

**TOWNSQUARE LICENSE, LLC
TWIN FALLS EMPLOYMENT UNIT
KEZJ-FM, KLIX-FM, KLIX-AM, KSNQ-FM
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-16, 20-22	15
Digital Account Executive	1-16, 20-23	23
On-Air Talent	1-16, 20-23	20

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Idaho Dept. of Employment Attn: Employment Specialist 420 Falls Avenue, Twin Falls, ID 83301 208-735-2500 Ext. 3653 www.labor.idaho.gov	N	0
2	Center for New Directions Attn: Kate Woods P O Box 1238, Twin Falls, ID 83303-1238 208-732-6680	N	0
3	College of Southern Idaho Career Placement Attn: Karrie Capps or Nina Schwarz P O Box 1238, Twin Falls, ID 83303-1238 208-732-6273 Careers.csi.edu/eaglejobs	Y	0
4	College of Southern Idaho International & Multicultural Students Club Attn: Kim Prestwich P O Box 1238, Twin Falls, ID 83303-1238 208-732-6293	Y	0
5	College of Southern Idaho Latinos Unidos P O Box 1238, Twin Falls, ID 83303-1238	N	0
6	Idaho Migrant Council 1139 Falls Ave Ste B., Twin Falls, ID 83301 208-734-3336	Y	0
7	Idaho State Broadcasters Association 1674 W Hill Rd. # 3, Boise, ID 83702-0958	N	0
8	Idaho Commission on Hispanic Affairs Attn: Lymaris Blackmon 304 W Jefferson St #235, Boise, ID 83720- 0001	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	208-334-3776		
9	Boise State University Career Center 1173 University Drive, Boise, ID 83701 208-426-1747 http://career.boisestate.edu	N	0
10	ISU Career Center Attn: Tara Ridgeway 921 S 8 th Stop 8108, Pocatello, ID 83209 208-282-2380	N	0
11	Easter Seals – Goodwill 510 Arthur St Ste B Caldwell, ID 83605 208-733-9675	Y	0
12	LDS JOBS.ORG 726 Cheney Drive, Twin Falls, ID 83301	N	0
13	University of Idaho-Career Services 322 E. Front Street, Suite 190 Boise, ID 83702	N	0
14	Colorado Media School Attn: Debbie Byrd 404 S Upham Street Lakewood, CO 80226	Y	0
15	Station Websites	N	1
16	On Air Announcements	N	0
17	www.allaccess.com	N	0
18	Employee Referral	N	0
19	Non-Employee Referral	N	0
20	Indeed.com (via Greenhouse)	N	3
21	Townsquare Careers page (via Greenhouse)	N	3
22	Glassdoor.com (via Greenhouse)	N	0
23	LinkedIn.com	N	1
24	Internal Promotion – Employee	N	0
25	Self-Walk In	N	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD	8		

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events/Programs Sponsored by Educational Institutions	The SEU was contacted by a student requesting to intern with us for their Senior Class Project. He was here for a total of 15 hours between March 21 st and 29 th , 2022. During those hours he was able to work with our Director of Content, production team, and online contributor team. He observed our daily operations, participated in commercial production and imaging editing, and learned how a radio station works. He came with a list of required questions but also asked about any things that came up that he wanted to learn more about. We covered the various job opportunity options within our company along with what skills and requirements we look for in applicants. As part of the internship and senior project, the student was required to write a paper, including references and pictures, about our industry and what he learned. He then had to present his paper to his school as his final project.
2	Participation in Events/Programs Sponsored by Educational Institutions	The SEU was contacted by a Buhl High School student requesting to intern with us for their junior boards at school. She was here for two hours on March 24 th , 2022. During those hours she was able to work with our Director of Content to observe our daily operations and learn how a radio station works. She came with a list of required questions but also asked about any things that came up that she was personally curious about. We covered the various job opportunity options within our company along with what skills and requirements we look for in applicants. As part of the job shadow and school project, the student was required to write a paper about our industry and what she learned. She presented the paper to her teachers at school for her final project.

3	Participation in Events/Programs Sponsored by Educational Institutions	<p>The SEU hosted a tour of our broadcast facilities for a Church Youth Group on Wednesday, April 27th, 2022. Six youth and four adult leaders attended. During the visit, the Program Director showed them the rooms in the building and explained the purpose of each. We covered how a radio station works including automation, Voice Tracks, time delay on the News/Talk station, music scheduling for the FM stations, and how we decide what we are going to talk about during our shows. We also covered the digital aspect of radio with website maintenance and content creation (writing stories and creating graphics). Recorded each of the youth's voices so they could hear themselves and feel what it's like to have your voice recorded. Also went over the various job opportunities at a radio station including sales, on-air, and website contribution. Program Director hosted the tour. Question & Answer period is provided. The tour lasted approximately 1 hour.</p>
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