



**GCC BEND, LLC dba Backyard media
Stations
KMGX, KRXF, KSJJ, KXIX, BYB-IR**

EEO PUBLIC FILE REPORTS

FOR THE PERIOD OF

October 1, 2022 - September 30, 2023

GCC BEND, LLC
dba The Bend Radio Group

KMGX, KSJJ, KXIX, KRXF
EEO Public File Report

I. VACANCY LIST

Date From 10/01/22 to 09/30/2023

Opening Code	Job Title	Recruitment Source Used to fill Vacancy	Code No. of Referring Hiree	Date Vacancy was Filled
60723	Morning Drive KSJJ	7-8-14-15-16-17-19-24-32-33	n/a	OPEN
102021	Digital Marketing Guide (Sales)	7-8-14-15-16-17-19-21-24-32-33-34	n/a	OPEN
9012022	Entry Level Sales	14-15-16-17-19-21-24-33-34	n/a	OPEN
12132022	Fulltime Programming (2 positions)	7-8-14-15-16-17-19-24-32-33-34	n/a	OPEN
62323	KSJJ Program Director	7-8-14-15-16-17-19-24-32-33	n/a	OPEN
60723	Chief Engineer	7-23-14-15-16-17-19	n/a	OPEN

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II. MASTER RECRUITMENT SOURCE LIST

Date From 10/01/22 to 09/30/23				
Code No.	Name of Source	Source Entitled to Vacancy Notification? Yes/No		No. of Interviewees Referred
1	Central Oregon Community College (COCC) Career Services CAP Center - Library, 2600 NW College Way, Bend OR 97701, 383-7200, mream@cocc.edu	No		0
2	Mt. Hood Community (MHCC) Career Planning and Counseling, 26000 SE Stark Street, Gresham, OR 97030, 503-491-7319, hillebri@mhcc.edu	No		0
3	Oregon Assembly of Black Affairs , PO Box 12485, Salem, OR 97309, oaba@peak.org	No		0
4	Women's Resource Ctr. Of C. Oregon PO Box 8693 Bend OR 97709	No		0
5	Urban League of Portland , 3034 NE Martin Luther King Blvd, Portland, OR 97212, 503-241-4644	No		0
6	Centro Latino Americano , 944 W. 5th Ave., Eugene OR 97402	No		0
7	All Access Radio , www1.allaccess.com (national)	No		3
8	The Oregon Broadcasters Association , www.theoab.org (regional)	No		0
9	Central Oregon Jobs , www.centraloregonjobs.com (regional)	No		0
10	AM FM Jobs , www.amfmjobs.com (National)	No		0
11	TV and Radio Jobs , www.tvandradijobs.com (national)	No		0
12	Oregon Help Wanted , www.oregonhelpwanted.com (regional)	No		0
13	Oregon Employment Department , http://findit.emp.state.or.us	No		0
14	GCC Bend, LLC, Radio Spots	No		0
15	KSJJ , www.ksjj1029.com	No		0
16	KMGX , www.mixradiobend.com	No		0
17	KXIX , www.power94.fm	No		0
18	Walk-ins/In-house Posting	No		0
19	Referrals	No		3
20	Unknown source	No		0
21	Business Expo-Job Fair	No		0
22	Radio Advertising Bureau , Radiosalestoday@rab.com newsletter (national)	No		0
23	Society of Broadcast Engineers www.SBE.org	No		1
24	KRXF www.929online.com	No		2
25	The Bend Bulletin (Newspaper)	No		0
26	The Oregonian Newspaper	No		0
27	Washington State Broadcasters Job Bank	No		0
28	LinkedIn	No		0
29	Inside Radio	No		0
30	ZIP Recruiter (national)	No		0
31	Facebook	No		0
32	Handshake (regional University network)	No		0
33	Backyard Bend site	No		0
34	Central Oregon Business Expo & Job Fair	No		0

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III. RECRUITMENT ACTIVITIES

Date From 10/01/22 to 09/30/23

Type of Recruitment Initiative	Brief Description of Activity
1 Central Oregon Business Expo and Job Fair	April 25, 2023 Deschutes County Fairgrounds 1-5pm Attended by General Manager, Sales Staff members and various Programming staff. Recruitment for various positions and promoting radio and digital advertising.
2 Fire Information Media Panel	May 24, 2023 News Director RL Garrigus represented Bend Radio Group stations to discuss Radio and how use broadcast radio to disperse fire information in our area for Wild Fire updates, closures, etc. 22nd year of participation