

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY <hr/> FOR COMMISSION USE ONLY FILE NO. -
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</p> (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee HORIZON BROADCASTING GROUP LLC		
Mailing Address P.O. BOX 5985		
City BEND	State or Country (if foreign address) OR	Zip Code 97708 -
Telephone Number (include area code) 5413833825	E-Mail Address (if available) KSHIPMAN@HORIZONBROADCASTINGGROUP.COM	
Facility ID Number 27171	Call Sign KRCO	
TYPE OF BROADCAST STATION: (if applicable)	<input type="radio"/> Commercial Broadcast Station	<input type="radio"/> Noncommercial Broadcast Station
	<input checked="" type="radio"/> Radio	<input type="radio"/> Educational Radio
	<input type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
<input type="radio"/> International		

Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KLTW-FM	27168	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PRINEVILLE, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KQAK	31175	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BEND, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type	Location	Time Brokerage Agreement

		(check applicable box)	(City/State)	(check applicable box)
KRCO	27171	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PRINEVILLE, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWLZ-FM	13581	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WEST LINN, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWPK-FM	59365	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SISTERS, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KBNW	160749	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	BEND, OR	<input checked="" type="radio"/> Yes <input type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name MELODIE A. VIRTUE, ESQ.		Street Address 1000 POTOMAC STREET, NW FIFTH FLOOR	
City WASHINGTON	State DC	Zip Code 20007-3501	Telephone Number 2029657880

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this Yes No license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

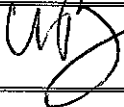
CERTIFICATION.

This report must be certified, as follows:

A. By licensee, if an individual;
 B. By a partner, if a partnership (general partner, if a limited partnership);
 C. By an officer, if a corporation or an association; or
 D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed  EEO	Name of Respondent KEITH SHIPMAN FOR HORIZON BROADCASTING GROUP LLC
Title PRESIDENT/CEO	Telephone No. (include area code) 5413833825
Date 9/30/2013	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KEITH SHIPMAN	Title: PRESIDENT/CEO
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: 2012 & 2013 ANNUAL EEO PUBLIC FILE REPORTS

SEE ATTACHED FILES.

Attachment 2

Description
2012 EEO Public File Report
2013 EEO Public File Report

Exhibit 3

Description: NARRATIVE STATEMENT

SEE ATTACHED.

Attachment 3

Description
Narrative Statement

**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, 2011 to September 30, 2012.

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: Keith Shipman President & CEO
Unit Members/City of License: 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 with Summit Broadcasting Group)	Telephone Number: (541) 383-3825	Email Address: kshipman@horizonbroadcastinggroup.com

I. Full-Time Vacancies

#	Job Title	Hire Date	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	Account Executive	1-16-12	19	3,25,28,4,19,2,5,26,21	3,25,28,4,19,2,26,21	17	16
2	Account Executive	1-16-12	25	3,25,28,4,19,2,5,26,21	3,25,28,4,19,2,26,21	17	16
3	Account Executive	5-31-12	25	28,3,30,25,2,19	3,28,25,2,19	14	12
4	Account Executive	5-31-12	25	28,3,30,25,2,19	3,28,25,2,19	14	12
5	Account Executive	8-6-12	19	28,3,30,25,2,19	3,28,25,2,19	14	12

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		
2	All Access www.allaccess.com		10
3	Regional Help Wanted www.centraloregonjobs.com		19
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	1
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	1

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	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	Glenn A. Johnson	
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		
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 www.nab.org		
19	Referrals (employee)		2
20	Unsolicited		
21	Refused to Disclose		
22	Central Oregon Career Expo		3

23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman		22
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		1
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craigslist/bend.com	Teresa Rodriguez		
28				9
29	Industry Referral			
30	Radio Business Report			1

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	<ol style="list-style-type: none"> 1) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on February 2, 2012 providing a presentation which included employment opportunities for new graduates; 2) Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend Lapine School District (providing internships and shadowing to high school students) during the 2011/2012 school year. 3) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 5, 2012; 4) 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 5, 2012; 5) Keith Shipman, General Manager, was guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on September 27, 2012 providing a presentation that included employment opportunities for future graduates.

<p>Established training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.</p>	<p>Ongoing</p>	<p>Houston, TX and Bend, OR</p>	<p>Horizon Broadcasting Group offers ongoing training by its national sales consultant (Sean Luce of the Luce Performance Group, who visits the market four times per year and offers weekly telephone training) for sales, marketing, programming and promotion personnel. The training program consists of 20 education modules, and four employees completed the program during the reporting period.</p>
<p>Provided training in the principles of the Equal Opportunities Program.</p>	<p>April 25, 2012</p>	<p>Bend, OR</p>	<p>Regan Brick, Business Manager, completed The Conclave webinar "Rules of Radio 3 – EEO ESSENTIALS" which consisted of teaching methods that ensure equal employment opportunity and prevent discrimination.</p>
<p>Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Ongoing</p>	<p>Bend, OR</p>	<p>Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school junior 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.</p>

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

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Unit Members/City of License: 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)	Telephone Number: (541) 383-3825	Email Address: kshipman@horizonbroadcastinggroup.com

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2	Account Executive	2-19-13	25	3,19,21,25,27,28	19,25	3	3
3	Account Executive	7-18-13	10	3,10,19,21,29	10,19	3	3

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
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2	All Access www.allaccess.com		
3	Regional Help Wanted www.centraloregonjobs.com		14
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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	Glenn A. Johnson	2
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@uooregon.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		
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 www.nab.org		
19	Referrals (employee)		4
20	Unsolicited		
21	Refused to Disclose		
22	Central Oregon Career Expo		8
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org		

24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCCO (on-air recruitment ads)	Keith Shipman		2
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28	Industry Referral			1
30	Radio Business Report			1

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	<ol style="list-style-type: none"> Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during 2012/2013 school year. Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on March 22, 2013. Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on April 2, 2013 providing a presentation that included employment opportunities for future graduates. 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 September 13, 2013.
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.



FORM 396 – Exhibit 3

Horizon Broadcasting Group, LLC (licensee of KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM and KRCO-AM, and LMA of KBNW-AM) is committed to diversity in the workplace and conducts ongoing recruitment efforts to encourage the development of new broadcast professionals. We distribute job postings to approximately 30 local, regional and national organizations to advertise full and part time employment opportunities within the company (it is important to note that none of our recruitment sources requested that they be notified of full time openings during the past two years).

The majority of our applicants respond to advertisements listed with media trade publications (All Access, Radio Online, Radio Business Report, state broadcasters association, et al) though we have experienced an increase in local and regional candidates who seek us out through governmental employment services (WorkSource Oregon, etc.) and internet sites such as Central Oregon Jobs.Com (part of the Regional Help Wanted.Com family) and Craigslist. This has been particularly evident during the prolonged downturn in the economy as more displaced workers seek employment in a new field of interest. All job opportunities are also posted on our radio station and corporate website(s).

Company representatives participate in the local school district's "School to Work" program, and our internship program is offered for qualified high school juniors and seniors, community college and four year university students (whom are recruited from outside the area as the region lacks a four year institution of higher learning). We also participate in classroom and career fair activities at regional universities (ie. Murrow College at Washington State University, etc.).

Horizon Broadcasting Group's EEO program was audited by the Federal Communications Commission (FCC) on August 1, 2011 and following our response and review the Commission concluded that the company is compliant and no further action was required. A copy of the FCC's EEO Audit Letter issued January 12, 2012 (incorrectly dated) is attached to this narrative.



Federal Communications Commission
Washington, D.C. 20554

January 12, 2011

Kenneth Shipman
President and CEO
Horizon Broadcasting Group
2484 N.W. Hosmer Lake Drive
Bend, Oregon 97701

Re: KLTW-FM, Prineville, Oregon, (Facility ID# 27168)
KQAK(FM), Bend, Oregon (Facility ID No. 31175)
KWPK-FM, Sisters, Oregon, (Facility ID No. 59365)
KWLZ-FM, Warm Springs, Oregon, (Facility ID No. 13581)
KRCO(AM), Prineville, Oregon, (Facility ID No. 27171)
KBNW(AM), Bend, Oregon, (Facility ID No. 160749)

Dear Mr. Shipman:

We have completed our review of the response of the Horizon Broadcasting Group, LLC., licensee of the above-referenced radio stations, to the August 1, 2011 random audit letter sent to it in accordance with the provisions of Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules. As a result of our review, we find that no further action is required. In accordance with Section 73.2526(e)(10) of the Commission's rules for commercial stations or Section 73.3527(e)(11), for non-commercial stations, the stations must place copies of this letter, our August 1 audit letter, and their response in each public inspection file. They must maintain these materials in the file until the grant, by final order, of the next renewal application of the license for the station to which the file relates.

Should you have any questions concerning this matter, you may call the EEO staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

A handwritten signature in black ink that reads "Lewis C. Pulley".

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

APPLICANT

Name of Applicant Thunderegg Wireless, L.L.C.	Address 190 Queen Anne Avenue North Suite 100 Seattle, Washington 98109
Telephone Number (include area code) (206) 285-2895	

2. This form is being submitted in conjunction with:

- Application for Construction Permit for New Station Application for Assignment of License
- Application for Transfer of Control
- (a) Call letters (or channel number of frequency) KPXA(FM)
- (b) Community of License (city and state) Sisters, Oregon
- (c) Service:
- AM FM TV Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

- Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 14th day of September, 1998

Signed [Signature]

Title Manager

UNLAWFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).