate innovative problem solving and decision-making tools to achieve station goals and work with sales management and account executives to efficiently accommodate advertisers and maintain revenue
- Management of the continuity function
- Answering phones, greeting people coming into the lobby and facilitating prize distribution and various general office administrative duties

### **SUGGESTED QUALIFICATIONS/EDUCATION:**

- Team-oriented and excel in a multi-tasking environment
- Strong computer skills, superior organizational skills, excellent interpersonal skills and a demonstrated ability to work under pressure and deadlines with minimal supervision
- Strong analytical skills, professional demeanor and business understanding required
- Familiarity with WideOrbit and/or another broadcast inventory management software helpful, but not required
- Any production or prior broadcasting experience is a plus

### **BENEFITS:**

- Medical/Dental/Vision insurance package
- 3 weeks paid vacation and 9 paid holidays per year
- Career advancement opportunities
- Medical/Vision/Dental
- Basic & Voluntary Life Insurance/Accidental Death & Dismemberment
- 401(k) Savings Plan
- Short and Long-Term Disability
- Employee Assistance Program
- Flexible Spending Account
- Commuter Reimbursement Accounts
- Employee Referral Program
- Fun Contests – Opportunity to Win Prizes
- Great Work Environment, Great Products to Sell

## About Us

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

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## Media and Digital Sales Executive – Lufkin/Nacogdoches, TX

For



### Media and Digital Sales Executive - Lufkin/Nacogdoches, TX

#### 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 Lufkin is looking for a dynamic sales executive to join our media and digital advertising team!

#### 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
- Enters 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

Townsquare 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

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entertainment, music and lifestyle content. Its assets include a 12 radio stations and over 240 local companion websites in 66 small to mid-sized markets, 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, Diffuser.fm, Ultimate Classic Rock, Loudwire, The FW, GuySpeed, ScreenCrush and PopCrush, approximately 500 live music and non-music events annually, and Seize the Deal, 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.**

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## Media and Digital Sales Executive – Lufkin/Nacogdoches, TX

107



### Media and Digital Sales Executive - Lufkin/Nacogdoches, TX

#### 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 Lufkin is looking for a dynamic sales executive to join our media and digital advertising team!

#### 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
- Enters new customer data and other sales contract details for station clients into computer database
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- Provide insight and value to executive management to shape the future of our organization

#### QUALIFICATIONS

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- 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

Townsquare 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, 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, Diffuser.fm, Ultimate Classic Rock, Loudwire, The FW, GuySpeed, ScreenCrush and PopCrush, approximately 500 live music and non-music events annually, and Seize the Deal, an E-commerce business.



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Visit [Jobvite](#) to apply.

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Young Jenny From 'Forrest Gump' Is Unrecognizably Gorgeous at 34



Netherlands Teen Legally Blonde Eulharized for the Saddest Reason



Enola From 'Waterworld' Is 34 Now and Head-Turningly Gorgeous

Enola From 'Waterworld' Is 34 Now and Head-Turningly Gorgeous



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## Media and Digital Sales Executive – Lufkin/Nacogdoches, TX



### Media and Digital Sales Executive - Lufkin/Nacogdoches, TX

#### 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 Lufkin is looking for a dynamic sales executive to join our media and digital advertising team!

#### 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
- Enters 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

Townsquare 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 225 local companies.



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Exposed



New Details  
Revealed About  
Beth Chapman's  
Final Days

entertainment, music and lifestyle content. Its assets include 172 radio stations and over 120 local companion websites in 66 small to mid-sized markets, 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, Diffuser.fm, Ultimate Classic Rock, Loudwire, The FW, GuySpeed, ScreenCrush and PopCrush, approximately 500 live music and non-music events annually, and Seize the Deal, an E-commerce business.

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## Media and Digital Sales Executive – Lufkin/Nacogdoches, TX

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### Media and Digital Sales Executive - Lufkin/Nacogdoches, TX

#### MEDIA AND DIGITAL SALES EXECUTIVE

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Townsquare Media Lufkin is looking for a dynamic sales executive to join our media and digital advertising team!

#### 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
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#### QUALIFICATIONS

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- 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

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- 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

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Townsquare 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, 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, Diffuser.fm, Ultimate Classic Rock, Loudwire, The FW, GuySpeed, ScreenCrush and PopCrush, approximately 500 live music and non-music events annually, and Seize the Deal, an E-commerce business.

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Proof Tyler Perry Really Isn't a Very Good Dude



Don't Eat at Texas Roadhouse Again Until You Read This



The Truth About Danielle From 'American Pickers'



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## Media and Digital Sales Executive – Lufkin/Nacogdoches, TX

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### Media and Digital Sales Executive - Lufkin/Nacogdoches, TX

#### MEDIA AND DIGITAL SALES EXECUTIVE

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- Work with local and corporate marketing teams to develop campaign support materials
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- 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

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- 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

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- 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

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AOC Decries 'Violent Culture' in Secret Border Patrol Group



Carrie Underwood's Marriage Just Gets Weirder and Weirder



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Chilling New Details of Jayme Closs Kidnapping Revealed

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## Traffic Coordinator



### JOB SUMMARY

Townsquare Media Lufkin, LLC has an immediate opening in our Traffic Department. This position manages the daily preparation and maintenance of on-air logs utilizing careful and thorough management of commercial inventory while maximizing revenue. Responsibilities will include the daily use of software to schedule inventory in order to maximize station revenue, posting of daily logs and preparation and maintenance of reports. Initiate innovative problem solving and decision-making tools to achieve station goals and work with sales management and account executives to efficiently accommodate advertisers and maintain revenue. This position includes management of the continuity function. It also includes answering phones, greeting people coming into the lobby and facilitating prize distribution and various secretarial duties when receptionist is unavailable.

### EXPERIENCE/SKILLS

The successful Candidate will be team-oriented and excel in a multi-tasking environment, strong computer skills, superior organizational skills, excellent interpersonal skills and a demonstrated ability to work under pressure and deadlines with minimal supervision. Strong analytical skills, professional demeanor and business understanding required. Familiarity with Viero and/or another broadcast inventory management software helpful, but not required. Any production or prior broadcasting experience is a plus.

Please mail or fax resume, cover letter and salary requirements to:

Cristie Jacks  
Business Manager  
1216 S First St. Lufkin, TX 75901  
cristiejacks@townsquaremedia.com  
Fax: 936-639-4647

### NOTES

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The Tragedy of Jin Carrey Just Keeps Getting Sadder and Sadder



The Stunning Transformation of U.S. Soccer Player Alex Morgan

Townsquare Media employees must have six months of service in their present position, and a fully competent performance rating to be eligible to apply for a posted position.

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**Sad Details About Country Singer's Accidental Death Revealed**



**Steve Irwin's Daughter Definitely Doesn't Look Like This Anymore**



**Tragic Details That Have Come Out About the Alaskan Bush People**



**We Now Understand Why Rob Dyrdek Disappeared**



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Traffic Coordinator - Lufkin	Responded to an ad on Glassdoor	Rejected
Traffic Coordinator - Lufkin	Applied through your website's jobs page	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Applied through your website's jobs page	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected
Traffic Coordinator - Lufkin	Responded to an ad on Indeed	Rejected



Applied For	Source	Status
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Hired
Regional Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Market Outreach	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Regional Digital Sales Executive - Lufkin	Indeed Sourced	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Applied through your website's jobs page	Rejected
Regional Digital Sales Executive - Lufkin	Applied through your website's jobs page	Rejected
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Regional Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active

[illegible]

[illegible]

Applied For	Source	Status
Media and Digital Sales Executive - Lufkin	Market Outreach	Hired
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Hired
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Rejected
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Active
Media and Digital Sales Executive - Lufkin	Applied through your website's jobs page	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Rejected
Media and Digital Sales Executive - Lufkin	Responded to an ad on Indeed	Active
Media and Digital Sales Executive - Lufkin	Employee Referral	Hired

Applied For	Source	Status
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Active
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Active
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Applied through your website's jobs page	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Rejected
Market President - Lufkin	Maildrop	Rejected
Market President - Lufkin	LinkedIn Sourced	Hired
Market President - Lufkin	Maildrop	Rejected
Market President - Lufkin	Maildrop	Rejected
Market President - Lufkin	Responded to an ad on Indeed	Active
Market President - Lufkin	Responded to an ad on Indeed	Active
Market President - Lufkin	Responded to an ad on Indeed	Active

**Exhibit 5**

Documentation of Recruitment Initiatives

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**From:** Jeff Klein  
**Sent:** Thursday, July 25, 2019 4:13 PM  
**To:** Cristie Jacks  
**Subject:** FW: Sales class role play 2017

---

**From:** Al Greule  
**Sent:** Monday, April 17, 2017 3:27 PM  
**To:** Jeff Klein <[redacted]@com>  
**Subject:** RE: Sales class role play

15 should be enough time to review the forms. I'll see you in Boynton Building either room 210 or my office(301H) if you are earlier than 12:15

---

**From:** Jeff Klein <[redacted]@com>  
**Sent:** Monday, April 17, 2017 3:25 PM  
**To:** Al Greule  
**Subject:** RE: Sales class role play

Tomorrow is probably going to be 12:15ish before I can get there.  
Thursday I can be there anytime that works for you

---

**From:** Al Greule  
**Sent:** Monday, April 17, 2017 3:21 PM  
**To:** Jeff Klein <[redacted]@com>  
**Subject:** RE: Sales class role play

Class is from 12:30 to 1:45 on Tue & Thur. I have 11 folks scheduled to pitch radio. Planning on 7-8 for Tuesday and the rest on Thursday. I could see if a couple of them want to wait until Thursday and build some more digital into their plan.....

If you can come by at 12 (or we go to lunch at 11) I can go over the prospecting forms for Tuesday with you.

---

**From:** Jeff Klein  
**Sent:** Monday, April 17, 2017 3:17 PM  
**To:** Al Greule  
**Subject:** RE: Sales class role play

If Thursday is same time, yes.  
How much time do I have to spew knowledge and how much time is role playing?

---

**From:** Al Greule  
**Sent:** Monday, April 17, 2017 3:17 PM  
**To:** Jeff Klein  
**Subject:** RE: Sales class role play

---

**From:** Jeff Klein  
**Sent:** Thursday, July 25, 2019 4:13 PM  
**To:** Cristie Jacks  
**Subject:** FW: Sales Role play 2018

---

**From:** Jeff Klein  
**Sent:** Thursday, April 12, 2018 2:28 PM  
**To:** Al Greule  
**Cc:** Ishmael Johnson n>  
**Subject:** RE: Sales Role play

Hi Al,  
My new Market President Ishmael Johnson will do your Tuesday class.  
I am copying him on this if you will reach out to him for details.  
I got Thursday.  
TOWNSQUARE MEDIA IN THE HOUSE!!!

---

**From:** Al Greule  
**Sent:** Wednesday, April 11, 2018 1:34 PM  
**To:** Jeff Klein  
**Subject:** RE: Sales Role play

Are you talking Next Thursday the 19<sup>th</sup>? Eric Davis has come before if that is a possibility.....Or Tracy Hanks.....If those help you.....

---

**From:** Jeff Klein  
**Sent:** Wednesday, April 11, 2018 7:59 AM  
**To:** Al Greule  
**Subject:** RE: Sales Role play

Hi Al,  
Can DEFINITELY do Thursday.  
Trying to rearrange Tuesday to make it work – will let you know later today

---

**From:** Al Greule  
**Sent:** Tuesday, April 10, 2018 5:02 PM  
**To:** Jeff Klein <J  
**Subject:** Sales Role play

Hi Jeff-

I left you a phone message but thought I would do an email follow-up. It is role play time again in my sales class. I have about 13 so it will take 2 days. Can you do at least one of them? I was looking at Tuesday and Thursday next week from 12-30 to 1:45.



# Townsquare Media



*and*

## The Lufkin/Angelina County Chamber of Commerce

the  
**Chamber**  
Lufkin • Angelina County

*A Marketing Partnership*

**MARCH 2017**

# Lufkin/Angelina County Chamber of Commerce & Forest Country Job Fair

**The Chamber** – The Lufkin/Angelina County Chamber of Commerce is a private, non-profit business organization dedicated to providing the necessary leadership to achieve a diversified and well balanced local economy while improving our community's overall quality of life. The Chamber is an association of business and professional people who have joined together voluntarily in order to accomplish programs in the Angelina County market area that no single member could hope to achieve individually. Presently the Chamber is comprised of approximately 1,200 business representatives for about 850 companies.

**Forest Country Job Fair** – The Forest Country Job Fair is a regional job fair held in the spring near the time of graduation. In its 6<sup>th</sup> year, the job fair is seeking applicants from all backgrounds and education levels. **This year's event will take place Wednesday, May 3rd 2017 at the Angelina College Activities Center from 10:00 a.m. to 2:00 p.m.**

The 201 Forest Country Job Fair brought in more than 600 quality job seekers. Individuals came from all over East Texas to see what job openings were available and the type of positions offered. For many, it was a chance to speak one-on-one with human resource management. Participating companies left pleased with a good database to hire employees from.

## Proposal

**Forest Country Job Fair** – The Forest Country Job Fair opens the doors at 10:00 a.m. and lasts until 2:00 p.m. Wednesday, May 3, 2017.

### **The Lufkin/Angelina County Chamber of Commerce agrees:**

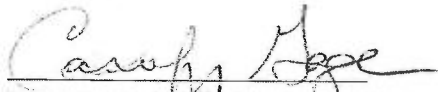
1. To purchase \_\_\_\_\_ worth of on-air / online advertisements for the Job Fair.
2. To provide recognition on all advance publicity including news release as a Silver Sponsor for the 2017 Job Fair.
3. To provide recognition on printed materials including BusinessLink for the 2017 Job Fair
4. To place Townsquare Media on the sponsor signage displays.
5. To provide recognition on broadcast email to Chamber membership
6. To provide inclusion in monthly packet to Chamber membership
7. To provide Townsquare Media an 8x8 booth at the 2017 Job Fair.

### **Townsquare Media agrees:**

1. To provide at least \_\_\_\_\_ worth of radio advertising of the Forest Country Job Fair beginning in April. (\_\_\_\_\_ trade for Sponsorship with an additional \_\_\_\_\_ trade schedule)
2. To promote the Job Fair using social media outlets.
3. To promote the Job Fair on the Community Calendar.

Note: Any event or activity that a media sponsor may organize and coordinate in conjunction with the Job Fair must be approved by Job Fair organizers. Any sponsorship of these activities by organizations other than official Forest Country Job Fair sponsors must be approved by the Job Fair's organizing committee. Job Fair organizers have the right to remove any signage or promotion from the Job Fair that have not been approved.

Agreed to by:



Townsquare Media Representative

\_\_\_\_\_  
Chamber Representative

Date: 4-4-17

Date: \_\_\_\_\_

Forest Country

# JOBFAIR

Angelina  
College

Hosted by  
the  
Chamber  
Lufkin · Angelina County

WORKFORCE SOLUTIONS  
DEEP EAST TEXAS

Wednesday, May 2, 2018

10 am – 2 pm

Angelina College | Activities Center

3500 S. First St. | Lufkin, TX

[www.LufkinTexas.org/JobFair](http://www.LufkinTexas.org/JobFair) | (936) 634-6644

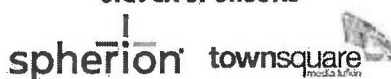
RESERVE YOUR BOOTH BY FRIDAY, APRIL 20, 2018



GOLD SPONSORS



SILVER SPONSORS



BRONZE SPONSORS



Job postings available online at [www.HireLufkin.com](http://www.HireLufkin.com).

For more details, contact Tori Charanza at 936.631.3829 or [TCharanza@LufkinTexas.org](mailto:TCharanza@LufkinTexas.org).

**EMPLOYER REGISTRATION AND BOOTH INFORMATION:** Each 8'x 8' booth includes 2 chairs and 1- 8' table. Lunch is available for up to 2 representatives per company at no charge. Set up is Wednesday, May 2, 2018 from 7:00 am - 9:00 am. WiFi is available.

Company Townsquare Media Contact Person Ishmarl Johnson  
Address 1216 S First St Lufkin Tx 75901  
Phone 936-633-9616 Fax \_\_\_\_\_ Email Ishmarl.Johnson@Townsquaremedia.com  
Positions you are filling Sales  
# Full Time ✓ # Part Time ✓ # Temp \_\_\_\_\_  
Names of attending recruiters Ishmarl Johnson Carolyn Gage

8 x 8 Booth  
Includes 1 table and 2 chairs

QTY

Reserve Electricity (Space Limited)

☐ Yes

☒ No

RETURN TO

Lufkin/Angelina County Chamber of Commerce  
1615 S. Chestnut, Lufkin, TX 75901  
email to [TJones@LufkinTexas.org](mailto:TJones@LufkinTexas.org) or  
fax to (936) 634-8726.

Registration may also be completed online at  
[www.LufkinTexas.org/JobFair](http://www.LufkinTexas.org/JobFair)