

**HORIZON BROADCASTING GROUP, LLC**  
**dba KQAK-FM, KWPK-FM, KRCO-FM (formerly KLTW-FM),**  
**KRCO-AM, KBNW-AM (LMA)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021– September 30, 2022<sup>1</sup>**

**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
Broadcast/Digital 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	No Hire
Broadcast/Digital 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
Market Manager/General Sales Manager	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	6

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<sup>1</sup> This Report provides recruitment data collected from October 1, 2021 through September 30, 2022.

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

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

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 2021-22.
<b>2</b>	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 2021 and 2022. The program is designed to link students with internship and professional opportunities in the broadcasting industry and other forms of media.
<b>3</b>	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.
<b>4</b>	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.