

**TOWNSQUARE LICENSE, LLC
TWIN FALLS EMPLOYMENT UNIT
KEZJ-FM, KLIX-FM, KLIX-AM, KSNQ-FM
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023*
(*Amended December 14, 2023)**

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 No. 1	1-14, 16, 20-23	20
Morning Show Host/Digital Content Writer KEZJ	1-14, 16, 20-23, 26	21
Account Executive No. 2	1-14, 16, 20-23	21

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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 208-334-3776	N	0
9	Boise State University Career Center	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	1173 University Drive, Boise, ID 83701 208-426-1747 http://career.boisestate.edu		
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 KEZJ-FM, KLIX-FM, KLIX-AM, KSNQ-FM	N	0
16	On Air Announcements	N	0
17	www.allaccess.com	N	0
18	Employee Referral	N	1
19	Non-Employee Referral	N	0
20	Indeed.com (via Greenhouse)	N	2
21	Townsquare Careers page (via Greenhouse)	N	4
22	Glassdoor.com	N	0

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23	LinkedIn.com (via Greenhouse)	N	1
24	Internal Promotion – Employee	N	0
25	Self-Walk In	N	0
26	Ziprecruiter (via Greenhouse)	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	On September 21, 2022 from 11:30AM to 1PM, Program Manager instructed a media and entrepreneur class on how to stand out in our current world at a College of Southern Idaho event. There were about 30 students in the classroom with an additional 60 to 80 who watched online at the time or in the recorded upload. We discussed social media representation, the importance of having an easy-to-find and user-friendly website, how online representation and interaction have changed over recent years, and SEO, headline, and image usage. The students were invited to ask questions.
2	Participation in Events/Programs Sponsored by Educational Institutions	On September 19, 2022 from 10AM to 12PM, Digital Sales Lead spoke to the Business Management and Entrepreneurship program class at the College of Southern Idaho on digital tactics and how they fit into advertising, the importance of advertising for their business digital campaigns, results, and reporting. There were about 30 students in the classroom with an additional 60 to 80 who watched online at the time or in the recorded upload. The students were invited to ask questions.
3	Internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The stations hosted two student interns from the College of Southern Idaho multimedia program. The students each spent 50 hours over the course of 11 weeks (between September 16, 2022 and November 22, 2022) learning about SEO for businesses and the importance of online presence. The students learned how to best use photos, headlines, links, and timing for ideal reach when writing articles and each wrote two stories for the stations which were shared on four local station websites. The station worked with both students on how to create engaging graphics for social media (which were shared on station Facebook pages) and they assisted in creating and editing audio imaging to play on KOOL. The Program Director for the stations supervised the interns.

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4	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Account Executive participated in a four-day “Top Gun” training program (90 minutes each day, 8/30/2022 through 9/2/2022) which was designed by Townsquare to help train and advance the top 15% of Ignite sellers to the next level in their career.
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