

HORIZON BROADCASTING GROUP, LLC
dba KQAK-FM, KWPK-FM, KLTW-FM, KRCO-AM, KBNW-AM (LMA)
EEO PUBLIC FILE REPORT
October 1, 2020– September 28, 2021¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	9
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	9
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	6
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	6
Air Personality	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	1
Air Personality	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	1
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	3

¹ This Report provides recruitment data collected from October 1, 2020 through September 28, 2021.

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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 Reporting Period
1	AllAccess.com (www.allaccess.com)	Yes	6
2	Oregon Association of Broadcasters (www.theoab.org) 285 SW Main Court, # 300, Warrenton, OR 97145 www.theoab.org	Yes	1
3	Indeed.com (www.indeed.com)	Yes	7
4	Regional Help Wanted (www.centraloregonjobs.com)	Yes	
5	MyCentralOregon.com (www.mycentraloregon.com)	Yes	
6	HBG Employee Referral	Yes	8
7	LinkedIn.com (www.linkedin.com)	Yes	3
8	Craigslist.com (Bend, OR)	Yes	
9	HBG Radio Advertisement	Yes	6
10	Media Staffing Network (www.mediastaffingnetwork.com)	Yes	
11	Radio Online (www.radioonline.com)	Yes	
12	Washington State Association of Broadcasters PO Box 11341, Tacoma, WA 98411 www.wsab.org	Yes	
13	Oregon Employment Department PO Box 6035, Bend, OR 97708 www.emp.state.or.us	Yes	
14	Central Oregon Community College Career Services Center 2600 NW College Way, Bend, OR 97701 www.cocc.edu/departments/cap/career-services	Yes	
15	Mt. Hood Community College Career Center 26000 SE Stark, Gresham, OR 97030 www.mhcc.edu/careercenter	Yes	
16	Bellevue Community College 3000 Landerholm Circle SE, Bellevue, WA 98007 www.bellevuecollege.edu/careers	Yes	
17	Washington State University Murrow School of Communications PO Box 642520, Pullman, WA 99164-2520 www.murrow.wsu.edu	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C, Warm Springs, OR 97761 www.warmsprings.com	Yes	
19	NAACP P.O. Box 11484, Eugene, OR 97402 www.naacplanecounty.org	Yes	
20	University of Oregon Career Services P.O. Box 3257, Eugene, OR 97403-0257 www.career.uoregon.edu	Yes	
21	Oregon State University Career Services B008 Kerr Administration Building, Corvallis, OR 97331 www.career.oregonstate.edu	Yes	
22	Oregon State University-Cascades 1500 SW Chandler Ave. Bend, OR 97702 www.osucascades.edu/cdc	Yes	
23	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201, Portland, OR 97209 www.ocha-nw.org	Yes	
24	Urban League 10 N. Russell Street, Portland, OR 97227 www.ulpdx.org	Yes	
25	Oregon Commission for Women 421 SW Oak Street, Suite 770, Portland, OR 97204 www.oregon.gov/oac/ocfw	Yes	
26	National Association of Broadcasters www.nab.org	Yes	
27	Radio Business Report (www.rbr.com)	Yes	
28	Industry Referral	Yes	
29	NASBA Careers Page (www.careerspage.org)	Yes	
30	WorkSource Oregon 1645 NE Forbes Road, Suite 100, Bend, OR 97701 www.worksourceoregon.org	Yes	
31	The Bulletin 320 SW Upper Terrace Dr., Suite 200, Bend, OR 97702 www.bendbulletin.com	Yes	
32	The Source Weekly 704 NW Georgia Avenue, Bend, OR 97703 www.bendsource.com	Yes	
33	Central Oregonian 558 N. Main Street, Prineville, OR 97754 www.pamplinmedia.com/central-oregonian-home	Yes	
34	The Redmond Spokesman PO Box 6020 Bend, OR 97708 www.redmondspokesman.com	Yes	
		Total	31

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Murrow Mentors Program (program designed to mentor senior level communications students as they pursue a career in broadcasting.	Keith Shipman, President & CEO, participated in the “Murrow Mentors” program (mentoring senior level communications students) at Washington State University in 2021.
2	Murrow College Jobs Committee (program designed to connect college level students to prospective internship and employment opportunities in the broadcasting industry)	Keith Shipman, President & CEO, participated on the Murrow College Jobs Committee at Washington State University in 2020 and 2021. The program is designed to link students with internship and professional opportunities in the broadcasting industry and other forms of media.
3	School-To-Work Program (event designed to disseminate information about and introduce students to careers in the broadcasting industry)	Horizon Broadcasting Group generally participates 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). The program was paused due to the pandemic.
4	Internship Program designed to assist members of the community the opportunity to acquire skills needed for employment at broadcast stations.	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. For health and safety purposes, this program was paused during the pandemic.