

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0006395925** | File Number: **0000145220** | Submit Date: **05/13/2021** | Call Sign: **KAWZ** | Facility ID: **8414** | City: **TWIN FALLS** | State: **ID**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Submitted** | Status Date: **05/13/2021** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	EEO Report for KAWZ-FM & KEFX-FM License Renewal - 2021
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
CSN INTERNATIONAL, INC. Doing Business As: CSN INTERNATIONAL, INC.	SCOTT SPENCER PO Box 391 TWIN FALLS, ID 83303 United States	+1 (208) 733-3133	SCOTT@CSNRADIO.COM	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Scott Spencer TECHNICAL REPRESENTATIVE CSN INTERNATIONAL	Scott Spencer PO Box 291 TWIN FALLS, ID 83303 United States	+1 (208) 733-3133	SCOTT@CSNRADIO.COM	Technical Representative
Cary S. Tepper LEGAL COUNSEL Tepper Law Firm, LLC	Cary S. Tepper 4900 Auburn Avenue Suite 100 Bethesda, MD 20814-2632 United States	+1 (301) 718-1818	tepperlaw@aol.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
8414	KAWZ	TWIN FALLS	ID	No
8432	KEFX	TWIN FALLS	ID	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No

Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No
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Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Shannon Scholten	President

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	05/13 /2021
Certified Title	President
Authorized Party Name	Shannon Scholten

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
CSN - EEO Public File Report Statement.pdf	Applicant	EEO Public File Report	EEO Public File Statement	Done with Virus Scan and/or Conversion
CSN - EEO Recruitment Narrative 2021.pdf	Applicant	Narrative Statement	EEO Recruitment Narrative	Done with Virus Scan and/or Conversion
CSN - rev. draft EEO Public File Report 6-1-2020 to 5-31-2021.pdf	Applicant	EEO Public File Report	EEO Public File Report6-1-2020 to 5-31-2021	Done with Virus Scan and/or Conversion

CSN International, Inc.
EEO Public File Report Statement

Prior to January 1, 2021, CSN International, Inc. did not employ 5 or more full-time people. The EEO Public File Report being submitted with this filing covers the period of June 1, 2020 to May 31, 2021.

There is no EEO Public File Report being submitted for any time period prior to those dates since CSN International, Inc. did not yet have the requisite full-time employees that would have required the preparation of such a report.



EEO Public File Report

Covering the Period from June 1, 2020, to May 31, 2021.

Stations: **KAWZ-FM @ Twin Falls, ID**
 KEFX-FM @ Twin Falls, 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 of 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, 2020 to and including May 31, 2021 (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

Prior to January 1, 2021, CSN International employed less than 5 full-time employees. Full time employment for CSN International surpassed the minimum of five employees as of January 1, 2021. As such, there is no history of job fairs attended or references for hiring opportunities. The information provided in this EEO Public File Report is a blueprint of what CSN International plans to do going forward.

For purposes of transparency, there have been two new full-time employees hired since January 1, 2021.

Vacancy List

Since January 1, 2021 the following full-time positions were filled:

<u>Job Title</u>	<u>Name of Person Hired</u>	<u>Number of Persons Interviewed</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
Secretary	Roanne Long	1	1/1/2021	Affiliated Church – The River Christian Fellowship
Board Operator	Ezra Long	1	3/9/2021	www.indeed.com

Appendix 2

Recruitment Sources

Going forward, CSN International Inc. will be posting 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, ID 83709
(800) 635-8934
12. College of Southern Idaho Career Center
www.careers.csi.edu/eaglejobs/
315 Falls Avenue
P.O. Box 1238
Twin Falls, ID 83303
(208) 732-9554

Appendix 3

Recruitment Initiatives

Going forward, CSN International will attend the following job fairs:

1. College of Southern Idaho Job Fair – usually held in July or August. Currently on temporary suspension due to the covid-19 pandemic.
2. Boise State University – Fall Virtual Career Fair – October 14, 2021 and October 15, 2021
3. National Association of Broadcasters Career Fair 2021 – to be held at the upcoming NAB Las Vegas Convention in October 2021.
4. Internship Program: CSN International offers an 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.

5. School of Broadcasting Tour: Members of key management of CSN International will 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 will be encouraged to seek employment with CSN International.

EEO RECRUITMENT NARRATIVE

CSN INTERNATIONAL, INC. ('CSN') HAS A BROAD AND INCLUSIVE OUTREACH PROGRAM AS DEMONSTRATED BY THE JUNE 1, 2020 TO MAY 31, 2021 EEO PUBLIC FILE REPORT THAT IS BEING SUBMITTED ALONG WITH THIS FCC FORM 396 REPORT. AS THAT REPORT DEMONSTRATES, CSN MAINTAINS A MODEST LIST OF RECRUITMENT SOURCES THAT IT UTILIZES EACH TIME A JOB OPENING OCCURS. THE LIST OF RECRUITMENT SOURCES INCLUDES A NEARBY REGIONAL NEWSPAPER, SOCIAL MEDIA OUTLETS SUCH AS GLASS DOOR, INDEED, ZIP RECRUTER, CAREER BUILDER AND SEVERAL INTERNET-BASED ON-LINE RECRUITMENT SERVICES THROUGH WELL KNOWN MEDIA ORGANIZATIONS SUCH AS THE NATIONAL ASSOCIATION OF BROADCASTERS, THE NATIONAL ASSOCIATION OF RELIGIOUS BROADCASTERS AND THE SOCIETY OF BROADCAST ENGINEERS. CSN ALSO PLANS TO REACH OUT TO A NEARBY LOCAL COLLEGE AND A NEARBY LOCAL UNIVERSITY FOR THE PLACEMENT OF EMPLOYMENT LISTINGS. THEREFORE, CSN RELIES UPON BOTH TRADITIONAL AND NEW-AGE MEDIA SOURCES THAT TRANSCENDS THE VARIOUS ETHNIC AND RACIAL GROUPS THAT MIGHT BE LOOKING FOR WORK IN BROADCASTING.

CSN's ATTACHED EEO PUBLIC FILE REPORT ALSO DEMONSTRATES THAT IT MAINTAINS AN INTERNSHIP PROGRAM, PARTICIPATES IN AN EDUCATION OUTREACH TRAINING PROGRAM AND PLANS TO ATTEND JOB FAIRS.

SHOULD ANY OF THESE EFFORTS FAIL TO ATTRACT MEANINGFUL RESULTS, CSN WILL MAKE CHANGES TO ITS RECRUITMENT EFFORTS IN ORDER TO ATTRACT ADDITIONAL NEW EMPLOYEES.

WE SUBMIT THAT ALL OF THESE EFFORTS COMPLY WITH THE SPIRIT AND PURPOSE OF THE FCC'S EEO RULES AND POLICIES.

<http://www.fcc.gov>

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Approved by OMB (Office of Management and Budget) | OMB Control Number 3060-0113

[See Instructions for public burden estimate](#)Broadcast Equal Employment Opportunity Program Report
Application Submitted

LMS HELP CENTER

<https://www.fcc.gov/media/radio/lms-help-center>

Form Instructions

<https://www.fcc.gov/sites/default/files/lms-396-eeo-instructions.pdf>Download Reference Copy ([./api/download/draftcopy/FM/25076ff378f161f9017914ac728727b7](#))

Your application has been submitted for processing.

- Please pay any **fees** associated with this application.
- Use the assigned **File Number** when referencing this application in the future.
- The progress of this application can be tracked on the **Applications** page.

Application Summary

File Number: 0000145220
Application Purpose: EEO Report
Status: Submitted
Date Submitted: 05/13/2021

Applicant Information

Name: CSN INTERNATIONAL, INC.
Title:
Address: PO Box 391
TWIN FALLS, ID 83303
United States
Phone: +1 (208) 733-3133
Email: SCOTT@CSNRADIO.COM

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Federal Communications Commission
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Washington, DC 20554

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