



EEO Public File Report

Covering the Period from June 1, 2021, to May 31, 2022.

Stations: **KAWZ-FM @ Twin Falls, ID**
 KEFX-FM @ Twin Falls, ID
 KAWS-FM @ Marsing, ID

Licensee: **CSN International Inc.**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf CSN International Inc. and is required to be placed in the public inspection files of this station and posted on the station website. The information contained in this Report covers the time period beginning June 1, 2021, to and including May 31, 2022 (the “Applicable Period”).

The FCC’s 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (Including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c) (1) (ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviews for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed”.

Appendix 1

For purposes of transparency, there were 17 new fulltime employees hired between June 1, 2021 and May 31, 2022. Of those 17, three were referrals from current employees, one was a rehire, and the others were hired via www.indeed.com.

Vacancy List

Between June 1, 2021, and May 31, 2022, the following full-time positions were filled:

Job Title	Name of Person Hired	Number of Persons Interviewed	Date Position was filled	Recruitment Source
Assistant Director of Engineering	Christopher Bartholomew	1	02/25/2022	www.indeed.com
Board Operator	Christian Cripe	2	03/21/2022	www.indeed.com
Social Media	Matilda Figueroa	2	01/19/2022	www.indeed.com
Secretary	Tammy Graham	2	03/16/2022	Employee referral
Field Engineer	Jacob Hodkinson	2	02/15/2022	www.indeed.com
IT Specialist	Jason Ovrebo	4	02/23/2022	www.indeed.com
Board Operator	William Winger	2	01/25/2022	www.indeed.com
Secretary	Christy Adler	6	12/20/2021	www.indeed.com
Board Operator	Wesley Daniel	1	06/24/2021	
Programming Assistant	Andrea Domsolai	3	07/13/2021	www.indeed.com
Shipping/Receiving	Emma Doshier	2	06/17/2021	www.indeed.com
Maintenance	Brian Fischer	1	12/15/2021	www.indeed.com
Legal Processing Assistant	Rashaell Fischer	1	10/04/2021	www.indeed.com
Board Operator	Brady McClymonds	1	09/16/2021	Rehire
Board Operator	Keith McRae	1	07/13/2021	www.indeed.com
Board Operator	Alfredo Ramirez	1	12/08/2021	Employee Referral
Board Operator	Cody White	1	10/01/2021	Employee Referral

Appendix 2

Recruitment Sources

CSN International Inc. routinely posts job openings with at least the following 12 employment sources:

1. Glass Door
www.glassdoor.com

2. Corporation for Public Broadcasting (CPB)
CPB Jobline
401 9th Street, NW
Washington, DC 20004-2129
www.cpb.org/jobline

3. National Association of Broadcasters
www.nab.org
Career Center
1771 N Street, NW
Washington, DC 20036-2800

4. National Association of Religious Broadcasters
www.nrb.org
660 North Capitol Street, NW
Suite 210
Washington, D.C. 20001
(202) 543-0073

5. Society of Broadcast Engineers, Inc.
9102 North Meridian Street
Suite 150
Indianapolis, IN 46260
www.sbe.org/sections/joblistngs

6. Current Magazine
www.jobs.current.org
1612 K Street, NW
Suite 704
Washington, DC 20026
(301) 270-7240

7. Zip Recruiter

- www.ziprecruiter.com
(877) 252-1062
8. Career Builder
www.careerbuilder.com
200 N. LaSalle Street
Suite 1100
Chicago, IL 60601
 9. Monster
www.monster.com
4055 Valley View Lane
Dallas, TX 75244
(972) 340-5000
 10. Boise State University
www.boisestate.edu/career/connect-withemployers-jobs
1910 University Drive
Boise, ID 83725
(208) 426-1747
 11. Idaho Statesman (newspaper)
www.idahostatesman.com
10400 Overland Road PMB385
Boise, ID83709
(800) 635-8934
 12. Indeed
www.indeed.com

Appendix 3 **Recruitment Initiatives**

Between June 1, 2021 and May 31, 2022, CSN International participated in the following recruitment initiatives:

1. College of Southern Idaho Job Fair – Held August 4, 2022 in Twin Falls, Idaho.
2. National Religious Broadcasters Event – Held March 8, 2022 at the Gaylord Opryland Resort & Convention Center in Nashville, Tennessee.

3. Internship Program: CSN International offers an ongoing internship program designed to assist members of the community, mainly students from local colleges and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of news, weather, production/operations, and overall business skills, in order to get real experiences in broadcasting. Each of these student interns will be considered candidates for future job openings at CSN International.

4. School of Broadcasting Tour: Members of key management of CSN International visit local and regional schools at least twice a year to discuss various roles of employment positions within the company and how radio stations generally operate. Students expected to graduate in the field of broadcasting are encouraged to seek employment with CSN International.