

**EEO ANNUAL PUBLIC FILE REPORT  
HORIZON BROADCASTING GROUP – CENTRAL OREGON  
dba KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KBNW-AM, KRCO-AM**

This report covers full-time vacancy recruitment for the period of October 1, 2014 to September 30, 2015

<b>Employment Unit:</b> Horizon Broadcasting Group, LLC (Central Oregon)	<b>Address:</b> Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701	<b>Contact Person/Title:</b> Keith Shipman President & CEO
<b>Unit Members/City of License:</b> KQAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTW-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCO-AM, Prineville, OR KBNW-AM, Bend, OR (LMA)	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> kshipman@horizonbroadcastinggroup.com

**I. Full-Time Vacancies**

#	Job Title	Hire Date	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees	Hired
1	Digital Media Account Executive	No Hire	Not Applicable	1,2,3,4,7,10,19,25,26,28,29	N/A	N/A	N/A	N/A
2	KBNW-AM/FM Program Director/Anchor	6/1/15	26	1,2,3,4,7,10,19,25,26,28,29	19	2	1	Lori Kahn
3	Account Executive	6/8/15	3	1,3,4,7,10,19,25,26,28,29	3,19,28	4	4	Nathan Gross
4	Account Executive	7/27/15	19	1,3,4,7,10,19,25,26,28,29	3,19,28	4	4	Robert Smith
5	Traffic Manager	9/24/15	19	1,3,4,7,10,19,25,26,28,29	19	1	0	Aiden Clemens

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online <a href="http://www.radio-online.com">www.radio-online.com</a>		2
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>		9
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>		8
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240	Bill Johnstone	5

	Portland, OR 97223, 503-443-2299 <a href="http://www.theoab.org">www.theoab.org</a>		
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 <a href="http://www.wsab.org">www.wsab.org</a>	Mark Allen	
6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Lisa Laughter	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: <a href="mailto:jobs@uoregon.edu">jobs@uoregon.edu</a>		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 <a href="http://www.career.services.orst.edu">www.career.services.orst.edu</a>		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		

18	National Association of Broadcasters <a href="http://www.nab.org">www.nab.org</a>		
19	Referrals (employee)		5
20	Unsolicited		1
21	Refused to Disclose		
22	Central Oregon Career Expo		
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 <a href="http://www.adfedco.org">www.adfedco.org</a>		
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811		
25	Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman	
26	Horizon Broadcasting Group, LLC 854 NE 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 <a href="http://www.horizonbroadcasting.com">www.horizonbroadcasting.com</a> (website)	Keith Shipman	2
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez	
28	<a href="http://www.craigslist/bend.com">www.craigslist/bend.com</a>		21
29	Industry Referral		1
30	Radio Business Report		

Note: No source requested that it be notified of job openings.

### III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> <li>Keith Shipman, General Manager, participated in the “Murrow Mentors” program (mentoring senior level communications students) at Washington State University in April of 2015.</li> <li>Keith Shipman, General Manager, participated in the Murrow College “Meet the Pros” seminar series at Washington State University, and made two classroom visits to discuss radio careers (programming and management) on April 1, 2015.</li> <li>Keith Shipman, General Manager, participated in the “Murrow Mentors” program (mentoring senior level communications students) at Washington State University in September of 2015.</li> <li>Horizon Broadcasting Group participated in the school to work program at Bend High School, Summit High School and Mountain View High School in the Bend LaPine School District (providing job shadowing to high school students) during 2014-2015 school year.</li> </ul>
Established an <b>Internship Program</b> designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.

