

STAMP & RETURN

WILKINSON) BARKER) KNAUER) LLP

1800 M STREET, NW
SUITE 800N
WASHINGTON, DC 20036
TEL 202.783.4141
FAX 202.783.5851
WWW.WBKLAU.COM
HOWARD M. LIBERMAN
202.383.3373
HLIBERMAN@WBKLAU.COM

May 3, 2016

VIA HAND DELIVERY

RECEIVED - FCC

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

MAY - 3 2016

Federal Communications Commission
Bureau / Office

Re: EEO Audit – KBOB(AM), Davenport, Iowa (Facility Id. 13662)

Dear Sir or Madam:

On behalf of Townsquare Media Quad Cities License, LLC (“Townsquare Quad Cities”), the licensee of station KBOB(AM), Davenport, Iowa, transmitted herewith is its response to the Commission’s notice of audit issued to Townsquare Quad Cities for KBOB(AM).¹ This response includes information about the following stations which, with KBOB(AM), comprise Townsquare Quad Cities’ employment unit:

KBEA-FM, Muscatine, Iowa (Facility Id. 13666)
KJOC(FM), Bettendorf, Iowa (Facility Id. 19791)
KQCS(FM), De Witt, Iowa (Facility Id. 12234)
WXLP(FM), Moline, Illinois (Facility Id. 13663)

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 7, 2016, EEO staff granted an extension of time to file this response until May 2, 2016.



Christopher Kitchen
Executive Vice President & General Counsel

May 2, 2016

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

Re: EEO Audit – KBOB(AM), Davenport, Iowa (Facility Id. 13662)

Dear Sir or Madam:

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

KBEA-FM, Muscatine, Iowa (Facility Id. 13666)
KJOC(FM), Bettendorf, Iowa (Facility Id. 19791)
KQCS(FM), De Witt, Iowa (Facility Id. 12234)
WXLFP(FM), Moline, Illinois (Facility Id. 13663)

This response is limited to the period following Townsquare Quad Cities’ acquisition of the Stations on November 14, 2013 to September 30, 2015 (the “Audit Period”).

a. **Public File Report.** Copies of Townsquare Quad Cities’ two most recent EEO public file reports for the periods covering October 1, 2013 to September 30, 2014 (“2013-2014 Reporting Period”) and October 1, 2014 to September 30, 2015 (“2014-2015 Reporting Period”) are attached as Exhibit 1 and Exhibit 2, respectively.¹ As noted on the face of the reports, both were amended on April 28, 2016.

The Stations’ website addresses are www.1170kbob.com, www.b100quadcities.com, www.espn935.com, www.97x.com, and www.1049thehawk.com. The Unit’s most recent public

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 Iowa 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).

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.*** Attached as Exhibit 4 are copies of the notices used by the Unit to announce the vacancies for the full-time positions filled during the Audit Period. These notices were sent to the recruitment sources listed in the EEO public file reports for the Audit Period. The recruitment sources that have requested to be notified of full-time job openings are noted in the EEO public file reports for the Audit Period.

c. ***Total Number of Interviewees and Referral Sources.*** The total number of interviewees for each full-time vacancy filled during the Audit Period, the referral sources for the interviewees, and the list of referral sources are provided in the Unit's EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2).

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 23 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 department managers to attend weekly meetings, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The department managers also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The Market President works with the department heads to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory fashion. All job openings must be filtered through the Business Manager, who is responsible for EEO compliance. No job can be filled by a department head without prior approval of the Market President, who signs off on EEO compliance. The management team is informed of EEO requirements by written guidelines forwarded by the International Bar Association, the National Association of Broadcasters, and the Unit's legal services. Though the department managers actively participate in the process, the Market President bears the ultimate responsibility for enforcement of the Unit's EEO policy.

² The Stations operate in the Davenport-Moline-Rock Island, IA-IL Metro Area, which has a population of 379,690 people, and also in Bettendorf, IA (33,217 people), De Witt, IA (5,322 people), and Muscatine, IA (22,886 people).

Townsquare Quad Cities 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 the Townsquare Media 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 Media Quad Cities is an Equal Opportunity Employer. In addition, management periodically holds department head meetings to discuss EEO and other employment-related issues. Applicants are informed of the Unit's EEO policies through the interview process and by the application itself, which states the policy.

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

The success of Townsquare Quad Cities' EEO recruiting program is vital to the success of the Unit, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market President and the heads of the various departments assess the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions.

Management recognizes that a large part of the Unit's recruitment program involves its efforts to post all available positions 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, 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 Quad Cities 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 Quad Cities understands 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 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 prepares the payroll budget annually and awards merit-based pay increases to employees at this time. This payroll budget is also 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 that the employee has had on the Unit is discussed with the department heads. Each such decision is likewise evaluated for any potential discriminatory effect. Also, employees are subject to monthly and quarterly reviews, and on-air talent employees are reviewed through air checks. During these reviews, discussions are held regarding the employee's past performance and future goals. 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 Quad Cities' selection and promotions techniques have provided equal opportunity for all employees and applicants. The Market President has stressed to each department, the importance of maintaining a diverse balance of individuals on the team. Townsquare Quad Cities 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 Quad Cities' 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 the 2013-2014 Reporting Period

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLP(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 – September 30, 2014 (Amended April 28, 2016)

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy <i>(See Section II for Master Recruitment Source List)</i>	RS Referring Hiree
Market Manager	Corporate Hire	Corporate Hire
Account Executive (or "Sales Account Executive")	3, 5, 6, 7, 8, 10, 11, 12, 13	8
Account Executive (or "Sales Account Executive")	3, 5, 6, 7, 8, 10, 11, 12, 13	7
Account Executive(or "Sales Account Executive")	3, 5, 6, 7, 8, 10, 11, 12, 13	5
Operations Manager	11, 13, 14, 18	13

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLN(FM)
EEO PUBLIC FILE REPORT

October 1, 2013 – September 30, 2014 (Amended April 28, 2016)

II. MASTER RECRUITMENT SOURCE LIST

RS No.	RS Information	Source Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by RS during the Reporting Period
1	Scott Community College Placement Office Bettendorf, IA 52722 Contact: Allen Campbell 563-326-5219	N	0
2	Blackhawk College Placement Office Moline, IL 61265 www.collegecentral.com/bhc	N	0
3	Iowa Workforce Development www.iowajobs.org	N	0
4	Eastern Iowa Job Training Davenport, IA 52801 Contact: Allen Campbell 563-326-5219	Y	0
5	Augustana College Career Center 639 38th St. Rock Island, IL 61201 www.augustana.edu/careercenter	N	0
6	St. Ambrose University Placement Office 518 West Locust St. Davenport, IA 52803	N	0
7	Western Illinois University Regional Center Moline, IL 61265 Contact: Mark 309-298-1838	N	1
8	Station websites (all Unit stations)	N	5
9	Rock Island Argus Moline Dispatch www.QCOnline.com 309-764-4344	N	0
10	Quad Help Wanted www.quadhelpwanted.com	Y	4
11	On-air announcements	N	4

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLP(FM)
EEO PUBLIC FILE REPORT

October 1, 2013 – September 30, 2014 (Amended April 28, 2016)

RS No.	RS Information	Source Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by RS during the Reporting Period
12	Craigslist, http://quadcities.craigslist.com	N	5
13	LinkedIn	N	2
14	Robert Half	N	3
15	Labor Ready 1414 Logan Ave Cheyenne, WY 82001	N	0
16	Kelly Services 2220 Dell Range Blvd. Suite 100 Cheyenne, WY 82001	N	0
17	Jobvite	N	7
18	JournalismJobs.com	N	1
TOTAL INTERVIEWEES DURING THE REPORTING PERIOD			32

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLP(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 – September 30, 2014 (Amended April 28, 2016)

III. RECRUITMENT INITIATIVES

No.	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in Job Fair	On November 15, 2013, the Station Employment Unit (SEU) participated in a CBA Broadcasters' Virtual Job Fair. One of the SEU Market Managers was in attendance to accept resumes and discuss career opportunities in the radio industry with potential applicants.

Exhibit 2

EEO Public File Report for the 2014-2015 Reporting Period

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLN(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 – September 30, 2015 (Amended April 28, 2016)

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy <i>(See Section II for Master Recruitment Source List)</i>	RS Referring Hiree
Digital Managing Editor	16, 18	18
Market Manager	Exigent Circumstances	Exigent Circumstances
On-Air Host	5, 8, 17, 18	17
Account Executive (or "Media and Digital Sales Executive")	3, 9, 18	14
Account Executive (or "Media and Digital Sales Executive")	2, 9, 18	18

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLN(FM)
EEO PUBLIC FILE REPORT

October 1, 2014 – September 30, 2015 (Amended April 28, 2016)

II. MASTER RECRUITMENT SOURCE LIST

RS No.	RS Information	Source Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by RS during the Reporting Period
1	Augustana College 639 38th St. Rock Island, IL 61201 www.augustana.edu	N	0
2	Blackhawk College 301 Ave. of the Cities East Moline, IL 61244 309-796-8200 www.collegecentral.com/bhc	N	0
3	Iowa Workforce Development Center www.iowajobs.org	N	0
4	Eastern Iowa Job Training Davenport, IA 52801 Contact: Allen Campbell 563-326-5219	Y	0
5	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, MI www.specshoward.edu	N	0
6	Western Illinois University 3300 River Dr. Moline, IL 61265 Contact: Mark 309-298-1838	N	0
7	Hamilton Technical College 1011 E. 53rd St. Davenport, IA 52807	N	0
8	St. Ambrose University Career Services 518 West Locust St. Davenport, IA 52803 http://www.sau.edu	N	0

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLN(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 – September 30, 2015 (Amended April 28, 2016)

RS No.	RS Information	Source Entitled to Vacancy Notification? (Y/N)	No. of Interviewees Referred by RS during the Reporting Period
9	University of Iowa Iowa City, IA 522432 www.hireahawk.com	N	0
10	University of Northern Iowa Career Services Cedar Falls, IA 50614 Careercat@uni.com	N	0
11	Townsquare Career Fairs	N	0
12	Rock Island Argus-Moline Dispatch 309-764-4344 http://www.qconline.com/jobs	N	0
13	Word of Mouth Referral	N	3
14	Walk In / Self-Referral	N	0
15	Quad Cities Times Davenport, IA 52801 http://qctimes.com/jobs	N	0
16	Quad Help Wanted www.quadhelpwanted.com	Y	0
17	All Access Radio Jobs www.allaccess.com	N	6
18	Jobvite	N	7
TOTAL INTERVIEWEES DURING THE REPORTING PERIOD			16

Townsquare Media of Quad Cities License, LLC
KBOB(AM), KJOC(FM), KQCS(FM), KBEA-FM and WXLN(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 – September 30, 2015 (Amended April 28, 2016)

III. RECRUITMENT INITIATIVES

No.	Type of Recruitment Initiative	Brief Description of Activity
1	Establishment of Internship Program	The Station Employment Unit (SEU) has established an internship program to help students acquire skills needed for employment in the broadcast industry. During the reporting period, the SEU hosted three students from St. Ambrose University and William Penn University. The students primarily worked in the On-Air, Live Events, Digital, and Production departments. The interns assisted with event planning and live station events, web blogging and database entry exercises, studied and practiced on-air and production studio board operation and voice tracking. The interns worked with Brand Managers, the Live Events Managers, and the Digital Managing Editor.
2	Establishment of Training Programs for Station Personnel	During the reporting period, the SEU sales and programming management teams conducted weekly training sessions. All radio personnel were required to attend. Training covered topics such as cold calling, proposal writing, creative writing, and use of company resources to enhance job performance. As part of this program, personnel also attended weekly one-on-one meetings with their managers to discuss personal performance and strategies.
3	Participation in Job Fair	On September 24, 2015, the SEU participated in the University of Iowa Career Fair. The SEU Business Manager was in attendance to accept resumes and answer questions regarding employment opportunities.

Exhibit 3

Date of Each Full-Time Hire

2013-2014 Reporting Period

Market Manager: March 31, 2014

Account Executive (or "Sales Account Executive"): May 5, 2014

Account Executive (or "Sales Account Executive"): June 2, 2014

Account Executive (or "Sales Account Executive"): June 17, 2014

Operations Manager: July 1, 2014

2014-2015 Reporting Period

Digital Managing Editor: December 8, 2014

Market Manager: March 17, 2015

On-Air Host: April 15, 2015

Account Executive (or "Media and Digital Sales Executive"): May 11, 2015

Account Executive (or "Media and Digital Sales Executive"): July 1, 2015

Exhibit 4

Documentation of Recruitment for Vacancies



SALES ACCOUNT EXECUTIVE
Townsquare Media Quad Cities, IL

EXPERIENCE/SKILLS: As part of an on-going recruitment campaign for our radio and digital advertising sales team, we are looking for an Account Executive who has the ability and desire to make a lot of calls to businesses, create relationships with current and potential clients, and create great on-going advertising campaigns. Candidates must demonstrate dependability, passion, strong communication and problem-solving skills. Business acumen, open-mindedness and a sense of what it takes to win are essential. Previous broadcast/digital sales experience a plus.

JOB SUMMARY: A Townsquare Media Account Executive is the primary contact to existing and prospective customers. You will develop business relationships, sell radio advertising, our digital portfolio of products, event sponsorships and sales promotion packages by performing the following duties:

- Promote and sell radio advertising, digital products, events and promotion programs to new and existing clients.
- Develop additional accounts by consistently cold calling and creating relationships. New client acquisition is an important aspect of this position.
- Outside sales -- a good portion of your time is on the streets, meeting with clients and developing sales opportunities.
- Preparing advertising schedules, promotional plans, sales literature, proposals and sales contracts.
- Accurately project revenues, meet and exceed monthly budgets for all product lines and achieve annual goals.
- Enter and maintain client information into the CRM system for accurate client management.
- Follow directives set by your sales manager, who is there to help you succeed.
- Investigate and resolve client issues.
- Other duties as assigned.

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.

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.



Digital Managing Editor
Townsquare Media Quad Cities, IL

Townsquare Media is looking to hire a Digital Managing Editor to oversee the editorial operations of the company's local websites in Quad Cities, IL including the creation of digital content that is vital for the local community, and the growth of the audience to that content.

Candidates must have at least 5 years of online editorial experience, and the ability to nurture a strong editorial voice. Exceptional writing and editing skills are a must. The person filling this role should understand what makes content on the web sticky, conversation-starting and good for SEO.

The job also requires the ability to focus under fast-paced pressure, and the capacity for managing multiple tasks at once. Great communication skills, attention to detail, and a sense of humor are all a must. Experience working with WordPress, HTML, Photoshop and video and familiarity with AP style are all a plus as well.

Key responsibilities include:

- Partner with teams of on-air talent to create compelling content for the community, including text, photo, video & interactive across the site, mobile and social media.
- Develop content based on audience demand & search data
- Top edit several posts and features a day
- Manage the calendar of content for the site
- Distribute the content across the web and grow the audience
- Monitor and analyze web statistics with the goal of improving performance



- Utilize best practices for Search Engine Optimization and Social Media to drive audience.
- Strategize ways to increase site audience & engagement
- Grow an Active Database for email, mobile and social media
- Ensure on-air promotions, contests, events, and activities are always synced with a web component.

Please include resume, cover letter and links to writing / editing clips with your application.

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.

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.

From: ;@townsquaremedia.com]
Sent: Tuesday, March 17, 2015 1:18 PM
To: ;@specshoward.edu
Subject: Seeking CHR PD/mornings host

Hi!

Hope you're doing well.

I have an opening at KBEA (B100) in Davenport for a Brand Manager/morning show co-host.

B100 is a mainstream CHR with a local female host Olivia Cronin in mornings, and local voice trackers in middays, PM Drive.

We're seeking an experienced programmer, familiar with music scheduling, digital integration, and live events execution/participation.

If you know of any people who may be good candidates, please feel free to have them contact me directly with their materials.

Thanks, and Happy St. Patrick's Day!

Regional Operations Manager
Townsquare Media
Quad Cities/WXLP-KBEA-KQCS-KBOB-KJOC
Cedar Rapids/KHAK-KRQN-KDAT-KRNA

@townsquaremedia.com

<image001.png>

Townsquare Media Quad Cities (Davenport, IA /Moline, IL) has a Full Time position for an Afternoon on-air Personality for B100, the Quad Cities Number One Hit Music Station.

- Individual will work hosting on air broadcasts weekdays 2pm-7pm. The successful candidate will create produced commercial and promotional announcements, voicetrack various broadcast shifts, host broadcast remotes and appearances, coordinate projects with programming and sales teams. Successful candidate will write and produce daily blogs, weekly videos and will maintain an updated blogging/digital schedule on station website, and also act as a liaison between the digital and programming departments. In addition, this person will assist Brand Manager and Operations Manager at times by attending meetings and training exercises at various times. Additional duties may include assisting operations with scheduling, organizing and maintaining public affairs files, creating and running promotional contests, providing ideas on a variety of promotional and marketing projects.

Experience Required:

- High School Diploma required, some college or post-high school training preferred. Minimum 2 years of related work experience, with strong organizational, good people & communication skills
- Ability to work well with limited direct supervision, reliable and punctual, with dependable transportation
- Experience and knowledge of OPX or other Broadcast Operating systems, Adobe Audition, MS Office, basic radio broadcast equipment
- Digital experience (Word Press, Website Database management, Social Media skills)

Townsquare Media is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

To apply: Please send resume, materials and mp3 audio samples (no larger than 10MB) to @townsquaremedia.com



Townsquare Media Group
IA, United States (Quad Cities)

Townsquare Media Quad Cities includes well-known brands like, 97X - Quad Cities Classic Rock, B100, The Hawk - New Country 104.9, ESPN 93.5 and 1170 KBOB.

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

Responsibilities

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

Qualifications

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

Benefits

- Highly Competitive Base Salary plus Uncapped Commission
- Weekly, Monthly, and Quarterly contests
- 3 weeks of Vacation Time
- Company provided Laptop
- Medical, Dental, and Vision Insurance



- 401(k) Retirement Plan
- High Energy Work Environment
- Opportunity for Upward Mobility
- The growth opportunity is great. TSM is a fast growing public company offering unlimited earning potential to our managers and salespeople.

About Us

Townsquare 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.

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.

Exhibit 5

Documentation of Recruitment Initiatives



TOWNSQUARE MEDIA AND ALL AFFILIATES
EMPLOYMENT APPLICATION

The Company is an equal employment opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law.

Name _____ SSN _____ Date 5/11/15
Address _____ City Davenport
State, Zip IOWA 52801 Phone _____ Date Available _____
Position Desired (1) Intern (4) _____

How did you hear about this position? Walk-In

yes no Did you complete high school?
Name of School North High School

yes no Did you complete college?
Name of College/University William Penn University
Degree Journalism GPA 2.7

yes no Do you have special licensing or certification?
What? _____

yes no Is there any reason why you could not perform any of the job duties?
If yes, explain: _____

yes no Could you work in a non-smoking environment?

yes no Have you ever been disciplined or fired from a job?
If yes, explain: _____

yes no Have you ever been employed by our company or predecessor? If so, please provide dates and position:

yes no Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for our Company (e.g., non-compete, confidentiality, non-disclosure)?
If yes, please explain and provide a copy of such agreement:

yes no Do you have a valid driver's license and state minimum required auto insurance?

yes no Can you travel locally if required?

yes no Are you related to any current employee of Townsquare Media? If so, please explain relationship:

yes no Can you work weekends and evenings?

yes no Were/are you in the Armed Forces?

yes no Are you willing to undergo a pre-employment physical exam / drug test?
(a yes or no answer to any of the above questions does not necessarily disqualify applicant from employment)

Previous Work Experience

If available, please attach your resume or fill in information below.

Begin with your present or last work experience. Include any contract work and/or volunteer work experiences.

Former Employer

Company: _____ Employed from 12/2/14 to Current

Address: _____, Oskaloosa State IOWA Zip 52577

Last position title: _____

Total Annual Compensation: _____ starting 8.63 ending 9.63

Reason for leaving: Ray April 2013 Summer Hours worked each week: 35

Immediate Supervisor: _____ Phone #: _____

Duties, responsibilities, and number you supervised: Helped clients with daily tasks
My initials IS indicate my willingness for you to talk with this prior employer.

Former Employer

Company: _____ Employed from 4/1/14 to 8/12/14

Address: _____ City Davenport State IA Zip 52804

Last position title: Delivery Driver

Total Annual Compensation: _____ starting 8.00 ending 8.00

Reason for leaving: _____ Hours worked each week: 27

Immediate Supervisor: _____ Phone #: _____

Duties, responsibilities, and number you supervised: Delivered sandwiches freaky fast
My initials IS indicate my willingness for you to talk with this prior employer.

List any additional skills:

computer skills, software, second languages, etc.

Indesign, Inword, Excel, Wordpress

APPLICANTS AGREEMENT

I understand and agree that:

- 1) If I misrepresent or deliberately leave out any fact in my application, I may be refused employment or, if employed, I may be terminated.
- 2) I understand that my employment is contingent upon a favorable background check. If the background check has not fully completed prior to my first day of employment and it comes back unfavorable as related to the position for which I was hired and as is deemed consistent with business necessity, I understand that I may be terminated.
- 3) The Company may verify all the information provided by me, including but not limited to my education and prior employment. I release from liability all persons or entities supplying or collecting such information.
- 4) If I am employed by the Company, my employment is not for any specific period of time and can be terminated at any time either with or without prior notice by either me or the Company.
- 5) If I am offered a job with the Company, I understand that I may be required to sign a non-disclosure and/or non-compete agreement as a condition of my employment.
- 6) Due to the nature of the Company's business I may be expected to work overtime, a rotating work schedule, or a work schedule that includes Saturdays, Sundays and/or holidays.
- 7) Proof of the legal right to work in the United States will be required upon hire.
- 8) If I am applying for a position where the need to use a company vehicle or use my own vehicle is required, I agree to provide you with my Driver's License number and I authorize the Company to obtain my motor vehicle/driving history. I also agree to submit my proof of auto insurance to the Company.

I have read and agree to the above. I hereby certify that the facts I provided in this employment application are true and complete.

Signature _____ date 5/11/15

Want to Write Creatively? - Online Creative Writing Degree made for Working Professionals. Free Info | [Read More »](#)



Search for people, jobs, companies, and more...



Advanced



Davenport, Iowa | Marketing and Advertising

Current

Previous Townsquare Media, St. Ambrose University

Education St. Ambrose University

Connect

500+ connections

Public Records Search

First Name

Last Name

State

Search Now



People Also Viewed

Background



Summary

I am a graduate of St. Ambrose University, Class of 2015. I received a Bachelor's Degree in Marketing and Management and minored in Organizational Leadership. I have a wide range of experience in the area of Business, Event Planning, Public Relations, Production & Promotions, and Marketing. I am now a



Experience

Digital Marketing Manager

May 2015 – Present (1 year) | Walcott, IA

- Manage all social media accounts for
- Respond in real-time to customers checking in at the via Facebook as well as provide accurate insight on the company to questioning customers.
- Provide thorough and effective content to websites and Facebook to best engage customers and followers.
- Respond in a timely and respectful manner to all social media ratings and reviews both positive and negative.
- Help to grow our brand through a strategic and constant presence on Facebook, Instagram, TripAdvisor, and Twitter, Travel Iowa, YouTube, and more.
- Drive digital initiatives on a number of fronts including, but not limited to, strategic planning, project management, content optimization, creative design oversight, and performance metrics, reporting and analysis.
- Manage online brand and product campaigns to raise brand awareness.
- Devise strategies to drive online traffic to the company website.
- Develop and manage digital marketing campaigns
- Co-manage the redesign of the 3 company websites.
- During our post live and engaging updates regarding events going on and locations prior to and during the 3-day event.
- Review new technologies and keep the company at the forefront of developments in digital marketing.
- Maintain working knowledge of latest digital trends, best practices and brand engagement strategies.
- Responsible for advancing reputation of through digital development,

How You're Conn

execution and alignment of the key corporate initiatives.

st - You're Invited to Iowa...

CAT Scale | Network Of Certified Truck Scale...

x

Waitress

June 2015 – Present (11 months) | Walcott, IA

Just decided to take on a second job to fill some time! Little did I know this was going to be a great way to get some Market Research on the demographic I'm marketing to! Couldn't have planned it better if I tried.

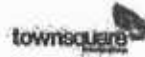
Brand Ambassador

September 2015 – October 2015 (2 months) | Quad City Area

Intern

Townsquare Media

January 2015 – May 2015 (5 months)



Student Hall Manager

St. Ambrose University

August 2014 – May 2015 (10 months) | McCarthy Hall



The Student Hall Manager (SHM) is a student staff member who lives and works with the student population of McCarthy Hall. The SHM's job includes supervising fellow Resident Advisors, managing low-level conduct, tracking hall programming, and maintaining 10 office hours weekly, along with other responsibilities.

Departmental responsibilities include assisting with recruitment and selection of residents for the spiritual and international communities, as well as co-chairing the Resident Advisor Council, co-advising the McCarthy Hall Council, and assisting with the planning of Residence Life training.

Ads You May Be Interested In

TV Channel-in-a-Box

TelVue HyperCaster for IP Broadcast in SD/HD/4K. Future-proof. Affordable.



Master's in Leadership

Have Management Experience? Use it to earn your degree faster at WGU.



Car Loans for Bad Credit

Our financing helps Wisconsin professionals rebuild their credit.

JOB & INTERNSHIP FAIR

FAIR GUIDE

Day of the Fair:

- Download or access the "U of Iowa Career Fair Plus" app - save organizations to your "favorites"!
- Write down questions to ask representatives from your targeted organizations.
- Stop by the Student Hospitality Hub to print extra copies of your resume or practice your elevator speech.
- Bring your Student ID for check in.
- Allow yourself time to visit with organizations, you may need a break to refresh and then return to the fair!
- Use the Career Fair app or map to identify locations of your targeted organizations.

Speaking with Employers at the Fair

- Visit your targeted companies/organizations first. Gather business cards and materials from each employer you visit.
- Tell the representatives about yourself, speak about your skills and how they fit with the organization.
- Ask the representative your prepared questions.
- Leave your resume if paper copies are accepted. They may ask you to apply online/hireahawk.com
- Visit with additional employers as time permits. Take the opportunity to learn about the variety of opportunities that exist.

After the Fair

- Write thank you notes/emails to each representative you spoke with.
- Continue your research of organizations.
- Attend career seminars or meet with Career Advisors at the Pomerantz Career Center.

RETURNING
THIS YEAR

JOBS • INTERNSHIPS • TOURS • GRAD SCHOOLS



#HIREHAWKS



Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires an accommodation in order to participate in this event, please contact the Pomerantz Career Center in advance at (319) 335-1023.

100 Pomerantz Center, Suite C310
(319) 335-1023

MAIN LOUNGE ORGANIZATIONS

ORGANIZATION	TABLE
FA Ace Hardware Corporation	64
FA ACT	65/66
FA Aerotek	67
FA Affiliates Management Company	72
FA Aldi, Inc. (Black & Gold Partner)	110
F ASC Communications, Inc.	73
Δ Berkley Technology Services	74
FA C.H. Robinson (Black & Gold Partner)	68/69
FA Cambridge Investment Research, Inc.	75
FA Caterpillar Inc.	76
FA CEB	100
FA Cerner Corporation	77
FA V ChildServe	78
FA CNA Insurance	85
FA ConAgra Foods, Inc.	86
FA Cottingham & Butler	87
F Country Financial	88
FA Coyote Logistics (Black & Gold Partner)	83/84
F CRST International, Inc.	89
FA Cuna Mutual Group	90
FA EMC Insurance Companies	91
Δ Emerson Process Management/Fisher	92
FA Enterprise Rent-A-Car (Black & Gold Partner)	111
FA Epic	93
FA Ethos Group	94
FA Fastenal Company	95
FA Federal Home Loan Bank of Des Moines	99
FA GEICO	101
F GoDaddy.com	102
FA Goodwill of the Heartland	119
FA Great America Financial Services	103
F Greater Dubuque Development Corporation	105
FA Grinnell Mutual Reinsurance Company	106
F Hawkeye Brokerage Center	107
FA Hawthorne Direct	104
FA HNI Corporation (Black & Gold Partner)	70/71
FA Hy-Vee, Inc.	108
FA IBM	113
F Insight Global, Inc.	114
FA Iowa 80 Group	115
Δ John Deere	116
FA Kohl's	117
FA Kum & Go	118
F LightEdge Solutions	120
FA Marco, Inc.	121
F MassMutual Iowa	122
F MB Financial Bank	123
FA McGladrey	124
FA McGraw-Hill Education	125
F Mediacom	126
F Medirevv	127
FA Medix	128

ORGANIZATION	TABLE
F Momentum Staffing Group	130
FA Motorola Solutions	131
FA Musco Sports Lighting, LLC	132
FA Mutual of Omaha Financial Advisors - Iowa City, IA	133
F Nationwide	135
FA New York Life Insurance Company	137
FA Northern Trust	141
FA Northwestern Mutual - Chicago	79
FA Northwestern Mutual - Des Moines	80
FA Northwestern Mutual - The Zach Group (Black & Gold)	81/82
F NxtTeam	134
F OmniVista Solutions, Inc.	136
FA Otis Elevator Company	140
FA Pearson (Black & Gold Partner)	109
FA Pella Corporation	142
FA PepsiCo	144/145
FA Principal Financial Group	146/147
F Prudential	143
F Robert Half	148
FA Rockwell Automation	149
Δ Rockwell Collins	150
FA Ruffalo Noel Levitz (Black & Gold Partner)	112
F Rush University Medical Center	151
FA Sam's Club	155
FA Schneider (Black & Gold Partner)	150
FA Scientific Games	153
FA Securian	152
F Sedgwick	154
FA Sherwin-Williams Company	156
FA State Farm Insurance (Black & Gold Partner)	139
Δ V Summer of the Arts	157
FA Target Corporation	166
FA Target Stores (Black & Gold Partner)	167
F TaxACT	158
F Teach for America	159
F Team Staffing Solutions, Inc.	160
FA TEKsystems	96
F Textura Corporation	161
F The LaSalle Network	162
F Thrivent Financial	163
FA Townsquare Media	164
FA Transamerica	97/98
FA TrueNorth Companies	165
FA Uline	168
FA Union Pacific Railroad	169
FA UnitedHealth Group	170
FA US Army Healthcare	171
FA Vermeer Manufacturing Company	172
FA Werner Enterprises	173
Δ West Liberty Foods, LLC	129

F = Full Time Δ = Internship V = Volunteer