

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

This report covers full-time vacancy recruitment for the period of October 1, 2018 to September 30, 2019

Employment Unit: Horizon Broadcasting Group, LLC (Central Oregon)	Address: Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701	Contact Person/Title: Jess Hanson Market Manager
Unit Members/City of License: KQAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTW-FM, Prineville, OR KRCO-AM, Prineville, OR KBNW-AM, Bend, OR (LMA)	Telephone Number: (541) 383-3825	Email Address: jhanson@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	KBNW Program Director – News Director	1-28-19	19	1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 19, 25, 27, 29, 30, 31, 32	19, 32	3	3	Austin Reed
2	Account Executive	8-16-19	28	1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 19, 25, 27, 29, 30, 31, 32	3, 19, 28, 32	11	10	Tim Roberts

II. Recruitment Sources

Source #	Organization	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com	
2	All Access www.allaccess.com	7
3	Regional Help Wanted www.centraloregonjobs.com	4
4	Oregon Association of Broadcasters 13500 SW Pacific Highway # 58-225, Portland, OR 977223 503-443-2299 www.theoab.org	
5	Washington State Association of Broadcasters PO Box 11341, Tacoma, WA 98411, 360-705-0774 www.wsab.org	

6	Oregon Employment Department P.O. Box 6035, Bend, OR 97708 541-388-6070 www.emp.state.or.us	
7	Central Oregon Community College Career Services Center 2600 NW College Way, Bend, OR 97701 541-383-7200	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	
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	
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: jobs@uoregon.edu	
14	Oregon State University Career Services B008 Kerr Administration Building, Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu	
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201, Portland, OR 97209 503-228-4131 www.ocha-nw.org	
16	Urban League 10 N. Russell Street, Portland, OR 97227 503-280-2600	
17	Oregon Commission for Women 421 SW Oak Street, Suite 770, Portland, OR 97204 503-725-5889 Email: OACO.mail@oregon.gov	
18	National Association of Broadcasters www.nab.org	
19	Referrals (employee)	7
20	Unsolicited	

21	Refused to Disclose	2
22	Central Oregon Career Expo	
23	The Bulletin 1777 SW Chandler Avenue, Bend, OR 97702 541-382-1811	
24	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street. Bend, OR 97701 541-383-3825 KQAK/KWPK/KLTW/KRCO/KBNW (on-air recruitment ads)	
25	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	2
26	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	
27	Craigslist – Bend, OR www.craigslist/bend.com	
28	Industry Referral	3
29	Radio Business Report	
30	OSU-Cascades Career Center Tykeson Hall 106 1500 SW Chandler Ave. Bend, OR 97702 541-322-3100 www.osucascades.edu/cdc/employers	
31	NASBA Careers Page: www.careerspage.org	
32	Indeed.com www.Indeed.com	41

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

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> Keith Shipman, President & CEO, participated in the “Murrow Mentors” program (mentoring senior level communications students) at Washington State University in 2019. Keith Shipman, President & CEO, participated in the Murrow College “Meet the Pros” seminar series at Washington State University, and participated in career coaching sessions to discuss radio careers (programming and management) on April 2 and 3, 2019. Keith Shipman, President & CEO, moderated a panel discussion on Broadcast and Production Career opportunities at the 2019 Murrow Symposium at Washington State University on April 3, 2019. Keith Shipman, President & CEO, was guest lecturer at Washington State University Murrow College Broadcast 475 Management Class on August 21, 2019.

			<ul style="list-style-type: none"> 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 2018-2019 school year.
Established an Internship Program 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.