



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

# ~~HBG~~ HBG

HORIZON BROADCASTING GROUP

September 8, 2011

Lewis C. Pulley, Assistant Chief  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 – 12<sup>th</sup> Street, S.W.  
Washington, D.C. 20554

RE: KLTW-FM, Facility ID # 27168, Prineville, Oregon

Dear Mr. Pulley,

I am in receipt of your letter dated August 1, 2011 regarding the randomly selected audit of KLTW-FM's Equal Employment Opportunity (EEO) program. KLTW-FM's current license was granted on January 26, 2006 and expires on February 1, 2014.

KLTW-FM, and its licensee, Horizon Broadcasting Group, LLC, employs five or more full time employees, and thus, with this correspondence, is responding to your request to provide data as outlined in 47 CFR 73.2080. The business unit includes radio stations KLTW-FM, KQAK-FM, KWPK-FM, KWLZ-FM, KRCO-AM and KBNW-AM (KBNW-AM is operated via LMA with Summit Broadcasting Group, LLC).

Here are our responses to the Audit Data Requested:

3(a). Copies of the business units' two most recent EEO public file reports are attached in Exhibit 1 and business unit website URL's are found in Exhibit 2. The following full-time positions were filled during the reporting periods you have outlined:

*October 1, 2008 to September 30, 2009*

<i>Position</i>	<i>Hire Date</i>
KBNW-AM Program Director/Co-Host	November 17, 2008
Traffic Manager	March 16, 2009
KBNW-AM News Reporter/Traffic Reporter	August 10, 2009
KBNW-AM Program Director/Co-Host	August 13, 2009

*October 1, 2009 to September 30, 2010*

<i>Position</i>	<i>Hire Date</i>
Account Executive	December 15, 2009
Account Executive	April 19, 2010
Account Executive	June 21, 2010
General Sales Manager	August 23, 2010
Promotion Director	August 25, 2010
Air Personality *	October 18, 2010

\* - Though this employee's effective date of hire was October 18, 2010, the position was posted on September 3, 2010 and thus it is included in this report as it falls within the reporting period.

Mr. Lewis C. Pulley  
Page 2 of 2  
September 8, 2011

3 (b). Copies of the business units' full time position postings encompassed in the EEO filings provided in 3(a), along with a copy of the mailing list, are found in Exhibit 3;

3 (c). Copies of the total number of interviewees for each full-time vacancy is found in the Employment Application Flow Charts attached in Exhibit 4;

3 (d). Documentation of the business units' recruitment initiatives is found in Exhibit 5;

3 (e). There was one complaint filed involving the station during its current license term. Documentation and disposition of this complaint is found in Exhibit 6;

3 (f). A description of the business units' management responsibilities for implementation of the Units EEO policies is found in Exhibit 7;

3 (g). A description of the business units' efforts to analyze its EEO recruitment program is found in Exhibit 8;

3 (h). A description of the business units' efforts to analyze its compensation, benefits, seniority practices, promotions and selection techniques is found in Exhibit 9;

3 (i). The business unit is not a religious broadcaster.

4. The licensee is not subject to a time brokerage agreement for KLTW-FM, thus there are no responses for 4 (a), 4 (b), 4 (c) and 4 (d). The licensee does perform a Local Marketing Agreement (LMA) for KBNW-AM (FCC Facility No. 160749), licensed to Bend, Oregon. For purposes of our accuracy, KBNW-AM is included in our business unit report;

5. The accuracy and completeness of this response is being certified by Keith B. Shipman, the President and Chief Operating Officer of Horizon Broadcasting Group, LLC, the licensee of KLTW-FM, Prineville, Oregon. Mr. Shipman is an officer of the company, as well as a shareholder. His certification is found in Exhibit 10;

6. A copy of this response has been placed in the KLTW-FM public inspection file (as well as all radio stations of the business unit) per Section 73.3526 (e)(10).

Please return the attached copy of this letter (in the self address stamped envelope) with a stamp demonstrating your receipt of this correspondence.

Thank you.

Kindest Regards,



Keith Shipman  
President & CEO

cc: Melodie Virtue, Garvey Schubert Barer  
KLTW-FM Public File  
KQAK-FM Public File  
KWPk-FM Public File  
KWLZ-FM Public File  
KRco-AM Public File  
KBNW-AM Public File

Attachments - Exhibits

# **EXHIBIT 1**

**KLTW-FM Prineville, Oregon**

**3 (a)**

**EEO Public File Reports**

**October 1, 2010**

**October 1, 2009**



**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, 2009 to September 30, 2010.

<b>Employment Unit:</b> Horizon Broadcasting Group, LLC (Central Oregon)	<b>Address:</b> Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701	<b>Contact Person/Title:</b> Keith Shipman President & CEO
<b>Unit Members/City of License:</b> 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)	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> kshipman@horizonbroadcastinggroup.com

**I. Full-Time Vacancies**

#	Job Title	Hire Date	Recruitment Source/Hiree	Applicant Source (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	Air Personality *	10-18-10	2	26,19,28,5,4,2,3	2,3,19	22	21
2	General Sales Manager	8-23-10	3	19,4,29,2,30,3,28,5	30,29,19	13	11
3	Promotion Director **	8-25-10	3	26,2,3,29,28,19	3,2,28,19	6	6
4	Account Executive	12-15-09	28	3,26,27,21,1,19,2,25,20,28	19	3	1
5	Account Executive ***	4-19-10	1	25,3,28,21,26,1,2,5,19,27	1,3,19,	3	3
6	Account Executive ***	6-21-10	19	3,21,28,2,19,25,2	3,21,28,19,	4	4

\* - Position 1 was posted on September 3, 2010, and though it was filled on 10-18-10 we have included it with our report for 2010.

\*\* - Position 3 was advertised as a part time position, but was later combined with a part time sales assistant (administrative) position to create a full time position.

\*\*\* - Position 5 and 6 were hired from the same candidate pool.

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online <a href="http://www.radio-online.com">www.radio-online.com</a>		
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>		
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>		
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 <a href="http://www.theoab.org">www.theoab.org</a>	Bill Johnstone	

5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 <a href="http://www.wsab.org">www.wsab.org</a>	Mark Allen	
6	Oregon Employment Department (WorkSource Oregon) P.O. Box 6035 Bend, OR 97708, 541-388-6070 <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>		
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: <a href="mailto:jobs@uooregon.edu">jobs@uooregon.edu</a>		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 <a href="http://www.career.services.orst.edu">www.career.services.orst.edu</a>		
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 <a href="http://www.nab.org">www.nab.org</a>		

19	Referrals (employee)			
20	Unsolicited			
21	Unknown Source			
22	Central Oregon Career Expo			
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 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRKO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28				
29	Industry Referral			
30	Radio Business Report www.rbr.com			

Note: None of our recruitment sources requested that they be notified of full time openings.

### III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Murrow Symposium Career Fair	April 20, 2010	Pullman, WA	Keith Shipman (General Manager) participated in the Washington State University Edward R. Murrow Communications School Career fair and made three classroom visits to discuss radio careers (programming and management).
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 2 Account Executives completed the program in this reporting period
Internship Program	Ongoing	Bend, OR	HBG offers an internship program to high school students receiving academic credit, and to college

<p>Edward R. Murrow School of Communication, Pullman, WA</p>	<p>February 16, 2010</p>	<p>Pullman, WA</p>	<p>students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-09 to 9-30-10.</p>
			<p>Keith Shipman, General Manager, participated in Broadcast Management 475 Class (Dr. Kenji Kitatani), providing a presentation on radio industry which included employment opportunities for new graduates.</p>

**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, 2008 to September 30, 2009.

<b>Employment Unit:</b> Horizon Broadcasting Group, LLC (Central Oregon)	<b>Address:</b> Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701	<b>Contact Person/Title:</b> Keith Shipman President & CEO
<b>Unit Members/City of License:</b> 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)	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> kshipman@horizonbroadcastinggroup.com

**I. Full-Time Vacancies**

#	Job Title	Hire Date	Recruitment Source/Hiree	Applicant Source (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	KBNW Program Director/Co-Host	11-17-08	2	1, 22, 19, 2, 28, 5, 26	2, 19	10	9
2	Traffic Manager	3-16-09	29	2, 3, 20, 21, 26, 19, 1, 28, 5, 29	2, 3, 19,	11	10
3	KBNW Program Director/Anchor *	8-13-09	26	1, 3, 5, 7, 11, 9, 26	7, 1, 3, 5,	5	5
4	KBNW News Reporter/Traffic Reporter *	8-10-09	1, 3, 5	1, 3, 5, 7, 11, 9	1, 3, 5, 7	6	5

\* - Vacancies 3 and 4 were filled from the same applicant pool. Position 3 hiree was an internal promotion

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online <a href="http://www.radio-online.com">www.radio-online.com</a>		31
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>		57
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>		56
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 <a href="http://www.theoab.org">www.theoab.org</a>	Bill Johnstone	3
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774	Mark Allen	9

6	www.wsab.org Oregon Employment Department (WorkSource Oregon) 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	4
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)		6
20	Unsolicited		5
21	Unknown Source		4
22	Central Oregon Career Expo		11

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 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KL TW/KWLZ/KRKO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		7
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28	Traffic Director's Guild of America			18
29			www.tdga.org	1

Note: None of our recruitment sources requested that they be notified of full time openings.

### III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Operation Resource Connect	June 11, 2009	Bend, OR	WorkSource Oregon teamed with Central Oregon Intergovernmental Council to conduct a boot camp for the unemployed – a resource workshop for job seekers (this event replaced the Central Oregon Job Expo, which was cancelled due to economic conditions). HBG stations promoted the event and provided materials for prospective job applicants.
Murrow Symposium Career Fair	April 7, 2009	Pullman, WA	Keith Shipman (General Manager) participated in the Washington State University Edward R. Murrow Communications School Career fair and made five classroom visits to discuss radio careers (programming and management).
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 2 Account Executives completed the program in this reporting period.

<p>Internship Program</p>	<p>Ongoing</p>	<p>Bend, OR</p>	<p>HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-08 to 9-30-09.</p>
<p>Edward R. Murrow School of Communication, Pullman, WA</p>	<p>February 18, 2009</p>	<p>Pullman, WA</p>	<p>Keith Shipman, General Manager, participated in Broadcast Management 475 Class (Dr. Kenji Kitatani), providing a presentation on radio industry which included employment opportunities for new graduates.</p>



# **EXHIBIT 2**

**KLTW-FM Prineville, Oregon**

**Website URL's**

***KLTW-FM Prineville, Oregon***  
***Website URL's***

Horizon Broadcasting Group, LLC Corporate Website ([www.horizonbroadcasting.com](http://www.horizonbroadcasting.com))

Radio Station Website KLTW-FM ([www.lite951.com](http://www.lite951.com))

Radio Station Website KWPK-FM ([www.thepeak1041.com](http://www.thepeak1041.com))

Radio Station Website KQAK-FM ([www.kqak.com](http://www.kqak.com))

Radio Station Website KBNW-AM ([www.newsradiocentraloregon.com](http://www.newsradiocentraloregon.com))

Radio Station Website KRCO-AM ([www.krcoam.com](http://www.krcoam.com))

# **EXHIBIT 3**

**KLTW-FM Prineville, Oregon**

**3 (b)**

**Vacancy Postings**

**Mailing List**

***KLTW-FM Prineville, Oregon  
Job Vacancy Postings***

All jobs vacancies are posted to the following websites:

Oregon Association of Broadcasters ([www.theoab.org](http://www.theoab.org))

Washington Association of Broadcasters ([www.wsab.org](http://www.wsab.org))

Central Oregon Jobs.com ([www.centraloregonjobs.com](http://www.centraloregonjobs.com))

All Access ([www.allaccess.com](http://www.allaccess.com))

Radio Online ([www.radioonline.com](http://www.radioonline.com))

Radio Business Report ([www.rbr.com](http://www.rbr.com))

Craigslist ([www.craigslist.com/bend](http://www.craigslist.com/bend))

National Alliance of State Broadcasters Association ([www.careerpage.org](http://www.careerpage.org))

Horizon Broadcasting Group, LLC Corporate Website ([www.horizonbroadcasting.com](http://www.horizonbroadcasting.com))

Radio Station Website KLTW-FM ([www.life951.com](http://www.life951.com))

Radio Station Website KWPK-FM ([www.thepeak1041.com](http://www.thepeak1041.com))

Radio Station Website KQAK-FM ([www.kgak.com](http://www.kgak.com))

Radio Station Website KBNW-AM ([www.newsradiocentraloregon.com](http://www.newsradiocentraloregon.com))

Radio Station Website KRCO-AM ([www.krcoam.com](http://www.krcoam.com))

All job vacancies are posted on the Horizon Broadcasting Group bulletin board (located at its main studio at 854 NE 4<sup>th</sup> Street, Bend, OR 97701) for visitor and/or employee notification.

All job vacancies are also mailed to the address list on the next page.

None of our recruitment sources requested that they be notified of any full time openings.

Oregon Association of Broadcasters  
7160 SW Hampton Street, Suite 240  
Portland, OR 97223

Washington State Association of  
Broadcasters  
725 Columbia Street NW # 310  
Olympia, WA 98501

Oregon Employment Department  
WorkSource Oregon  
P.O. Box 6035  
Bend, OR 97708

Central Oregon Community College  
Career Services Center  
2600 NW College Way  
Bend, OR 97701

Mt. Hood Community College  
Career Center  
26000 SE Stark  
Gresham, OR 97030

Bellevue Community College  
3000 Landerholm Circle  
Bellevue, WA 98007

Washington State University  
Murrow School of Communications  
Murrow Building  
Pullman, WA 99164

Confederated Tribes of Warm Springs  
2122 Wasco Street, PO Box C  
Warm Springs, OR 97761

NAACP  
P.O. Box 11484  
Eugene, OR 97402

University of Oregon  
Career Services  
P.O. Box 3257  
Eugene, OR 97403-0257

Oregon State University  
Career Services  
B008 Kerr Administrative Building  
Corvallis, OR 97331

Oregon Council on Hispanic  
Advancement  
108 NW Ninth Avenue, Suite 201  
Portland, OR 97212

Oregon Commission for Women  
P.O. Box 751  
Portland, OR 97207

Urban League  
3034 NE Martin Luther King Boulevard  
Portland, OR 97212

National Association of Broadcasters  
1771 N Street NW  
Washington DC 20036

Central Oregon Ad Federation  
PMB 2, 1293 NW Wall Street  
Bend, OR 97701

The Bulletin  
1777 SW Chandler Avenue  
Bend, OR 97701

Oregon Work Force Job Fair  
2321 NE Third Street  
Prineville, OR 97701

# **KBNW Program Director/Co-Host**

## **Posting Data**

Posting Date: 9-5-08

Hire Date: 11-17-08

## **KBNW Program Director/Co-Host**

Horizon Broadcasting Group in Bend, Oregon has an immediate opening for Program Director/Co-Host of its recently launched News Talk Station – *News Radio Central Oregon KBNW-AM/FM*.

If you're an innovative leader who understands the News/Talk audience, and who loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host *WAKE UP BEND!* This is a great opportunity for a first time PD, or an experienced PD looking for a great place to live and work.

All inquires will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.).

Send cover letter describing programming philosophy, credentials and demo to:

Human Resources  
Horizon Broadcasting Group  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcasting.com](mailto:humanresources@horizonbroadcasting.com)

Horizon Broadcasting Group is an Equal opportunity employer.

*(September 5, 2008)*

**CentralOregonJobs.com**

Long name... amazing results!

[Find a Job](#)   [Find an Employee](#)

[Hi Keith! Acct.#181-3](#)   [My Account](#) or [Sign out](#)  
[Help](#)

[My Account](#)   [Post a Job](#)   [Rate Card](#)   [How This Works](#)   [Get Amazing Results](#)   [Get Started!](#)



## Rerun Expired Ad

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**KBNW-AM/FM Program Director/Co-Host**  
**Join the Horizon Broadcasting Group Team!**

Horizon Broadcasting Group in Bend, Oregon has an immediate opening for Program Director/Co-Host of its recently launched News Talk Station – News Radio Central Oregon KBNW-AM/FM.

If you're an innovative leader who understands the News/Talk audience, and who loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! This is a great opportunity for a first time PD, or an experienced PD looking for a great place to live and work.

All inquiries will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.). Send cover letter describing programming philosophy, credentials and demo to:

Human Resources  
Horizon Broadcasting Group  
854 NE 4th Street  
Bend, OR 97701

Horizon Broadcasting Group is an Equal opportunity employer.

[Edit / Rerun This Ad](#)

[Home](#) | [Site Map](#) | [Contact Us](#) | [Help](#)

[Agency Login](#) | [Media Partner Login](#) | [Broadcaster info](#) | [Our Regional Sites](#) | [Affiliate Program](#) | [Privacy Policy](#)  
[Online Schools](#)

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9/5/08 - 10/6/08



[craigslist](#) > manage posting[ logged in as [kshipman@horizonbroadcastinggroup.com](#) ] [ [logout](#) ]

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**This posting has expired from craigslist. [?]**

[Repost this Posting](#)

You will have the opportunity to make changes before it is made live.

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[bend craigslist](#) > [jobs](#) > [tv/film/video/radio jobs](#)

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## **KBNW-AM/FM Program Director/Co-Host (Bend)**

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Date: 2008-09-05, 4:36PM PDT

Reply to: *your anonymous craigslist address will appear here*

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Horizon Broadcasting Group in Bend, Oregon has an immediate opening for Program Director/Co-Host of its recently launched News Talk Station â€“ News Radio Central Oregon KBNW-AM/FM. If youâ€™re an innovative leader who understands the News/Talk audience, and who loves to compete (and win) we want to hear from you. Youâ€™ll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! This is a great opportunity for a first time PD, or an experienced PD looking for a great place to live and work.

All inquires will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.).

Send cover letter describing programming philosophy, credentials and demo to:

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Horizon Broadcasting Group  
854 NE 4th Street  
Bend, OR 97701  
[humanresources@horizonbroadcasting.com](mailto:humanresources@horizonbroadcasting.com)

Horizon Broadcasting Group is an Equal opportunity employer.

- Location: Bend
- Compensation: Commensurate with Experience
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
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PostingID: 829227381

---

**Traffic Manager**

**Posting Data**

Posting Date: 12-31-08

Hire Date: 3-16-09



## TRAFFIC MANAGER

Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match.

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Horizon Broadcasting Group, LLC  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcasting.com](mailto:humanresources@horizonbroadcasting.com)

This position is located in Bend, Oregon. Applicants who wish to work remotely will not be considered.

The closing date for this opportunity is January 31, 2009 or when position is filled.

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(12-31-08)



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<b>Traffic - Radio</b>	
<b>Job Title:</b>	TRAFFIC MANAGER
<b>Job Code:</b>	HBG-Bend
<b>Date Posted:</b>	2009-01-02
<b>Location:</b>	Bend, OR
<b>Description:</b>	<p>Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match. Send letter of interest and resume' with references to: Human Resources Horizon Broadcasting Group, LLC 854 NE 4th Street Bend, OR 97701                      humanresources@horizonbroadcasting.com This position is located in Bend, Oregon. Applicants who wish to work remotely will not be considered. The closing date for this opportunity is January 31, 2009 or when position is filled. Horizon Broadcasting Group is an equal opportunity employer.</p>
<b>Responsibilities:</b>	

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## Join the Horizon Broadcasting Group Team!

### Traffic Manager

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Horizon Broadcasting Group is an equal opportunity employer.

Company Name: **Horizon Broadcasting Group**  
 Location: Bend  
 Available: Immediately. Full Time.  
 Pay: Commensurate with Experience  
 Posted: 12/31/08

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Human Resources of Horizon Broadcasting Group will receive your application.

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# Oregon Association of Broadcasters

7150 SW Hampton St. Suite 240, Portland, OR 97223-8366  
(503) 443-2299 | (503) 443-2488

**Job Title:**

Traffic Manager

**Description:****TRAFFIC MANAGER**

Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match.

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(1-2-09)

**Category:** Management

**Location:** Central Oregon  
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## TRAFFIC MANAGER (Bend)

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Date: 2008-12-31, 4:40PM PST

Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match.

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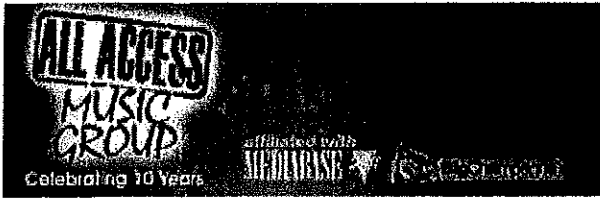
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- Location: Bend
- Compensation: Commensurate with Experience
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PostingID: 976001031

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## Openings Listing

### TRAFFIC MANAGER - BEND, OREGON

Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match.

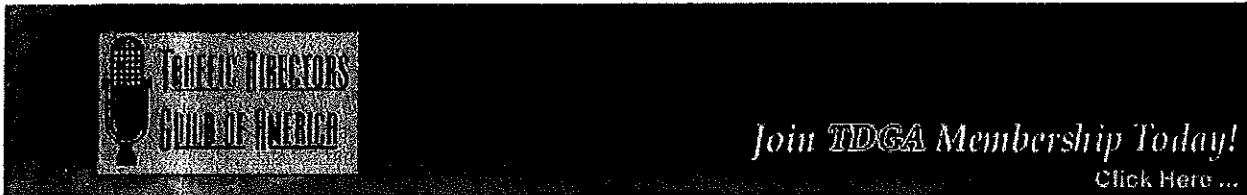
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By  
Nov 30, 2003, 00:10

**Traffic Manager (Radio) - Bend OR** - Horizon Broadcasting Group has an immediate opening for a Traffic Manager at its operation in beautiful Bend, Oregon. Successful candidate will possess strong interpersonal and communication skills, have the ability to multi-task, provide attention to detail and work well under deadlines. Successful candidate will understand how to maximize inventory for sales while supporting station operations, programming and the business office. We prefer experience with Delta Flex or other traffic software. Traffic Manager works closely with Sales Management, Account Executives, Program Directors, Business Manager and General Manager. Traffic Manager is responsible for compiling daily commercial logs for KQAK-FM, KWPK-FM, KLTW-FM, KBNW-AM/FM and KRCO-AM; responsible for data entry of all sales orders and continuity; responsible for managing and executing all stations network spots and affidavits. Two years experience in media (radio or television) is a plus, but not required. College preferred, but not required. Horizon Broadcasting Group is a privately held company that offers an extremely competitive compensation package including full medical, dental and vision benefits for employee (with 50% dependent coverage), and a 401K with employer match. Send letter of interest and resume' with references to no later than January 31, 2009 to: Human Resources, Horizon Broadcasting Group, LLC, 854 NE 4<sup>th</sup> Street, Bend, OR 97701; [humanresources@horizonbroadcasting.com](mailto:humanresources@horizonbroadcasting.com) This position is located in Bend, Oregon. Applicants who wish to work remotely will not be considered. The closing date for this opportunity is January 31, 2009 or when position is filled. Horizon Broadcasting Group is an equal opportunity employer

# **KBNW Program Director/Co-Host**

## **Posting Data**

Posting Date: 7-4-09

Hire Date: 8-13-09

Note: Position # 3 (KBNW Program Director/Co-Host) and Position # 4 (KBNW News Reporter/Traffic Reporter) were filled from the same applicant pool. Position 3 hiree was an internal promotion.



## KBNW Program Director/Co-Host

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at *News Radio Central Oregon KBNW-AM/FM* for Program Director/Morning Anchor.

If you're an innovative leader and broadcast journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host *WAKE UP BEND!* The successful candidate will also be intimately involved in our community web portal – [www.mycentraloregon.com](http://www.mycentraloregon.com).

All inquires will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.).

Send cover letter describing programming philosophy, credentials and demo to:

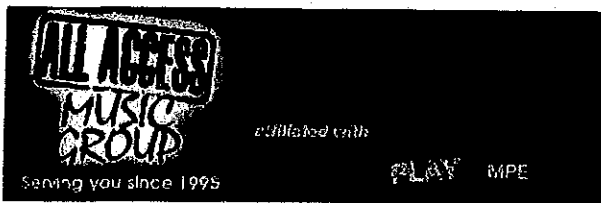
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Horizon Broadcasting Group  
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(July 4, 2009)



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**KBNW-AM/FM Program Director/Morning Anchor**

KBNW Program Director/Morning Anchor

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at News Radio Central Oregon KBNW-AM/FM for Program Director/Morning Anchor.

If you're an innovative leader and broadcast Journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! The successful candidate will also be intimately involved in our community web portal – [www.mycentraloregon.com](http://www.mycentraloregon.com).

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keilhshipman, 7/5/2009 2:22:58 PM

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Monday, July 06, 2009

Radio Job Search

Job Title: Program Director-Morning Anchor

Description:

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at News Radio Central Oregon KBNW-AM/FM for Program Director/Morning Anchor.

If you're an innovative leader and broadcast journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! The successful candidate will also be intimately involved in our community web portal - www.mycentraloregon.com.

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Category: Management

Location: Central Oregon

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**Join the Horizon Broadcasting Group Team!**

**KBNW-AM/FM Program Director/Morning Anchor**

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(July 4, 2009)

Company Name: Horizon Broadcasting Group  
Location: Bend  
Available: Immediately, Full Time.  
Posted: 7/5/09

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## **Keith Shipman**

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Sunday, July 05, 2009 2:35 PM  
**To:** WSAB Bank (sandiewsab@earthlink.net); 'wa-broadcasters@earthlink.net'  
**Subject:** Job Posting

**Importance:** High

Sandie & Mark -  
Please post to the OAB website at your soonest convenience.  
Thank you!  
Keith

## **KBNW Program Director/Morning Anchor**

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at *News Radio Central Oregon KBNW-AM/FM* for Program Director/Morning Anchor.

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**(July 4, 2009)**

Keith Shipman, President & CEO  
Horizon Broadcasting Group, LLC  
KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KRCO-AM, KBNW-AM  
854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)  
541-383-3403 (F)  
[kshipman@horizonbroadcastinggroup.com](mailto:kshipman@horizonbroadcastinggroup.com) (Please note my new email address)  
[www.horizonbroadcasting.com](http://www.horizonbroadcasting.com)

## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Sunday, July 05, 2009 2:31 PM  
**To:** 'Bill Johnstone'  
**Subject:** Job Posting

**Importance:** High

Bill -  
Please post to the OAB website at your soonest convenience.  
Thank you!  
Keith

## KBNW Program Director/Morning Anchor

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(July 4, 2009)

Keith Shipman, President & CEO  
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854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)  
541-383-3403 (F)  
[kshipman@horizonbroadcastinggroup.com](mailto:kshipman@horizonbroadcastinggroup.com) (Please note my new email address)  
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## KBNW Program Director/Morning Anchor (Bend, OR)

Reply to: [job-qgp4j-1254748496@craigslist.org](mailto:job-qgp4j-1254748496@craigslist.org) [Errors when replying to ads?]

Date: 2009-07-05, 2:39PM PDT

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at News Radio Central Oregon KBNW-AM/FM for Program Director/Morning Anchor.

If you're an innovative leader and broadcast journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! The successful candidate will also be intimately involved in our community web portal – [www.mycentraloregon.com](http://www.mycentraloregon.com).

All inquires will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.).

Send cover letter describing programming philosophy, credentials and demo to:

Human Resources  
Horizon Broadcasting Group  
854 NE 4th Street  
Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

Horizon Broadcasting Group is an Equal opportunity employer.

(July 4, 2009)

- Location: Bend, OR
- Compensation: Commensurate with Experience
- Principals only. Recruiters, please don't contact this job poster.
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PostingID: 1254748496

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## KBNW Program Director/Morning Anchor (Bend, OR)

Reply to: [job-n84bu-1254752150@craigslist.org](mailto:job-n84bu-1254752150@craigslist.org) [Errors when replying to ads?]

Date: 2009-07-05, 2:42PM PDT

Horizon Broadcasting Group in Bend, Oregon has an immediate opening at News Radio Central Oregon KBNW-AM/FM for Program Director/Morning Anchor.

If you're an innovative leader and broadcast journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! The successful candidate will also be intimately involved in our community web portal – [www.mycentraloregon.com](http://www.mycentraloregon.com).

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PostingID: 1254752150



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<b>News - Radio</b>	
<b>Job Title:</b>	KBNW AM/FM Program Director/Morning Anchor
<b>Job Code:</b>	
<b>Date Posted:</b>	2009-07-05
<b>Location:</b>	, OR
<b>Description:</b>	Horizon Broadcasting Group in Bend, Oregon has an immediate opening at News Radio Central Oregon KBNW-AM/FM for Program Director/Morning Anchor. If you're an innovative leader and broadcast journalist who understands the News/Talk audience and loves to compete (and win) we want to hear from you. You'll be active on the air and in the Central Oregon community. News gathering, reporting and anchoring experience is a must, as the successful candidate will co-host WAKE UP BEND! The successful candidate will also be intimately involved in our community web portal – www.mycentraloregon.com. All inquires will be kept confidential. Horizon Broadcasting Group offers a competitive compensation package that includes a comprehensive benefits plan (full medical/dental/vision with 50% dependent coverage, 401K with employer match, etc.). Send cover letter describing programming philosophy, credentials and demo to: Human Resources Horizon Broadcasting Group 854 NE 4th Street Bend, OR 97701 humanresources@horizonbroadcastinggroup.com Horizon Broadcasting Group is an Equal opportunity employer. (July 4, 2009)
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## **Air Personality**

### **Posting Data**

Posting Date: 9-3-10

Hire Date: 10-18-10

Note: Position # 1 was posted on September 3, 2010, and though it was filled on October 18, 2010 we have included it with our report for 2010.



## **AIR PERSONALITY**

Horizon Broadcasting Group, a six station cluster of radio stations in Bend, Oregon, is looking for a full time air personality for its heritage Classic Hits station, KQAK-FM.

We're looking for an air personality who can produce an entertaining, topical show and loves the community and listener interaction. Live and voice tracked shifts, production and live events are all part of the opportunity – and we're looking for someone who is passionate about making great radio. Experience in Classic Hits and Adult Contemporary formats a plus.

Rush tape and resume' to:

Human Resources  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

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(September 3, 2010)



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**AIR PERSONALITY - BEND, OREGON**

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**AIR PERSONALITY - BEND, OREGON**

by keithshipman » Fri Sep 03, 2010 11:51 am

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## AIR PERSONALITY (Bend, Oregon)

Date: 2010-09-03, 2:23PM PDT

Reply to: [job-v3v2n-1935259563@craigslist.org](mailto:job-v3v2n-1935259563@craigslist.org) [Errors when replying to ads?]

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PostingID: 1935259563

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Friday, September 03, 2010

Radio Job Search

Job Title: Air Personality

Description:

AIR PERSONALITY

Horizon Broadcasting Group, a six station cluster of radio stations in Bend, Oregon, is looking for a full time air personality for its heritage Classic Hits station, KQAK-FM.

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Rush tape and resume' to:

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**AIR PERSONALITY**

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Company Name: **Horizon Broadcasting Group**  
Location: Bend  
Available: Immediately. Full Time.  
Posted: 9/3/10



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## Air Talent

Horizon Broadcasting Group, a six station cluster of radio stations in Bend, Oregon, is looking for a full time air personality for its heritage Classic Hits station, KQAK-FM.

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Rush tape and resume' to: Human Resources 854 NE 4th Street Bend, OR 97701. EOE (09-06-10)

Send materials to: [humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

541-383-3825

**West (Format: Various) \*\* E-mail Only \*\***

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CMLS	2.55	+0.06
DIS	34.67	+0.76
EMMS	1.69	+0.10
ETM	7.30	+0.59
EVC	1.80	+0.06
FSCI	17.71	+0.37
HRS	43.83	+0.63
JRN	4.16	+0.07
ROIA	0.77	-0.06
RGCI	0.00	N/A
SGA	18.90	+0.40
SALM	2.74	+0.09
SIRI	1.01	+0.0169
SBSA	0.6211	-0.0948

Updated as of: 09-06-10 3:05pm CT

# **General Sales Manager**

## **Posting Data**

Posting Date: 7-14-10

Hire Date: 8-23-10





**GENERAL SALES MANAGER  
HORIZON BROADCASTING GROUP, LLC  
BEND, OREGON**

Horizon Broadcasting Group in Bend, Oregon is searching for an energetic, entrepreneurial General Sales Manager for our six-station cluster and internet portal.

We're looking for a leader who will train and inspire our dynamic sales team and get results for local businesses and key marketing decision makers.

We're looking for candidates with several years of experience in broadcast sales management with a proven track record of developing new business while growing existing business.

Must have the desire and passion to excel with agency and new business development; plan and execute sales strategies and incentives; and achieve revenue and market share goals and have comfort selling intangibles.

We are a company that believes in training. You will be coached by Sean Luce of the Luce Performance Group, whose proven systems and training programs have helped GSM's achieve their goals and have provided exceptional returns in broadcasting and online markets across America.

Bend, Oregon is among America's finest cities to live in, and is a perfect place to build your career while raising your family. Confidential inquiries to:

Human Resources  
Horizon Broadcasting Group, LLC  
854 NE 4<sup>th</sup> Street  
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# Sales/Sales Management

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04 November, 2008 06:19:00

## General Sales Manager

Posted 7/16/10

Bend, OR

Horizon Broadcasting Group in Bend, Oregon is searching for an energetic, entrepreneurial General Sales Manager for our six-station cluster and internet portal.

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**West (Format: Various) \*\* No Calls \*\***

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JRN	3.70	-0.28
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Updated as of: 07-16-10 5:57pm CT



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Friday, July 16, 2010

Radio Job Search

**Job Title:**  
General Sales Manager

**Description:**

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Additionally, Post your Job Openings on the OAB's Web Site for FREE - for OAB Members! Just email the OAB office your listings. Our email address is: [theoab@theoab.org](mailto:theoab@theoab.org) No cost.. It's just another of the many benefits of membership in the OAB. It's very important that you note somewhere in your posting that your station supports EOE.



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**GENERAL SALES MANAGER - BEND, OREGON**

**Forum rules**

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.

**No voiceover, voicetracking, or other business plugs, please!**

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**GENERAL SALES MANAGER - BEND, OREGON**

by keithshipman » Thu Jul 15, 2010 5:28 pm

Horizon Broadcasting Group in Bend, Oregon is searching for an energetic, entrepreneurial General Sales Manager for our six-station cluster and internet portal.

We're looking for a leader who will train and inspire our dynamic sales team and get results for local businesses and key marketing decision makers.

We're looking for candidates with several years of experience in broadcast sales management with a proven track record of developing new business while growing existing business.

Must have the desire and passion to excel with agency and new business development; plan and execute sales strategies and incentives; and achieve revenue and market share goals and have comfort selling intangibles.

We are a company that believes in training. You will be coached by Sean Luce of the Luce Performance Group, whose proven systems and training programs have helped GSM's achieve their goals and have provided exceptional returns in broadcasting and online markets across America.

Bend, Oregon is among America's finest cities to live in, and is a perfect place to build your career while raising your family. Confidential inquiries to:

Human Resources  
 Horizon Broadcasting Group, LLC  
 854 NE 4th Street  
 Bend, OR 97701  
 humanresources@horizonbroadcastinggroup.com.

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(7-14-10)  
 keithshipman

**Posts: 4**  
**Joined:** Mon Nov 16, 2009 7:10 pm  
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**GENERAL SALES MANAGER**

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 Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com).

Horizon Broadcasting Group is an Equal Opportunity Employer.

Company Name: **Horizon Broadcasting Group**  
 Location: Bend  
 Available: Immediately, Full Time.  
 Posted: 7/15/10



Create a resume or choose one from your account. Horizon Broadcasting Group will receive your application.

**Or, apply to this job**

**By Mail:** Horizon Broadcasting Group

854 NE 4th Street  
 Bend  
 OR 97701

**By Fax:** (541)383-3403.

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## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Thursday, July 15, 2010 5:37 PM  
**To:** 'wsabjobbank@earthlink.net'  
**Subject:** HBG Bend - GSM Job Posting

Hi Mark –  
Wondering if you might be able to post the following position on your website:

### **GENERAL SALES MANAGER – BEND, OREGON**

Horizon Broadcasting Group in Bend, Oregon is searching for an energetic, entrepreneurial General Sales Manager for our six-station cluster and internet portal.

We're looking for a leader who will train and inspire our dynamic sales team and get results for local businesses and key marketing decision makers.

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Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com).

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---

Thanks!

Keith Shipman, President & CEO  
Horizon Broadcasting Group, LLC  
KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KRCO-AM, KBNW-AM  
854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)  
541-383-3403 (F)

## **Keith Shipman**

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Thursday, July 15, 2010 5:17 PM  
**To:** 'Bill Johnstone'  
**Subject:** Job Posting - HBG GSM

Hi Bill –  
Can you please post at your soonest convenience.  
Thanks!  
Keith

---

### **GENERAL SALES MANAGER – BEND, OREGON**

Horizon Broadcasting Group in Bend, Oregon is searching for an energetic, entrepreneurial General Sales Manager for our six-station cluster and internet portal.

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(7-14-10)

Keith Shipman, President & CEO  
Horizon Broadcasting Group, LLC  
KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KRCO-AM, KBNW-AM  
854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)



# **Promotion Director**

## **Posting Data**

Posting Date: 7-14-10

Hire Date: 8-23-10

**Note: Position # 3 was advertised as a part time position, but it was later combined with a part time sales assistant (administrative) position to create a full time position.**



**PROMOTION DIRECTOR  
HORIZON BROADCASTING GROUP, LLC  
BEND, OREGON**

Horizon Broadcasting Group in Bend, Oregon has an immediate opening for a part-time Promotion Director at its six station cluster of radio stations.

The Promotion Director works with our team of sales and programming professionals to create and execute exciting, memorable promotions for clients and listeners across our platform of five radio formats, station websites and our community internet portal.

Strong communications skills, computer skills, attention to detail and creative thinking are a must. Website content management experience is desired.

Experience preferred, but not required. Send cover letter describing why you should join our team and your resume to:

Human Resources  
Horizon Broadcasting Group, LLC  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com).

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(7-13-10)



Bend Office: 854 N.E. Fourth Street • Bend, OR 97701 • 541.383.3825 • Fax 541.383.3403  
Prineville Office: P.O. Box 690 • Prineville, OR 97754 • 541.447.6770 • Fax 541.447.4724



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Thursday, July 15, 2010

Radio Job Search

**Job Title:**  
Promotion Director

**Description:**  
**PROMOTION DIRECTOR**

Horizon Broadcasting Group in Bend, Oregon has an immediate opening for a part-time Promotion Director at its six station cluster of radio stations.

The Promotion Director works with our team of sales and programming professionals to create and execute exciting, memorable promotions for clients and listeners across our platform of five radio formats, station websites and our community internet portal.

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**Category:** Promotion

**Location:** Central Oregon  
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Thank you

Additionally, Post your Job Openings on the OAB's Web Site for FREE - for OAB Members! Just email the OAB office your listings. Our email address is: [theoab@theoab.org](mailto:theoab@theoab.org) No cost. It's just another of the many benefits of membership in the OAB. It's very important that you note somewhere in your posting that your station supports EOE.

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First Name  
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**P/T PROMOTION DIRECTOR**

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Experience preferred, but not required. Send cover letter describing why you should join our team to address below. EOE (07-13-10)

Send materials to: Human Resources  
Horizon Broadcasting Group  
854 NE 4th St  
Bend, OR 97701

**West (Format: Various) \*\* No Calls \*\***

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Christian KDUV in Visalia has an opening for an air personality who wants to live and play in sunny California. This is a real opportunity for an outgoing talent who loves radio, and is able to communicate with and live the lifestyle of a 25-44 year old Christian.

We're looking for an upbeat & energetic person, who appreciates family, has five years of successful experience in radio, but the real goal is to find a fun personality. The ability to avoid all the typical DJ crutches and fake sounding radio bits, and (07-08-10)

Send materials to: [jobs@kduvfm.com](mailto:jobs@kduvfm.com)

**West (Format: Christian AC) \*\* E-mail Only \*\***

**Opening in WA!**

Central Washington's Premier Rock Station KATS-FM is looking for our next LIVE full time announcer.

If you have a passion for mainstream rock music and enjoy contributing to an already established and successful radio station, you might be the person that we are looking for.

KATS has been rocking the northwest for over 30 years so you'll get all the tools for success. If you believe that creativity and a good attitude still matters... we want to hear from YOU!

Please send your materials ASAP to [toddyons@gapbroadcasting.com](mailto:toddyons@gapbroadcasting.com). EOE (07-05-10)

Send materials to:  
Todd Lyons

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When you need to monitor a radio station, call the National Aircheck. Any station, anywhere, anytime.

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Click for a special offer from the Morning Mouth. 15 issues for the price of 12!

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**National Aircheck**  
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Click for a special offer from the Morning Mouth. 15 issues for the price of 12!

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**National Aircheck**  
When you need to monitor a radio station, call the National Aircheck. Any station, anywhere, anytime.

# Promotions/Marketing

---

18 August, 2008 02:18:00

## P/T Promotion Director

Posted 7/14/10

Bend, OR

Horizon Broadcasting Group in Bend, Oregon has an immediate opening for a part-time Promotion Director at its six station cluster of radio stations.

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Human Resources

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854 NE 4th Street

Bend, OR 97701

[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com).

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---

## Promotions Director

Posted 6/16/10

Minneapolis/St. Paul, MN

Clear Channel Radio, Minneapolis, MN is seeking a Full Time Promotion Director. This position is responsible for overseeing the day-to-day operations of the promotion department including: administration, promotions, community involvement, merchandising and special events. Must be proficient with computers, social media and have excellent organizational skills. Ability to work a flexible schedule is necessary. Candidate must be able to operate effectively in high-pressure, time-sensitive situations. Two to three years related experience and training is a must. High school diploma required. College preferred.

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## Promotion Director

---

Date: 2010-07-13, 9:04AM PDT

Reply to: [job-gwqpn-1840626494@craigslist.org](mailto:job-gwqpn-1840626494@craigslist.org) (Errors when replying to ads?)

---

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Bend, OR 97701  
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Horizon Broadcasting Group is an Equal Opportunity Employer.

- Location: Bend, Oregon
- Compensation: Hourly, Commensurate with Experience
- This is a part-time job.
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

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---

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## Promotion Director (Bend, Oregon)

Date: 2010-07-13, 9:06AM PDT

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- Compensation: Hourly, Commensurate with Experience
- This is a part-time job.
- Principals only. Recruiters, please don't contact this job poster.
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# P/T PROMOTION DIRECTOR - BEND, OREGON

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## P/T PROMOTION DIRECTOR - BEND, OREGON

by keithshipman » Tue Jul 13, 2010 9:13 am

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keithshipman

Posts: 3  
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**Promotion Director**

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Horizon Broadcasting Group, LLC  
854 NE 4th Street  
Bend, OR 97701

Horizon Broadcasting Group is an Equal Opportunity Employer.

Company Name: **Horizon Broadcasting Group**  
Location: Bend  
Available: Immediately, Part Time.  
Posted: 7/13/10



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# **Account Executive**

## **Posting Data**

Posting Date: 11-16-09

Hire Date: 12-15-09



## Account Executive

Horizon Broadcasting Group is growing its sales team. If you are interested in bringing your broadcast sales career to a team of pros in a fun, creative environment then we want to hear from you!

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Human Resources  
Horizon Broadcasting Group  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

Horizon Broadcasting Group, LLC is an equal opportunity employer.

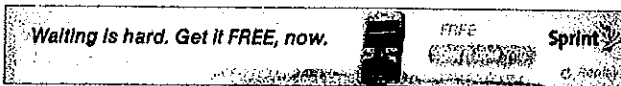
*(November 16, 2009)*



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Join the Horizon Broadcasting Group Team!

Account Executive

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(November 16, 2009)

Company Name: Horizon Broadcasting Group  
Location: Bend  
Available: Immediately, Full Time.  
Posted: 11/16/09

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Visit: [www.horizonbroadcasting.com](http://www.horizonbroadcasting.com)  
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## ACCOUNT EXECUTIVE - Bend, Oregon

### Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.

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## ACCOUNT EXECUTIVE - Bend, Oregon

↳ by keithshipman » Mon Nov 16, 2009 7:12 pm

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(November 16, 2009)  
 keithshipman

Posts: 1

Joined: Mon Nov 16, 2009 7:10 pm

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## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Monday, November 16, 2009 6:17 PM  
**To:** 'Bill Johnstone'  
**Subject:** Job Posting

Hi Bill –  
Can you post the following position on the OAB website?  
Thank you!  
Keith

---

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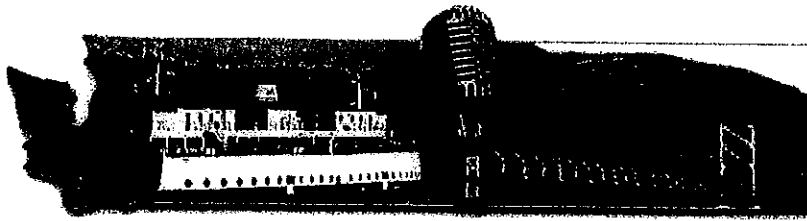
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*(November 16, 2009)*

Keith Shipman, President & CEO  
Horizon Broadcasting Group, LLC  
KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KRCO-AM, KBNW-AM  
854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)  
541-383-3403 (F)  
[kshipman@horizonbroadcastinggroup.com](mailto:kshipman@horizonbroadcastinggroup.com) *(Please note my new email address)*  
[www.horizonbroadcasting.com](http://www.horizonbroadcasting.com)  
[www.mycentraloregon.com](http://www.mycentraloregon.com)



**WSAB**  
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**HORIZON BROADCASTING GROUP**  
**ACCOUNT EXECUTIVE**

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**[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)**

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## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Monday, November 16, 2009 6:18 PM  
**To:** 'wsabjobbank@earthlink.net'  
**Subject:** Job Posting

Hi Mark and Sandie –  
Wondering if you can post the following position in Bend, Oregon.  
Thank you!  
Keith

---

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## ACCOUNT EXECUTIVE (Bend, Oregon)

Date: 2009-11-16, 6:08PM PST

Reply to: [job-r8ezn-1469335397@craigslist.org](mailto:job-r8ezn-1469335397@craigslist.org) [Errors when replying to ads?]

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Bend, OR 97701

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(November 16, 2009)

- Location: Bend, Oregon
- Compensation: Commission
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- Please, no phone calls about this job!
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<b>Sales - Radio</b>	
<b>Job Title:</b>	Account Executive
<b>Job Code:</b>	
<b>Date Posted:</b>	2009-11-16
<b>Location:</b>	, OR
<b>Description:</b>	<p>Horizon Broadcasting Group is growing its sales team. If you are interested in bringing your broadcast sales career to a team of pros in a fun, creative environment then we want to hear from you! We are a multi-media company located in Bend, Oregon. HBG operates six radio stations with powerful formats (News/Talk, Classic Hits, Hot AC, Mainstream AC and Classic Country) and a newly launched community web portal (www.mycentraloregon.com). We are looking for passionate Account Executives that are committed to delivering results for clients. If you are highly motivated and want the freedom to determine your own financial destiny we want to hear from you. Our next Account Executive will be charged with quickly building credibility and trust through client-focused selling. If you know the difference between selling and customer service and think you have what it takes to make an impact - we want to hear from you. We are looking for people who have a winning attitude, a strong desire to learn and grow and want to be a part of a cohesive team. Responsibilities will include developing new business as well as growing business with existing clients. Successful candidate must be able to create and deliver customized sales presentations that make an impact. Excellent communication skills, both written and verbal are a must. A College degree and Outside Sales experience is desirable but not required. Horizon Broadcasting offers a comprehensive training program, competitive commissions and an outstanding benefits package (full medical, dental, vision for employee and 50% dependent coverage, and a 401K plan with employer match). All inquires will be kept confidential. Send cover letter and resume to: Human Resources Horizon Broadcasting Group 854 NE 4th Street Bend, OR 97701</p>

	humanresources@horizonbroadcastinggroup.com Horizon Broadcasting Group, LLC is an equal opportunity employer. (November 16, 2009)
<b>Responsibilities:</b>	
<b>Requirements:</b>	
<b>How To Apply:</b>	
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<b>Apply By:</b>	2009-12-15

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**Account Executive**  
**Inside/Outside Sales Executive**

**Posting Data**

Posting Date: 1-12-10

Hire Date: 4-19-10 and 6-21-10

Note: Two employees were hired from this candidate pool.



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Company Name: Horizon Broadcasting Group  
 Location: Bend  
 Available: Immediately, Full Time.  
 Posted: 1/17/10

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## ACCOUNT EXECUTIVE (Bend, Oregon)

Date: 2010-01-17, 1:01PM PST

Reply to: [job-j4h6f-1557211880@craigslist.org](mailto:job-j4h6f-1557211880@craigslist.org) [Errors when replying to ads?]

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- Compensation: Commission
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- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

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**Account Executive**

Posted: 2010-01-17  
 , OR

**Description:** Horizon Broadcasting Group is looking for one dynamic salesperson. If you are a high-energy sales professional who knows the difference between selling and customer service and think you have what it takes to make an immediate impact - we want to hear from you. We are a multi-media company located in Bend, Oregon. HBG operates six radio stations with powerful formats (News/Talk, Classic Hits, Hot AC, Mainstream AC and Classic Country) as well as a community web portal (www.mycentraloregon.com). We are looking for one passionate Account Executive who is committed to delivering results for clients. If you are highly motivated, want the freedom to determine your own financial destiny and are willing to do the hard work necessary to become a true resource for our customers - this could be your opportunity. Our next Account Executive will be charged with quickly building credibility and trust through client-focused selling. Candidates must be engaging, have excellent listening skills and the ability to think on their feet. A strong competitive desire, a winning attitude and a native need to learn and grow are some of the characteristics the successful applicant will bring to the table in order to be a part of our cohesive team. Horizon Broadcasting Group offers a comprehensive training program, competitive commissions and an outstanding benefits package (full medical, dental, vision for employees and 50% dependent coverage, and a 401K plan with employer match). All inquiries will be kept confidential.

**Responsibilities:** Responsibilities will include developing new business relationships as well as growing business with existing clients. The successful candidate must be able to maintain focus while multi-tasking in a constantly evolving environment. She/He must be adept at creating and delivering customized multi-platform sales presentations that resonate with both prospects and clients. Excellent time-management, organizational and communication skills, both written and verbal, are a must to thrive in this fast-paced position.

**Requirements:** A College degree and Outside Sales experience is preferred.

**To apply:** If you think you have what this opportunity demands, we invite you to send your cover letter and resume to: Human Resources Horizon Broadcasting Group 854 NE 4th Street Bend, OR 97701 humanresources@horizonbroadcastinggroup.com Horizon Broadcasting Group, LLC is an equal opportunity employer.

**Contact:** Human Resources before 2020-03-01  
 , OR 97701

**KSRV-AM Sales**

Posted: 2009-09-22  
 Ontario, OR

**Description:** Account Executive FM Idaho Co. LLC / KSRV AM in Ontario has an immediate opening for two Account Executives. That's great if you know about OTSL, AQH, CUMED or any of those other terms; what we care about is your desire to work in an environment that is fun, rewarding, and building relationships are your main focus. If you want to learn about how you can make a good living, live in a great place in Eastern Oregon, enjoy radio without the Corporate BS and have an opportunity to sell multiple stations. Then pack the station wagon. Please send us your resume and work history right away. Write to us today, tell us about your experiences and what you want for yourself personally and professionally, let's see if you fit our team. FM Idaho Co. LLC is an equal opportunity employer FM Idaho Co. LLC Impact Radio Group ATTN: AE Position PO BOX 129 Ontario, Oregon 97914 Email your resume to: dale@impactradiogroup.com

Contact: Dale Jeffries before 2010-12-31  
Ontario, OR 97914

Assignment Editor

Posted: 2009-12-15  
Beaverton, OR

**Description:** This position coordinates the afternoon and nightly news gathering efforts of News Reporters/Photographers. Responsibilities also include assisting with producing, writing, and assembling the newscast.

**Responsibilities:** □ Generate news story ideas by researching reporter leads, newspapers, monitoring emergency scanners, magazines, and other potential news sources. Order satellite feeds. □ Maintain communications with in-house staff and field news crews for proper coordination of news gathering efforts. Schedule interviews for news crews. □ Respond to all incoming calls from the public, viewers, and from reporter/photographers in the field. Maintain daily contact with police and fire agencies. □ Coordinate reports from affiliate stations and local stringer reports. Review and file all newsroom incoming mail and faxes. Maintain news files. □ Write a nightly story summary to include follow-up ideas and suggestions for the morning staff. Make night beat checks.

**Requirements: Minimum Qualifications** □ All must be met to be considered. Four-year college degree in broadcasting or related field preferred. Minimum three years experience in radio or television news as an Assignment Editor, Producer, or Reporter. **Skills and Abilities** □ Knowledge of all news gathering equipment and sources. □ Excellent verbal and written communication skills. □ Ability to work cooperatively with diverse groups of individuals. □ Ability to handle multiple tasks and work under pressure of tight deadlines and last minute changes. □ Be inquisitive and self-directed gathering news in a fast-paced and competitive environment. □ Knowledge of the Pacific Northwest.

To apply: Please apply at [www.meredith.com](http://www.meredith.com) under careers. Meredith Corporation, KPTV-FOX 12/PDX TV is an Equal Opportunity Employer

Contact: [www.meredith.com](http://www.meredith.com) before 2010-01-31  
Beaverton, OR 97006

OR

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## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Sunday, January 17, 2010 12:49 PM  
**To:** 'Bill Johnstone'  
**Subject:** Job Posting

Hi Bill –  
When possible, can you post this position. Thank you!  
Keith

---

## Account Executive

Horizon Broadcasting Group is looking for one dynamic salesperson. If you are a high-energy sales professional who knows the difference between selling and customer service and think you have what it takes to make an immediate impact - we want to hear from you.

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We are looking for one passionate Account Executive who is committed to delivering results for clients. If you are highly motivated, want the freedom to determine your own financial destiny and are willing to do the hard work necessary to become a true resource for our customers – this could be your opportunity. Our next Account Executive will be charged with quickly building credibility and trust through client-focused selling. Candidates must be engaging, have excellent listening skills and the ability to think on their feet. A strong competitive desire, a winning attitude and a native need to learn and grow are some of the characteristics the successful applicant will bring to the table in order to be a part of our cohesive team.

Responsibilities will include developing new business relationships as well as growing business with existing clients. The successful candidate must be able to maintain focus while multi-tasking in a constantly evolving environment. She/He must be adept at creating and delivering customized multi-platform sales presentations that resonate with both prospects and clients. Excellent time-management, organizational and communication skills, both written and verbal, are a must to thrive in this fast-paced position. A College degree and Outside Sales experience is preferred.

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If you think you have what this opportunity demands, we invite you to send your cover letter and resume to:

Human Resources  
Horizon Broadcasting Group  
854 NE 4<sup>th</sup> Street  
Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

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---

## Keith Shipman

---

**From:** Keith Shipman [kshipman@horizonbroadcastinggroup.com]  
**Sent:** Sunday, January 17, 2010 12:50 PM  
**To:** 'wsabjobbank@earthlink.net'  
**Subject:** Job Posting

Hi Mark -  
When possible, can you post this position. Thank you!  
Keith

---

## Account Executive

Horizon Broadcasting Group is looking for one dynamic salesperson. If you are a high-energy sales professional who knows the difference between selling and customer service and think you have what it takes to make an immediate impact - we want to hear from you.

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---

Keith Shipman, President & CEO  
Horizon Broadcasting Group, LLC  
KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KRCO-AM, KBNW-AM  
854 NE 4th Street, Bend, OR 97701  
541-383-3825 (O)  
541-419-0141 (C)  
541-383-3403 (F)  
[kshipman@horizonbroadcastinggroup.com](mailto:kshipman@horizonbroadcastinggroup.com) *(Please note my new email address)*  
[www.horizonbroadcasting.com](http://www.horizonbroadcasting.com)  
[www.mycentraloregon.com](http://www.mycentraloregon.com)





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Monday, January 18, 2010

Radio Job Search

Job Title:

Account Executive

Description:

Account Executive

Horizon Broadcasting Group is looking for one dynamic salesperson. If you are a high-energy sales professional who knows the difference between selling and customer service and think you have what it takes to make an immediate impact - we want to hear from you.

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ACCOUNT EXECUTIVE - Bend, Oregon

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ACCOUNT EXECUTIVE - Bend, Oregon

By keithshipman » Mon Jan 18, 2010 2:02 pm

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Horizon Broadcasting Group, LLC is an equal opportunity employer. keithshipman

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ACCOUNT EXECUTIVE

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Human Resources Horizon Broadcasting Group  
854 NE 4th Street  
Bend, OR 97701 [humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

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ETM	8.10	+0.31
EVC	3.45	+0.16
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SGA	12.36	-0.67
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Updated as of: 01-18-10 1:54pm CT



## Inside/Outside Sales Executive

Horizon Broadcasting Group is looking for a dynamic salesperson who can sell through phone, email and in-person presentations. If you are a high-energy sales professional who understands how to connect with businesses and sell services by phone - we want to hear from you.

We are a multi-media company located in Bend, Oregon. HBG operates six radio stations with powerful formats (News/Talk, Classic Hits, Hot AC, Mainstream AC and Classic Country) as well as a top community web portal ([www.mycentraloregon.com](http://www.mycentraloregon.com)).

We are looking for a passionate Salesperson who is committed to delivering results for clients. If you are highly motivated, want the freedom to determine your own financial destiny and understand how to do the work necessary to become a strong marketing resource for businesses – this could be your opportunity. Our telephone sales executives are charged with quickly building credibility and trust through client-focused selling. Top candidates have outstanding telephone and in-person communication skills and proven telephone sales performance. This person will work enthusiastically with other high energy executives. A strong competitive desire, persistent closing skills and a winning attitude are some of the characteristics we're looking for with this new position.

Responsibilities include developing new business accounts through telephone solicitation, followed by email and in-person presentations. The successful candidate can maintain focus while multi-tasking in a constantly evolving and competitive environment. Excellent time-management and organizational skills, both written and verbal, are a must to thrive in this fast-paced and detailed position. Telephone sales experience is preferred.

Horizon Broadcasting offers a comprehensive training program in an environment with strong sales morale, working for highly experienced management. We offer competitive commissions for this non-employee, contract position. All inquires will be kept confidential.

If you think you have what this opportunity demands, we invite you to send your cover letter and resume to:

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Bend, OR 97701  
[humanresources@horizonbroadcastinggroup.com](mailto:humanresources@horizonbroadcastinggroup.com)

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Prineville Office: P.O. Box 690 • Prineville, OR 97754 • 541.447.6770 • Fax 541.447.4724



## Account Executive

Horizon Broadcasting Group is looking for a progressive and dynamic salesperson. If you are a high-energy sales professional who knows the difference between selling and customer service and think you have what it takes to make an immediate impact - we want to hear from you.

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Responsibilities include developing new business accounts and growing business with existing clients. The successful candidate can maintain focus while multi-tasking in a constantly evolving and competitive environment. She/He must be successful at creating and delivering customized and creative sales presentations that include media schedules and creative ad concepts. Excellent time-management and organizational skills, both written and verbal, are a must to thrive in this fast-paced and detailed position. A College degree with Outside Sales experience is preferred.

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**INSIDE/OUTSIDE SALES EXECUTIVE**

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If you think you have what this opportunity demands, we invite you to send your cover letter and resume to:

Human Resources  
Horizon Broadcasting Group  
854 NE 4th Street  
Bend, OR 97701

Horizon Broadcasting Group, LLC is an equal opportunity employer.

Company Name: **Horizon Broadcasting Group**  
Location: Bend  
Available: Immediately  
Posted: 1/10/11



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**INSIDE/OUTSIDE SALES EXECUTIVE**

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**INSIDE/OUTSIDE SALES EXECUTIVE**

Dby keithshipman » Mon Jan 10, 2011 2:29 pm

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 keithshipman

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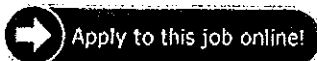
Horizon Broadcasting Group, LLC is an equal opportunity employer.

Company Name: **Horizon Broadcasting Group**

Location: Bend

Available: Immediately.

Posted: 1/10/11



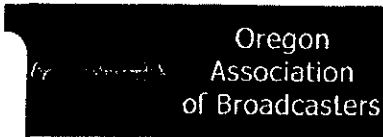
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Monday, January 10, 2011

**Radio Job Search**

**Job Title:**

Inside/Outside Sales ExecutiveIVE

**Description:**

**INSIDE/OUTSIDE SALES EXECUTIVE**

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**INSIDE/OUTSIDE SALES EXECUTIVE**

Posted: 2011-01-10  
Bend, OR

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Contact: Human Resources before 2011-02-12  
Bend, OR 97701

**ACCOUNT EXECUTIVE**

Posted: 2011-01-10  
Bend, OR

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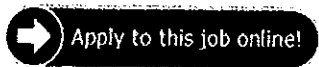
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854 NE 4th Street  
Bend, OR 97701

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Company Name: **Horizon Broadcasting Group**  
Location: Bend  
Available: Immediately, Full Time.  
Posted: 1/10/11



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## ACCOUNT EXECUTIVE (Bend, Oregon)

Date: 2011-01-10, 1:15PM PST

Reply to: [job-3cbwh-2153669409@craigslist.org](mailto:job-3cbwh-2153669409@craigslist.org) [Errors when replying to ads?]

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Horizon Broadcasting Group, LLC is an equal opportunity employer.

- Location: Bend, Oregon
- Compensation: Commission
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

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**ACCOUNT EXECUTIVE**

by keithshipman » Mon Jan 10, 2011 2:30 pm

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Monday, January 10, 2011

Radio Job Search

Job Title:  
Account Executive

Description:

ACCOUNT EXECUTIVE

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**To apply:**

Contact: Human Resources by  
2011-02-12  
Bend, OR 97701

**ACCOUNT EXECUTIVE**

Posted: 2011-01-10  
Bend, OR

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**Responsibilities:****Requirements:**

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# **EXHIBIT 4**

**KLTV-FM Prineville, Oregon**

**3 (c)**

## **2009 Application Flow Charts**

- 1. KBNW Program Director/Co-Host**
- 2. Traffic Manager**
- 3. KBNW Program Director/Anchor**
- 4. KBNW News Reporter/Traffic Reporter**

## **2010 Application Flow Charts**

- 1. Air Personality**
- 2. General Sales Manager**
- 3. Promotion Director**
- 4. Account Executive**
- 5. Account Executive**
- 6. Account Executive**

**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: KBNW Program Director/Co-Host  
Posted: September 5, 2008**

**Referral Source:** 1) All Access; 2) Radio-Online; 3) Oregon Association of Broadcasters; 4) Washington State Association of Broadcasters; 5) centraloregonjobs.com; 6) The Bulletin; 7) Employee Referral; 8) HBG Website; 9) National Association of Broadcasters; 10) Central Oregon Career Expo; 11) Craig's List-Bend; 12) Other (please describe)

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Annette Weston (KBNW Program Director/Co-Host) *hire DATE: 11/17/08*  
Glenn Vaagen (KBNW Assistant Program Director/News Reporter) *hire DATE: 11/3/08*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Andy [REDACTED]	M	10		No	No
Chris [REDACTED]	M	12		No	No
Daniel [REDACTED]	M	10		No	No
Kendal [REDACTED]	M	10		No	No
Ed [REDACTED]	M	1		No	No
Joe Wade [REDACTED]	M	1		No	No
Jim [REDACTED]	M	1		No	No
Weiden English	M	11		No	No
James Evans	M	10		No	No
Bob Geermann	M	1		No	No
Cody W. Jones	M	1		No	No
Michael Glass	M	10		No	No
Kelley [REDACTED]	F	11		No	No
Vance D. [REDACTED]	M	10		No	No
Bill [REDACTED]	M	10		No	No
Robert [REDACTED]	M	10		No	No
Tommy [REDACTED]	M	10		No	No
Jason [REDACTED]	M	1		No	No
Sherry [REDACTED]	F	10		No	No

Rachel Reynolds	F	12			No	No
Kristine Muecke	F	11			No	No
Tim K... ..	M	4			No	No
James B... ..	M	1			No	No
John M... ..	M	1			No	No
Brandon G... ..	M	1			No	No
Steve R... ..	M	1			No	No
Duane H... ..	M	1			No	No
Trevor G... ..	M	1			No	No
Jim G... ..	M	1			No	No
Jeff G... ..	M	1			No	No
Rory G... ..	M	1			Yes	No
Keith F... ..	M	1			No	No
Bob G... ..	M	7			No	No
Dave G... ..	M	1			Yes	No
Dan M... ..	M	1			Yes	No
Glenn V... ..	M	1			Yes	No
Annette M... ..	F	1			Yes	Yes
Tom M... ..	M	1			Yes	Yes
Lesley B... ..	F	1			Yes	No
MJ Mathews	M	7			Yes	No
Bill G... ..	M	1			Yes	No
Susan M... ..	F	1			No	No
Dusty M... ..	M	12			Yes	No
Diane G... ..	F	1			No	No
Chuck M... ..	M	8			Yes	No
Joseph M... ..	M	10			No	No

**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: Traffic Manager  
Posted: 1/2/2009**

**Referral Source:** 1) Radio Online2) All Access; 3) Regional Help Wanted 4) Oregon Association of Broadcasters; 5) Washington State Association of Broadcasters; 6) Oregon Employment Department 18)National Association of Broadcasters; 19) Employee Referral ; 20) Unsolicited; 21)Unknown Source; 24)The Bulletin; 25) HBG On Air Ads; 26) HBG Website; 27) Oregon Work Force Job Fair; 28) Craig's List-Bend.

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Josh Ballou *hire DATE: 3/16/09*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Jayne [REDACTED]	F	2		Y	N
Paul [REDACTED]	M	3		Y	N
Terra [REDACTED]	F	2		N	N
David [REDACTED]	M	2		N	N
Elizabeth [REDACTED]	F	3		N	N
Nicole [REDACTED]	F	3		N	N
David [REDACTED]	M	3		N	N
Kelissa [REDACTED]	F	3		N	N
Randy [REDACTED]	M	3		N	N
Eric [REDACTED]	M	3		N	N
Cody [REDACTED]	M	3		N	N
Jason [REDACTED]	M	2		N	N
Bradley [REDACTED]	M	20		N	N
Spencer [REDACTED]	M	3		N	N
David [REDACTED]	M	2		N	N
David [REDACTED]	M	21		N	N
Dennis [REDACTED]	M	26		N	N
Jamie [REDACTED]	F	19		Y	N
Daisy [REDACTED]	F	2		Y	N



Brent <del>Barick</del>	M	2				N	N
Tracy <del>Martin</del>	F	3				N	N
Jessica <del>Williams-Smith</del>	F	3				N	N
Caroline <del>Evans</del>	F	28				N	N
Andy <del>Johnson</del>	M	3				N	N
Jake <del>Perkins</del>	M	2				N	N
Penny <del>Barnes</del>	F	3				N	N
Jennifer <del>Goodrich</del>	F	28				N	N
Sarah <del>Williams</del>	F	3				N	N
Michael <del>Anderson</del>	M	2				N	N
Andrew <del>Johnson</del>	M	3				N	N
Laura <del>Johnson</del>	F	3				N	N
Keith <del>Miller</del>	M	28				N	N
Michelle <del>Gray</del>	F	2				N	N
Steven <del>Davis</del>	M	3				N	N
Christopher <del>Smith</del>	M	2				N	N
Marion <del>Chereton</del>	F	5				N	N
Penny <del>Martin</del>	F	2				N	N
Karen <del>Evans</del>	F	5				N	N
Alison <del>Lippert</del>	F	2				N	N
Paul <del>Ray</del>	M	3				N	N
John <del>Anderson</del>	M	3				N	N
Jackie <del>Johnson</del>	F	26				N	N
Stefanie <del>Martin</del>	F	3				N	N
Rachel <del>Barrett</del>	F	3				N	N
Alicia <del>Evans</del>	F	28				N	N
Robin <del>Evans</del>	F	3				N	N
Ray <del>Evans</del>	M	3				N	N
Matthew <del>Evans</del>	M	2				N	N
Cody <del>Evans</del>	M	3				N	N
Chris <del>Evans</del>	M	21				N	N
Jessica <del>Evans</del>	F	3				N	N
Alyson <del>Evans</del>	F	2				N	N
Michael <del>Evans</del>	M	3				N	N
Kenn <del>Evans</del>	M	2				N	N





**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: KBNW Program Director/Anchor  
Posted: July 30, 2009**

**Referral Source:** 1) All Access; 2) Radio-Online; 3) Oregon Association of Broadcasters; 4) Washington State Association of Broadcasters; 5) centraloregonjobs.com; 6) The Bulletin; 7) Employee Referral; 8) HBG Website; 9) National Association of Broadcasters; 10) Central Oregon Career Expo; 11) Craig's List-Bend; 12) Other (please describe)

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Glenn Vaagen (KBNW Program Director/Anchor) *HIRE/PROMOTION DATE: 8/13/09*  
Kelly Bleyer (KBNW News Reporter/Traffic Reporter) *HIRE DATE: 8/10/09*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Mitch Allen	M	1		Yes	No
Steve [REDACTED]	M	1, 3		Yes	No
Henry Ruark (Dustin Casabide)	M	1, 3		Yes	No
Larry [REDACTED]	M	1, 7		Yes	No
Kelly Bleyer	F	1, 3, 5		Yes	Yes
Glenn Vaagen	M	7		Yes	Yes
Branden [REDACTED]	M	1		No	No
Steve [REDACTED]	M	1		No	No
Michael [REDACTED]	M	1		No	No
Daniel [REDACTED]	M	3, 7		No	No
Heidi [REDACTED]	F	5, 7		No	No
Richard [REDACTED]	M	5		No	No
Steve [REDACTED]	M	5		No	No
DC [REDACTED]	M	1		No	No
Mike [REDACTED]	M	1		No	No
Robert [REDACTED]	M	5		No	No
Charles [REDACTED]	M	1		No	No
David [REDACTED]	M	1, 3		No	No
Terran [REDACTED]	M	11		No	No

Jonathan <del>Winters</del>	M	1			No	No
J. Charles <del>Murphy</del>	M	11			No	No
Ann <del>Anthony</del>	F	11			No	No
Maya <del>Bartholomew</del>	F	5			No	No
Nestor <del>Bartholomew</del>	M	9			No	No
Mike <del>Bartholomew</del>	M	1			No	No
Camille <del>Winters</del>	F	5			No	No
Andy <del>Smith</del>	M	1			No	No
Linda <del>Smith</del>	F	5			No	No
Roy <del>Smith</del>	M	1			No	No
Dennis <del>Johnson</del>	M	1			No	No
Erik <del>Smith</del>	M	1			No	No
John <del>Winters</del>	M	1			No	No
Bill <del>Smith</del>	M	1			No	No
Duane <del>Winters</del>	M	1			No	No
Matt <del>Winters</del>	M	1			No	No
Cyrene <del>Johnson</del>	F	1			No	No
V. Wayne <del>Smith</del>	M	1			No	No
Scott <del>Winters</del>	M	1			No	No
Rob <del>Smith</del>	M	1			No	No
Brad <del>Winters</del>	M	1			No	No
Brian <del>Winters</del>	M	1			No	No
Scott <del>Winters</del>	M	1			No	No
Richard <del>Winters</del>	M	1			No	No
Shawna <del>Winters</del>	F	5			No	No
Jackie <del>Winters</del>	F	5			No	No

**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: Air Personality  
Posted: September 3, 2010**

**Referral Source:** 1) All Access; 2) Radio-Online; 3) Oregon Association of Broadcasters; 4) Washington State Association of Broadcasters; 5) centraloregonjobs.com; 6) The Bulletin; 7) Employee Referral; 8) HBG Website; 9) National Association of Broadcasters; 10) Central Oregon Career Expo; 11) Craig's List-Bend; 12) Other (please describe)

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Robin Anderson (Full Time); Kit Moss (Part Time)  
*hire date: 10/18/10*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Bob [REDACTED]	M	11		No	No
Rob [REDACTED]	M	3		Yes	No
Dan [REDACTED]	M	1		No	No
Robin Anderson	F	1		Yes	Yes
Chance [REDACTED]	M	1		No	No
Darby [REDACTED]	M	1		No	No
Shawnee [REDACTED]	F	1		Yes	No
Jeff [REDACTED]	M	1		No	No
Ron [REDACTED]	M	1		No	No
Gary [REDACTED]	M	1		No	No
Brett [REDACTED]	M	1		No	No
Timothy [REDACTED]	M	1		No	No
Michael [REDACTED]	M	1		No	No
Keith [REDACTED]	M	1		No	No
James [REDACTED]	M	1		No	No
Jim [REDACTED]	M	1		No	No
Dan [REDACTED]	M	1		No	No
Michael [REDACTED]	M	1		No	No
Ron [REDACTED]	M	1		No	No
Michael [REDACTED]	M	1		Yes	No



Rebecca [REDACTED]	F	1	No	No
Allison [REDACTED]	F	1	Yes	No
Kendall [REDACTED]	M	1	No	No
David [REDACTED]	M	1	No	No
Ellie [REDACTED]	F	1	No	No
Frank [REDACTED]	M	1	No	No
Heather [REDACTED]	F	8	No	No
Michael [REDACTED]	M	1	No	No
Bill [REDACTED]	M	1	No	No
Rob [REDACTED]	M	1	No	No
Russell [REDACTED]	M	1	No	No
Mo [REDACTED]	F	1	No	No
Joe [REDACTED]	M	1	No	No
Matthew [REDACTED]	M	5	No	No
Jay [REDACTED]	M	1	Yes	No
Dave [REDACTED]	M	1	No	No
Gary [REDACTED]	M	1	Yes	No
Charles [REDACTED]	M	1	Yes	No
Scott [REDACTED]	M	1	No	No
John [REDACTED]	M	1	No	No
Ryan [REDACTED]	M	1	No	No
Joe [REDACTED]	M	1	No	No
Sean [REDACTED]	M	1	No	No
Mandy [REDACTED]	F	1	No	No
Ronnie [REDACTED]	M	1	No	No
Sean [REDACTED]	M	1	Yes	No
Jeff [REDACTED]	M	1	No	No
Jeffrey [REDACTED]	M	1	No	No
Arthur [REDACTED]	M	5	No	No
David [REDACTED]	M	1	No	No
Beth [REDACTED]	M	1	No	No
Alex [REDACTED]	M	1	No	No
Christopher [REDACTED]	M	1	No	No
James [REDACTED]	M	1	No	No
Quinn [REDACTED]	M	1	No	No

Jonai <del>Malin</del>	F	5		No	No
Steve <del>Smith</del>	M	5		No	No
Todd <del>Conroy</del>	M	1		No	No
Nicholas <del>Moore</del>	M	1		No	No
Charles <del>Conroy</del>	M	1		No	No
Kevin <del>Blanchard</del>	M	1		No	No
Rob <del>Kennedy</del>	M	11		No	No
Martin <del>Conroy</del>	M	5		No	No
Scott <del>Taylor</del>	M	1		Yes	No
Paul <del>Conroy</del>	M	5		No	No
James <del>Richardson</del>	M	1		No	No
Sarah <del>Blanchard</del>	F	1		Yes	No
Dominick <del>Conroy</del>	M	1		No	No
Dave <del>Malin</del>	M	1		No	No
Scott <del>Taylor</del>	M	1		No	No
Jay <del>Malin</del>	M	1		Yes	No
Anthony <del>Kozlov</del>	M	1		No	No
David <del>Malin</del>	M	1		No	No
Brian <del>Kay</del>	M	1		No	No
Matthew <del>Conroy</del>	M	4		No	No
Quincy <del>Blanchard</del>	M	1		No	No
Dave <del>Kozlov</del>	M	1		No	No
Derick <del>Conroy</del>	M	1		No	No
Mike <del>Taylor</del>	M	1		No	No
Tara <del>Conroy</del>	F	5		No	No
Rick <del>Malin</del>	M	1		No	No
Helen <del>Conroy</del>	F	1		No	No
Kurtis <del>Conroy</del>	M	1		No	No
Gary <del>Malin</del>	M	1		No	No
Matt <del>Malin</del>	M	1		No	No
AJ <del>Conroy</del>	M	1		No	No
Bob <del>Conroy</del>	M	1		Yes	No
Jeff <del>Richardson-Camska</del>	M	1		No	No
Sal <del>Conroy</del>	M	1		No	No
Neal <del>Conroy</del>	M	5		No	No

Kevin [REDACTED]	M	1		No	No
Ernest [REDACTED]	M	1		No	No
Doug [REDACTED]	M	1		No	No
Leia [REDACTED]	F	5		No	No
Clayton [REDACTED]	M	7		Yes	Yes
James [REDACTED]	M	7		Yes	No
JP [REDACTED]	M	1		No	No
Peter [REDACTED]	M	1		No	No
Paul [REDACTED]	M	1		No	No
Arthur [REDACTED]	M	5		No	No
Sean Scott [REDACTED]	M	1		No	No
Denny [REDACTED]	M	1		No	No
Austin [REDACTED]	M	4		No	No
David [REDACTED]	M	1		No	No
Jason [REDACTED]	M	1		No	No
Stitch [REDACTED]	M	3		No	No
Malu [REDACTED]	F	1		No	No
Dave Daniels	M	1		No	No
Javier [REDACTED]	M	1		No	No
J [REDACTED]	M	1		No	No



**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: General Sales Manager  
Posted: July 15, 2010**

**Referral Source:** 1) All Access; 2) Radio-Online; 3) Oregon Association of Broadcasters; 4) Washington State Association of Broadcasters; 5) centraloregonjobs.com; 6) The Bulletin; 7) Employee Referral; 8) HBG Website; 9) National Association of Broadcasters; 10) Central Oregon Career Expo; 11) Craig's List-Bend; 12) Other (please describe); 13) Radio Business Report

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Debbie Pantenburg *HIRE DATE: 8/23/10*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Chris [REDACTED]	M	12 - Industry Referral		Yes	No
Maureen [REDACTED]	F	12 - Industry Referral		Yes	No
Jerry [REDACTED]	M	12 - Industry Referral		Yes	No
Sean [REDACTED]	M	12 - Industry Referral		Yes	No
Kevin [REDACTED]	M	12 - Industry Referral		Yes	No
William [REDACTED]	M	1		No	No
Ken [REDACTED]	M	1		No	No
Dennis [REDACTED]	M	13		Yes	No
Michael [REDACTED]	M	1		No	No
Nancy [REDACTED]	F	7		Yes	No
Jody [REDACTED]	F	5		No	No
Jesse [REDACTED]	M	1		No	No
Bill [REDACTED]	M	1		No	No
Adam [REDACTED]	M	5		No	No
Timothy [REDACTED]	M	5		No	No
Jerry [REDACTED]	M	5		No	No
David [REDACTED]	M	11		No	No
Michael [REDACTED]	M	5		No	No
Nancy [REDACTED]	F	11		No	No
William [REDACTED]	M	13		No	No

Jennifer [REDACTED]	F	1			No	No
Gary [REDACTED]	M	1			No	No
Cameron [REDACTED]	M	1			No	No
Martin [REDACTED]	M	5			No	No
Chris [REDACTED]	M	1			No	No
Kristyn [REDACTED]	F	5			No	No
Adam [REDACTED]	M	5			No	No
J. [REDACTED]	M	1			No	No
Christopher [REDACTED]	M	11			No	No
Greg [REDACTED]	M	7			Yes	No
Nancy [REDACTED]	F	11			No	No
Trish [REDACTED]	F	11			No	No
Josh [REDACTED]	M	5			No	No
Isaiah [REDACTED]	M	5			No	No
Terry [REDACTED]	M	5			No	No
Craig [REDACTED]	M	1			No	No
Dale [REDACTED]	M	13			No	No
David [REDACTED]	M	13			No	No
Debbie [REDACTED]	F	5			Yes	Yes
Larry [REDACTED]	M	3			Yes	No
David [REDACTED]	M	13			No	No
Steve [REDACTED]	M	13			No	No
Larry [REDACTED]	M	7			Yes	No
Ed [REDACTED]	M	7			Yes	No
Greg [REDACTED]	M	7			Yes	No
Kyle [REDACTED]	M	5			No	No
Steve [REDACTED]	M	5			No	No
Danny [REDACTED]	M	4			No	No
Mike [REDACTED]	M	14			No	No
Lorene [REDACTED]	F	14			Yes	No
Stella [REDACTED]	F	11			No	No
Joseph [REDACTED]	M	5			No	No
Kyle [REDACTED]	M	5			No	No

**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: HBG Promotion Director  
Posted: July 13, 2010**

**Referral Source:** 1) All Access; 2) Radio-Online; 3) Oregon Association of Broadcasters; 4) Washington State Association of Broadcasters; 5) centraloregonjobs.com; 6) The Bulletin; 7) Employee Referral; 8) HBG Website; 9) National Association of Broadcasters; 10) Central Oregon Career Expo; 11) Craig's List-Bend; 12) Other (please describe)

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Heather Roberts *hire DATE: 8/25/10*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Sara <del>Reppert</del>	F	8		No	No
Rachel <del>Winters</del>	F	8		No	No
Andrea <del>Reppert</del>	F	8		No	No
Jack <del>Reppert</del>	M	1		No	No
Kelly <del>Reppert</del>	M	5		No	No
Anthony <del>Reppert</del>	M	1		No	No
Amy <del>Reppert</del>	F	5		No	No
Michael <del>Reppert</del>	M	1		No	No
Kiri <del>Reppert</del>	F	11		No	No
Justin <del>Reppert</del>	M	1		No	No
Marybel <del>Reppert</del>	F	11		No	No
Jenny <del>Reppert</del>	F	11		No	No
Justin <del>Reppert</del>	M	11		No	No
Benjie <del>Reppert</del>	M	1		No	No
Dave <del>Reppert</del>	M	11		No	No
Kathryn <del>Reppert</del>	F	5		No	No
Ty <del>Reppert</del>	M	1		No	No
Robert <del>Reppert</del>	M	1		No	No
Chris <del>Reppert</del>	M	11		No	No
Kevin <del>Reppert</del>	M	11		No	No

Brad <del>Boone</del>	M	5			No	No
Devin <del>Boone</del>	M	1			No	No
Jesika <del>Boone</del>	F	11			No	No
Shaun <del>Boone</del>	M	11			No	No
Abe <del>Boone</del>	M	11			No	No
Kit <del>Boone</del>	M	7			No	No
Heather <del>Boone</del>	F	5			Yes	Yes
Jackie <del>Boone</del>	F	5			Yes	No
Christina <del>Boone</del>	M	1			Yes	No
Randy <del>Boone</del>	M	11			Yes	No
Stephanie <del>Boone</del>	F	5			Yes	No
Doug <del>Boone</del>	M	11			No	No
Lara <del>Boone</del>	F	7			Yes	No
Jared <del>Boone</del>	M	11			No	No
Brinette <del>Boone</del>	F	11			No	No
Kimberly <del>Boone</del>	F	11			No	No
Dave <del>Boone</del>	M	11			No	No
Linda <del>Boone</del>	F	5			No	No
Elizabeth <del>Boone</del>	F	11			No	No
Loren <del>Boone</del>	F	1			No	No
Jacob <del>Boone</del>	M	11			No	No
David <del>Boone</del>	M	5			No	No
Brian <del>Boone</del>	F	11			No	No
Marie <del>Boone</del>	F	5			No	No
Genevieve <del>Boone</del>	F	11			No	No
Terry <del>Boone</del>	M	5			No	No
Jason <del>Boone</del>	M	11			No	No
Steve <del>Boone</del>	M	5			No	No
David <del>Boone</del>	M	5			No	No
Brandi <del>Boone</del>	F	5			No	No
Todd <del>Boone</del>	M	11			No	No
Philip <del>Boone</del>	M	5			No	No
Karinda <del>Boone</del>	F	5			No	No

**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: Account Manager  
Posted: 11/16/09**

**Referral Source:** 1) Radio Online 2) All Access; 3) Regional Help Wanted 4) Oregon Association of Broadcasters; 5) Washington State Association of Broadcasters; 6) Oregon Employment Department 18) National Association of Broadcasters; 19) Employee Referral; 20) Unsolicited; 21) Unknown Source; 24) The Bulletin; 25) HBG On Air Ads; 26) HBG Website; 27) Oregon Work Force Job Fair; 28) Craig's List-Bend.

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American 6) Other

**Hired:** Rebecca Lindsay *hire date: 12/15/09*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Jason [redacted]	M	3		N	N
Anthony [redacted]	M	26		N	N
Jason [redacted]	M	3		N	N
Carl [redacted]	M	3		N	N
Hud [redacted]	M	26		N	N
Stephanie [redacted]	F	27		N	N
Drew [redacted]	M	27		N	N
Stacy [redacted]	F	26		N	N
Daniel [redacted]	M	21		N	N
Doug [redacted]	M	3		N	N
Jon [redacted]	M	21		N	N
Robert [redacted]	M	1		N	N
Kristian [redacted]	F	3		N	N
Katlyn [redacted]	F	3		N	N
Rebecca [redacted]	F	28		Y	Y
Isaiah [redacted]	M	3		N	N
Debra [redacted]	F	21		N	N
Clifford [redacted]	M	3		N	N
Brian [redacted]	M	3		N	N

Lorna [REDACTED]	F		2			N	N
Giodano [REDACTED]	M		3			N	N
Michael [REDACTED]	M		2			N	N
James [REDACTED]	M		3			N	N
April [REDACTED]	F		3			N	N
Michelle [REDACTED]	F		3			N	N
Caleb [REDACTED]	M		3			N	N
James [REDACTED]	M		3			N	N
Marian [REDACTED]	F		3			N	N
David [REDACTED]	M		3			N	N
Mark [REDACTED]	M		21			N	N
Javier [REDACTED]	M		25			N	N
Susan [REDACTED]	F		3			N	N
Ben [REDACTED]	M		2			N	N
Aaron [REDACTED]	M		19			Y	N
Jordan [REDACTED]	M		3			N	N
Patrick [REDACTED]	M		3			N	N
Carter [REDACTED]	M		3			N	N
Andrew [REDACTED]	M		3			N	N
Mark [REDACTED]	M		3			N	N
Clinton [REDACTED]	M		3			N	N
David [REDACTED]	M		19			Y	N
Rebecca [REDACTED]	F		20			N	N
Jason [REDACTED]	M		3			N	N
Jan [REDACTED]	F		3			N	N
Chris [REDACTED]	M		3			N	N
C. [REDACTED]	M		3			N	N
Marvin [REDACTED]	M		3			N	N
Mathew [REDACTED]	M		3			N	N
Andrea [REDACTED]	F		3			N	N
Philip [REDACTED]	M		3			N	N
Chris [REDACTED]	M		3			N	N
Pat [REDACTED]	M		3			N	N
Christie [REDACTED]	F		3			N	N
Robert [REDACTED]	M		3			N	N



**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: Account Executive  
Posted: 1/17/10**

**Referral Source:** 1) Radio Online; 2) All Access; 3) Regional Help Wanted; 4) Oregon Association of Broadcasters; 5) Washington State Association of Broadcasters; 6) Oregon Employment Department; 18) National Association of Broadcasters; 19) Employee Referral; 20) Unsolicited; 21) Unknown Source; 24) The Bulletin; 25) HBG On Air Ads; 26) HBG Website; 27) Oregon Work Force Job Fair; 28) Craig's List-Bend.

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American; 6) Other

**Hired:** Ed Petersen **HIRE DATE:** 4/9/10

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Amy <del>Gregg</del>	F	25		N	N
Greg <del>Boonick</del>	M	3		N	N
Stephen <del>Glenn</del>	M	3		N	N
William <del>Evans</del>	M	28		N	N
Daniel <del>Watts</del>	M	21		N	N
Paul <del>McIntyre</del>	M	3		N	N
Pam <del>Waldman</del>	F	28		N	N
Derek <del>James</del>	M	26		N	N
Ed <del>Quinn</del>	M	1		Y	Y
David <del>Franklin</del>	M	2		N	N
Michael <del>Garrett</del>	M	2		N	N
Christine <del>Quinn</del>	F	21		N	N
Pam <del>Quinn</del>	F	21		N	N
Dennis <del>McIntyre</del>	M	28		N	N
Gail <del>Quinn</del>	F	28		N	N
Stacy <del>Quinn</del>	F	3		N	N
Christin <del>Quinn</del>	M	3		N	N
Bryan <del>Quinn</del>	M	3		N	N
Linda <del>Quinn</del>	F	3		Y	N





**Horizon Broadcasting Group  
Employment Application Flow Chart  
Position: Account Manager  
Posted: 1/12/10**

**Referral Source:** 1) Radio Online; 2) All Access; 3) Regional Help Wanted; 4) Oregon Association of Broadcasters; 5) Washington State Association of Broadcasters; 6) Oregon Employment Department; 18) National Association of Broadcasters; 19) Employee Referral; 20) Unsolicited; 21) Unknown Source; 24) The Bulletin; 25) HBG On Air Ads; 26) HBG Website; 27) Oregon Work Force Job Fair; 28) Craig's List-Bend.

**Ethnicity Code:** 1) Caucasian; 2) African-American; 3) Asian-Pacific Islander; 4) Hispanic; 5) Native-American; 6) Other

**Hired:** 6/21/10 Larry Miller *HIRE DATE: 6/21/10*

Name	M/F	Referral Source	Ethnicity Code	Interviewed	Offer
Nancy [REDACTED]	F	3		Y	N
Martin [REDACTED]	M	21		Y	N
Andy [REDACTED]	M	3		N	N
Lara [REDACTED]	F	28		Y	N
Philip [REDACTED]	M	1		N	N
Justin [REDACTED]	M	2		N	N
Keri [REDACTED]	F	28		N	N
Kristina [REDACTED]	F	28		N	N
Larry [REDACTED]	M	19		Y	Y
Troy [REDACTED]	M	3		N	N
Jarrod [REDACTED]	M	3		N	N
Ann [REDACTED]	F	21		N	N
Rick [REDACTED]	M	3		N	N
Tracee [REDACTED]	F	21		N	N
Hugh [REDACTED]	M	3		N	N
Elizabeth [REDACTED]	F	3		N	N
Peter [REDACTED]	M	28		N	N
Susan [REDACTED]	F	25		N	N
Malaena [REDACTED]	F	3		N	N



# **EXHIBIT 5**

**KLTW-FM Prineville, Oregon**

**3 (d)**

**Recruitment Initiatives**

***KLTV-FM, Prineville, Oregon  
Recruitment Initiatives***

The business unit consists of 17 full time employees and is located in the Bend, OR radio market with a population of less than 250,000.

The main studio is located in Bend, Oregon. The stations in the business unit are deemed to be located in areas having the following populations:

- KLTV-FM and KRCO-AM are located in Prineville, Oregon which is located in Crook County, Oregon, part of the Crook County Micropolitan Area consisting of Crook County with a population of 19,182.<sup>1</sup>
- KQAK-FM (licensed to Bend, Oregon), KBNW-AM (licensed to Bend, Oregon) and KWPK-FM, (licensed to Sisters, Oregon) are all located within Deschutes County, Oregon, part of the Bend Metropolitan Statistical Area with a population of 115,367.<sup>2</sup>
- KWLZ-FM, licensed to Warm Springs, Oregon, straddles Wasco and Jefferson Counties, whose populations are 23,791 and 19,009 respectively.<sup>3</sup>

Because the business unit consists solely of stations licensed to communities located in counties outside of all metropolitan areas, as defined by the Office of Management and Budget, or in a metropolitan area with fewer than 250,000 persons, the business is required to perform two initiatives over a two-year period.

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<sup>1</sup> <http://www.census.gov/population/www/cen2000/briefs/phc-t29/index.html>

<sup>2</sup> Ibid

<sup>3</sup> Ibid

**INITIATIVES**  
**KLTW-FM Prineville, Oregon**  
**October 1, 2008 – September 30, 2009**

The business unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<p><i>Participated in at least 4 <b>events</b> sponsored by <b>organizations</b> representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities</i></p>	<p>WorkSource Oregon teamed with Central Oregon Intergovernmental Council to conduct a boot camp for the unemployed – a resource workshop for job seekers (this event replaced the Central Oregon Job Expo, which was cancelled due to economic conditions). HBG stations promoted the event and provided materials for prospective job applicants.</p>
<p><i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>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. Two part-time interns (promotion and news) participated in the program from 10-1-08 to 9-30-09.</p>
<p><i>Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.</i></p>	<p>Horizon Broadcasting Group contributes to the Oregon Association of Broadcasters scholarship program (airtime to promote the program and in-kind items that are auctioned to generate funds), which provides cash scholarships to Oregon high school students pursuing a career in broadcasting. Horizon Broadcasting Group managers also contribute to scholarship programs at the Edward R. Murrow School of Communications at Washington State University, and the business unit's General Manager, Keith Shipman, is on the school's Professional Advisory Board.</p>
<p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></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 two employees completed the program during the reporting period.</p>
<p><i>Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating</i></p>	<p>1) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475</p>

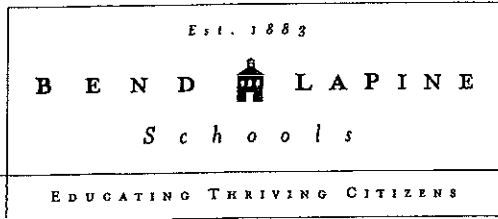
*to career opportunities in broadcasting.*

Management Class at the Murrow School of Communications (Washington State University, Dr. Kenji Kitatani) on February 17, 2009 providing a presentation which included employment opportunities for new graduates;

2) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow School of Communications (Washington State University, Dr. Kenji Kitatani) on September 29, 2009 providing a presentation which included employment opportunities for new graduates;

3) Horizon Broadcasting Group participated in the school to work program at Summit High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during the 2008/2009 school year;

4) Keith Shipman, General Manager, participated in the Washington State University Edward R. Murrow School of Communications Career Fair and made five classroom visits to discuss radio careers (programming and management) on April 7 and 8, 2009.



## SCHOOL-TO-CAREER PARTNERSHIP

*School-to-Career Program Managers:*

*Tami Holt - Bend Senior High School*

*Cindy Oleachea - La Pine High School*

*David Holmberg - Marshall High School*

*Cathy Barkee - Mountain View High School*

*Kent Child - Summit High School - Partnership Coordinator*

17 June 2009

Keith Shipman  
Horizon Broadcasting  
854 NE 4th Street  
Bend, OR 97701

Dear Keith:

Opportunity. Hands-on. Real-life. Relevant. School-to-Career Business Partners.

We have closed the chapter on an interesting school year. Budgets were slashed. Students' ideas of their perfect college were readjusted. Families hunkered down. Businesses looked at innovative ways to remain solvent. All is the result of the economy; struggle, adaptation, and attitude adjustment. The dark cloud may loom but the sun pokes through.

Although we had fewer students working and earning money this year we had more involved in School-to-Career programs. Internships and long-term volunteering provided a great venue to fine-tune work readiness skills. Engineering, dental and health occupations rotations had record interest and participation. We blew the doors off with mock interviews and job shadow experiences. All of this doesn't happen without you, our business partner.

We are pleased to share the successes of the 2008-09 school year:

Number of students involved – 974

Number of employers involved – 684

Number of classroom presentations – 35

Number of mock interviews – 129

Number of job shadows – 162

Number of internships – 37

Number of site visits to area businesses – 20

Thank you for taking the time and extending a hand to our students. In doing so, you have given them a chance to learn new concepts, stimulate mental curiosity, investigate outside of comfort zones, and discover a love of learning and passion for doing.

Each of our high schools relies on partners like you. If you know other businesses and individuals who would like to participate in any School-to-Career capacity please send us an email. We look forward to September 2009, when the buses roll again.

Sincerely,

A handwritten signature in black ink, appearing to read "Kent Child".

Kent Child  
School-to-Career Partnership Coordinator  
Summit High School  
kent.child@bend.k12.or.us  
www.bend.k12.or.us/SchooltoCareer

School-to-Career Program Managers:  
Tami Holt – Bend Senior High School  
Cindy Oleachea – La Pine High School  
Dave Holmberg, Marshall High School  
Cathy Barkee – Mountain View High School



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B E N D  L A P I N E

S c h o o l s

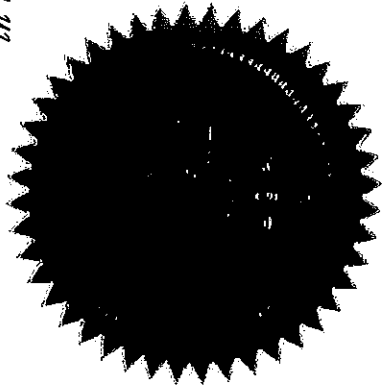
E D U C A T I N G T H R I V I N G C I T I Z E N S

CERTIFICATE OF APPRECIATION

*This certificate is awarded to*  
**Keith Shipman**  
**Horizon Broadcasting**

*in recognition of valuable contributions to Central Oregon's youth and the*

**School-to-Career Partnership**  
**2008-2009**

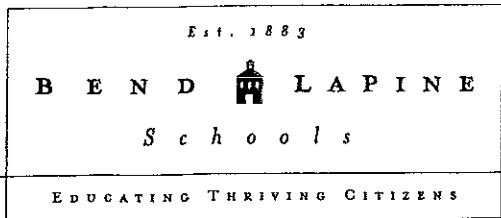


**INITIATIVES**  
**KLTW-FM Prineville, Oregon**  
**October 1, 2009 – September 30, 2010**

The business unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<p><i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>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. Two part-time interns (news and programming) participated in the program from 10-1-09 to 9-30-10.</p>
<p><i>Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.</i></p>	<p>Horizon Broadcasting Group contributes to the Oregon Association of Broadcasters scholarship program (airtime to promote the program and in-kind items that are auctioned to generate funds), which provides cash scholarships to Oregon high school students pursuing a career in broadcasting. Horizon Broadcasting Group managers also contribute to scholarship programs at the Murrow College of Communications at Washington State University, and the business unit's General Manager, Keith Shipman, is on the school's Professional Advisory Board.</p>
<p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></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 three employees completed the program during the reporting period.</p>
<p><i>Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.</i></p>	<ol style="list-style-type: none"> <li>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. Kenji Kitatani) on February 16, 2010 providing a presentation which included employment opportunities for new graduates;</li> <li>2) Keith Shipman, General Manager, was</li> </ol>

	<p>a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Kenji Kitatani) on September 28, 2010 providing a presentation which included employment opportunities for new graduates;</p> <ol style="list-style-type: none"><li>3) Horizon Broadcasting Group participated in the school to work program at Summit High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during the 2009/2010 school year;</li><li>4) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair and made three classroom visits to discuss radio careers (programming and management) on April 20, 2010.</li></ol>
--	--



## SCHOOL-TO-CAREER PARTNERSHIP

*School-to-Career Program Managers:*  
*Tami Holt - Bend Senior High School*  
*Cindy Oleachea - La Pine High School*  
*David Holmberg - Marshall High School*  
*Cathy Barkee - Mountain View High School*  
*Kent Child - Summit High School - Partnership Coordinator*

16 June 2010

Keith Shipman  
Horizon Broadcasting  
854 NE 4th Street  
Bend, OR 97701

Dear Keith:

We want to thank you for a very fruitful year. Your gift of time and energy on behalf of so many high school students created a wonderful venue for exploration and personal growth.

In school we talk about learning through books, discussion, labs and assessment. You, our community partner, offer learning that is hands-on, innovative, and very real. Together, we help students define their future.

We are pleased to share the successes of the 2009-10 school year:

Total students involved – 767	Site visits to area businesses – 26
Total employers involved – 617	Students participating in Industry Programs -375
Classroom presentations – 42	(Health Occupations, Dental, Engineering, Cadet Teaching,
Students involved in mock interviews – 114	Cadet Caregivers, Certified Nursing Assistant, Criminal
Students participating in job shadows – 139	Justice, Community Fire Safety (S.P.A.R.C.), Forest
Student interns – 44	Management (YCC)

Each of our high schools relies on community partners. If you know of businesses or individuals who might be interested in participating in School-to-Career programs please let us know.

Thank you for your commitment to the Central Oregon community, Bend La Pine Schools and students.

Sincerely,

A handwritten signature in cursive script that reads "Kent Child".

Kent Child  
School-to-Career Partnership Coordinator  
Summit High School  
kent.child@bend.k12.or.us  
www.bend.k12.or.us/SchooltoCareer

School-to-Career Program Managers:  
Tami Holt - Bend Senior High School  
Cindy Oleachea - La Pine High School  
Dave Holmberg - Marshall High School  
Cathy Barkee - Mountain View High School

## School-to-Career Partnership Opportunities

**Work-Based Learning:** Work-based learning experiences and activities may include paid or unpaid work experience, structured job training, workplace mentoring, instruction in workplace competencies, and instruction in all aspects of an industry.

**Paid Work:** District students are employed by a myriad of area businesses. They earn elective school credit by completing certain work hour requirements, packet work and a performance evaluation.

**Volunteer Work:** Students can work in a variety of public service, religious, or humanitarian organizations to earn elective credit by completing certain work hour requirements, packet work and a performance evaluation.

**Internships:** Internships can be paid or unpaid. Students usually choose to participate in internships in their area of career interest. They earn elective credit by completing certain work hour requirements, packet work and a performance evaluation.

**Field Experiences:** Field experiences provide students with an opportunity to see multiple disciplines within broad career paths. These rotations (typically weekly) allow students to view real work, investigate, and validate (or strike) possible occupations in industries of their interest.

**Job Shadows:** Job Shadows are opportunities for students to spend time on a worksite in an informal setting. The goal of shadowing is to give students a firsthand look at different occupations.

**Mentorship:** Mentoring matches students who want advice and direction regarding their career goals with business professionals and community role models. Mentors help students find their occupation passions while providing valuable life coaching.

**Guest Speaking:** Speakers are experts on their chosen topics and are a great enrichment tool in the classroom. Speaking engagements usually last between 30-90 minutes depending on the subject matter.

**Mock Interviews:** Mock interviews look different at each of the high schools and range from panel to one-on-one interviews. This project puts students through a short but real 15-minute interview complete with feedback.

**Site Tours:** Tours can be a class or an individual experience giving students a chance to see academic theory put to practical use.

For more information log on to:  
[www.bend.k12.or.us/SchoolToCareer](http://www.bend.k12.or.us/SchoolToCareer)

Est. 1883

B E N D  L A P I N E  
S c h o o l s

E D U C A T I N G T H R I V I N G C I T I Z E N S

C E R T I F I C A T E O F A P P R E C I A T I O N

*This certificate is awarded to*  
*Keith Shipman*  
*Horizon Broadcasting*

*in recognition of valuable contributions to Central Oregon's youth and the*

**School-to-Career Partnership**  
**2009-2010**

PROFESSIONAL DEVELOPMENT  
SERIES

*Luce Performance Group*  
**LPG**  
INTERNATIONAL

*"get it done"™*

**SMSC**

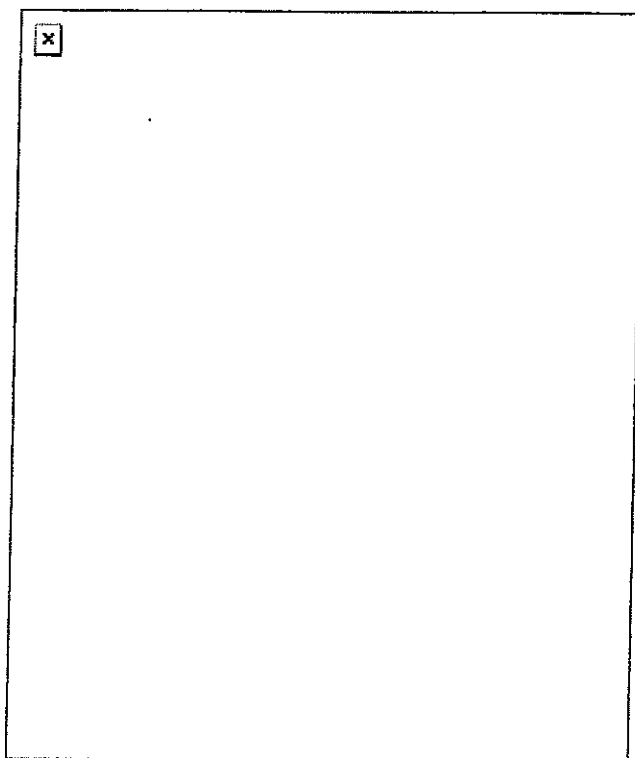
STRATEGIC MARKETING SALES CHAMPION

LPG SALES ACADEMY 2008 EDITION

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<b>Module 14</b>	<b>Negotiating</b>
<b>Module 15</b>	<b>Time Management</b>
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<b>Module 22</b>	<b>Beyond R.O.I. Measuring, Sourcing &amp; Tracking</b>
<b>Module 23</b>	<b>Air Force and Ground Force</b>





**This invoice is for consulting for Horizon Broadcasting Group for the month of October 2008.**

**Invoice #: 100908**

**Fee: \$ [REDACTED]**

**Expenses:**

- 1) INABOX: [REDACTED]
- 2) Gas: \$
- 3) Parking: \$
- 4) Rental Car: \$
- 5) Airfare: [REDACTED]
- 6) Hotel Tax: \$
- 7) Meals: \$
- 8) Assessments: \$

CENTRAL OREGON PAYABLE  
 Date Received: 10/8/08  
 Expense for: \_\_\_\_\_  
 Approved by: [Signature]  
 Special Instructions: \_\_\_\_\_

**Total Expenses: [REDACTED]**

**Total due: [REDACTED]**

*10/22/08  
100908*

**Due by: October 25, 2008**

**Please make check payable to:**

**Luce Performance Group**

**1600 Eldridge Parkway**

Current Folder: **INBOX**  
[Compose](#) [Addresses](#) [Folders](#) [Options](#) [Search](#) [Help](#)

[Sign Out](#)  
SquirrelMail

[Message List](#) | [Delete](#) [Previous](#) | [Next](#) [Forward](#) | [Forward as Attachment](#) | [Reply](#) | [Reply All](#)

**Subject:** November invoice...also will fax airfare today to Regan.  
**From:** LuceSe@aol.com  
**Date:** Wed, November 12, 2008 4:31 am  
**To:** kbs@horizonbroadcasting.com  
**Cc:** rbrick@horizonbroadcasting.com  
**Priority:** Normal  
**Options:** [View Full Header](#) | [View Printable Version](#)

I will see you next week! Big week!

Sean  
212

This invoice is for consulting for Horizon Broadcasting Group for the month of November 2008.

Invoice #: 111208

Fee: [REDACTED]

Expenses:

- 1) INABOX: \$ [REDACTED]
- 2) Gas: \$
- 3) Parking: \$
- 4) Rental Car: \$
- 5) Airfare: [REDACTED]
- 6) Hotel Tax: \$
- 7) Meals: \$
- 8) Assessments: \$

Total Expenses: \$ [REDACTED]

Total due: [REDACTED]

Due by: November 25, 2008

Please make check payable to:

Luce Performance Group  
1600 Eldridge Parkway  
Suite 3702

Houston, Texas 77077

Keith and Regan: Thanks again for the business!

Sean

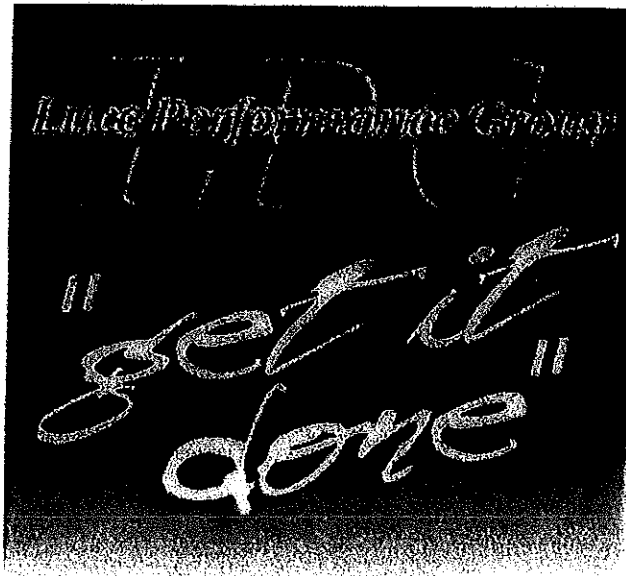
\*\*\*\*\*AOL Search: Your one stop for directions, recipes and all other Holiday needs. Search Now.

(<http://pr.atwola.com/promoclk/100000075x1212792382x1200798498/aol?redir=http://sea-aol-search/?ncid=emlcntussear00000001>)

CENTRAL OREGON PAYABLE  
 Date Received: 11/12/08  
 Expense to: \_\_\_\_\_  
 Approved by: [Signature]  
 Special Instructions: \_\_\_\_\_

11/30/08  
 [Handwritten signature/initials]

[Download this as a file](#)



This invoice is for consulting for Horizon Broadcasting Group for the month of December 2008.

Invoice #: 121608

Fee: \$ [REDACTED]

Expenses:

1) Gas: [REDACTED]

2) Parking: [REDACTED]

3) Rental Car: [REDACTED]

11/24/2008 Debit 2413829NTMD2LH8N0 4396 AVIS RENT-A-CAR 1 REDMOND OR [REDACTED]

4) Airfare:

5) Hotel Tax: \$

**6) Meals: \$**

**7) Assessments: \$**

**Total Expenses: [REDACTED]**

**Total due: [REDACTED]**

**Due by: December 25, 2008**

**Please make check payable to:**

**Luce Performance Group**

**1600 Eldridge Parkway**

**Suite 3702**

**Houston, Texas 77077**

**Keith and Regan: Here is December! It doesn't have INABOX on it. We need to make sure nobody is using INABOX so they don't come back to me and charge me for it. Okay...thanks as always for your checks-I really appreciate it.**

**I'm looking forward to 2009!**

**Sean**

From LuceSe@aol.com

Sent Tuesday, January 6, 2009 6:28 am

To kbs@horizonbroadcasting.com

Cc rbrick@bendbroadband.com

Subject January invoice

Attachments clip\_image002.jpg

16K

Hi Keith and Regan! Happy New Year! We need a better year than 08. I will be interviewing Kasandra hopefully today as we received her assessment last night and had some exchanges with BC.

Okay...let me know if you have any questions!

Thanks so much for having me continue to consult HBG in 2009! I love working for you.

Also...I'm looking at market trip in February to perhaps get close to Kasanda-if she starts then...if we hire her.

Also-kept my monthly to [REDACTED] even though it was supposed to go to [REDACTED] in 09. So we can say-even the consultant is taking a pay cut.

Okay....Talk to you later!

Sean  
212



**This invoice is for consulting for Horizon Broadcasting Group for the month of January 2009.**

**Invoice #: 010709**

**Fee: \$ [REDACTED]**

**Expenses:**

- 1) Gas: \$**
- 2) Parking: \$**
- 3) Airfare:**

- 4) Hotel Tax: \$
- 5) Meals: \$
- 6) Assessments: ██████████ (Kasandra)

Total Expenses: ██████████

Total due: \$ ██████████

**Due by: January 25, 2009**  
**Please make check payable to:**  
**Luce Performance Group**  
**1600 Eldridge Parkway**  
**Suite 3702**  
**Houston, Texas 77077**

**Keith and Regan: Here is January! We have a lot of work to do!**  
**Sean**

.....  
New year...new news. Be the first to know what is making headlines.

*Handwritten:*  
P  
██████████  
2/13/09  
AUSA

**Keith Shipman**

**From:** LuceSe@aol.com  
**Sent:** Friday, February 27, 2009 7:48 AM  
**To:** kbs@horizonbroadcasting.com  
**Cc:** rbrick@bendbroadband.com  
**Subject:** February invoice

Hi Keith and Regan. Here's is February! Thanks so much for everything you do. I know things are tight and I appreciate being on the payroll. It makes a difference to me.

Regan: I'll come and answer any questions you have on the invoice. I took off \$262.50 from the 870 something invoice for San Fran weekend.

I'll bill out small misc- not much- in March-parking, gas and a meal or two. I have left the taxes on the AX at hotel if that is okay.

Sean



*Handwritten notes:*  
P  
2/28/09  
11/1/09  
1/2/09  
1/3/09  
1/4/09  
1/5/09  
1/6/09  
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1/24/09  
1/25/09  
1/26/09  
1/27/09  
1/28/09  
1/29/09  
1/30/09  
1/31/09

**This invoice is for consulting for Horizon Broadcasting Group for the month of February 2009.**

**Invoice #: 021809**

**Fee: \$** [REDACTED]

**Expenses:**

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$ [REDACTED]
- 4) Hotel Tax: \$

- 5) Meals: \$
- 6) Assessments: \$
- 7) Rental Car: \$




Total Expenses: \$

Total due: \$

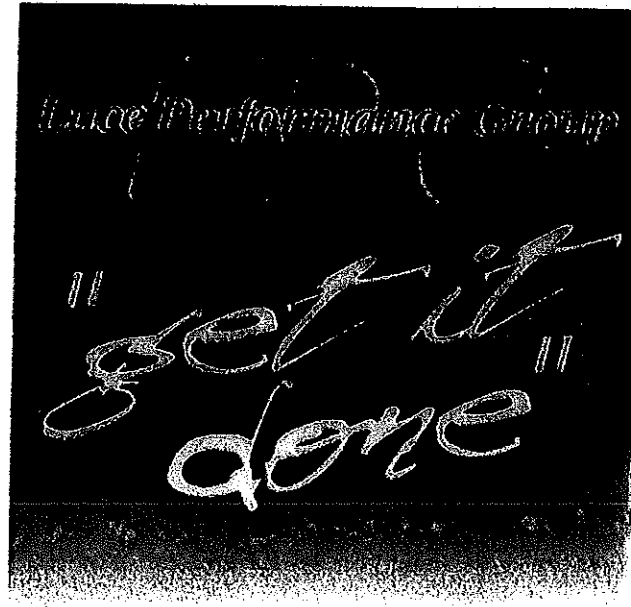
**Due by: February 25, 2009**  
**Please make check payable to:**  
**Luce Performance Group**  
**1600 Eldridge Parkway**  
**Suite 3702**  
**Houston, Texas 77077**

**Keith and Regan: Here is February! Good week so far! Lots going on. I know you both are working hard on collections!**

**Sean**

 <b>Itinerary Information</b>	
Today's Date:	Tuesday, February 17, 2009
Reservation ID:	VSP3DW
 <b>Agency Information</b>	
ROGERS TRAVEL SERVICE 9039 Katy Freeway Suite 225 Houston, TX 77024 United States of America	
 <b>Traveler</b>	
LUCE, SEAN	





This invoice is for consulting for Horizon Broadcasting Group for the month of March 2009.

Invoice #: 031609

Fee: \$ [REDACTED]

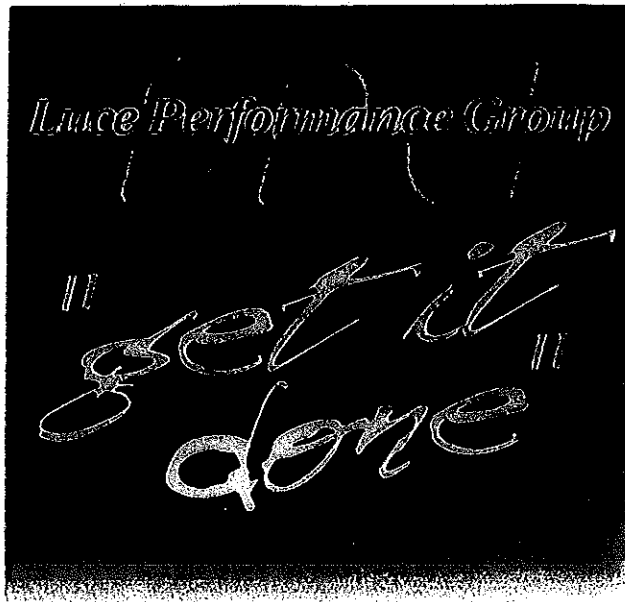
Expenses:

- 1) Gas: \$
- 2) Parking: \$ [REDACTED]
- 3) Airfare:
- 4) Hotel Tax: \$
- 5) Meals: \$
- 6) Assessments: \$

*PA*

Total Expenses: \$ [REDACTED]

Total due: \$ [REDACTED]



This invoice is for consulting for Horizon Broadcasting Group for the month of April 2009.

Invoice #: 040709

Fee: \$ [REDACTED]

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare:
- 4) Hotel Tax: \$
- 5) Meals: \$
- 6) Assessments: \$

Total Expenses: \$

Total due: \$ [REDACTED]

CENTRAL OREGON PAYABLE  
Date Received: 4/21/09  
Expense to: \_\_\_\_\_  
Approved by: \_\_\_\_\_  
Special Instructions: \_\_\_\_\_



This invoice is for consulting for Horizon Broadcasting Group for the month of May 2009.

Invoice #: 050609

Fee: \$ [REDACTED]

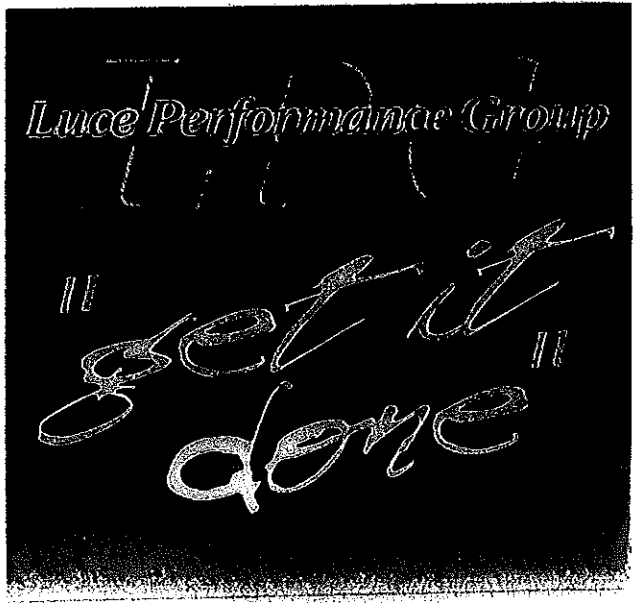
Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$ [REDACTED]
- 4) Hotel Tax: \$
- 5) Meals: \$
- 6) Assessments: \$

Total Expenses: [REDACTED]

Total due: \$ [REDACTED]

*pd*  
*7/2/09 #15742*



PA 7/20/09 #5196

This invoice is for consulting for Horizon Broadcasting Group for the month of June 2009.

Invoice #: 060509

Fee: \$[REDACTED]

Expenses:

- 1) Gas: \$[REDACTED]
- 2) Parking: \$[REDACTED]
- 3) Airfare: \$
- 4) Rental Car: [REDACTED]
- 5) Hotel Tax: \$[REDACTED]
- 6) Meals: \$[REDACTED]
- 7) Assessments: \$[REDACTED] (Chico Fraley)

Total Expenses: \$[REDACTED]

Total due: \$[REDACTED]



This invoice is for consulting for Horizon Broadcasting Group for the month of July 2009.  
Invoice #: 071509

Fee: \$[REDACTED] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car:
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: [REDACTED] (Stephen Arment-Jeff Hornell)

Total Expenses: \$[REDACTED]

Total due: \$[REDACTED]

CENTRAL OREGON PAYABLE  
Date Received: 7/15/09  
Expense to: \_\_\_\_\_  
Approved by: [Signature]  
Special Instructions: \_\_\_\_\_

RI  
[REDACTED]  
7/13/09  
J. SWAN



PA 10/16/09 + SFT

This invoice is for consulting for Horizon Broadcasting Group for the month of August 2009.  
Invoice #: 081009

Fee: \$ [REDACTED] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$ [REDACTED]
- 4) Rental Car:
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$ [REDACTED] (Dennis)

CENTRAL OREGON PAYABLE  
Date Received: 8/10/09  
Expense to: \_\_\_\_\_  
Approved by: [Signature]  
Special Instructions: \_\_\_\_\_

Total Expenses: \$ [REDACTED]

Total due: \$ [REDACTED]



This invoice is for consulting for Horizon Broadcasting Group for the month of September 2009.

Invoice #: 090909

Fee: \$ [REDACTED] Less 5%.

**Expenses:**

- 1) Gas: \$ [REDACTED] (Jeff's car)
- 2) Parking: \$ [REDACTED]
- 3) Airfare: \$ [REDACTED]
- 4) Rental Car/Taxi: \$ [REDACTED] coming from airport as I shared a cab with a couple. \$ [REDACTED] going out Sunday morning-they also put the wrong date on one and the wrong month on both of them.) We saved about \$ [REDACTED] on rental car.
- 5) Hotel Tax: \$ [REDACTED]
- 6) Meals: \$137.06
- 7) Assessments: \$ [REDACTED] (Susanne) Already on August invoice that was supposed to be for Michael-which I actually put under the name of Dennis.
- 8) Bag charge: \$ [REDACTED] (They charge on Alaskan Airlines for the 2<sup>nd</sup> bag now) I miss Continental. We saved some airline money by

flying from Oakland, though pay more for parking. I guess it all washes out.

Total Expenses: \$ [REDACTED]

Total due: \$ [REDACTED]

Due by: September 25, 2009  
Please make check payable to:  
Luce Performance Group  
7001 Riverbrook Drive  
Suite 149  
Sugarland, Texas 77479

Keith and Regan: Here is September. I left the assessment for Susanne on the August invoice. Thanks as always for sending my checks in these tough times.

Sean  
212





This invoice is for consulting for Horizon Broadcasting Group for the month of October 2009.  
Invoice #: 101209

Fee: \$ [REDACTED] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$

Total due: \$ [REDACTED]

Due by: October 25, 2009

*M 11/7/10*  
[REDACTED]  
*#3252*



This invoice is for consulting for Horizon Broadcasting Group for the month of November, 2009.

Invoice #: 111109

Fee: \$ [REDACTED] Less 5%.

**Expenses:**

- 1) Gas: \$ [REDACTED]
- 2) Parking: \$ [REDACTED] (12 days at \$ [REDACTED]-Houston Intercontinental Airport)
- 3) Airfare: \$ [REDACTED]
- 4) Rental Car/Taxi: \$ [REDACTED]
- 5) Hotel Tax: \$ [REDACTED] (12 days at \$12.00 per day normally)
- 6) Meals: \$ [REDACTED]
- 7) Assessments: \$ [REDACTED] (Nancy Wirth)
- 8) Bag charge: \$ [REDACTED]
- 9) CMP's: No charge for 136 CMP folders sent in October.

**Total Expenses:** \$ [REDACTED]

**Total due:** \$ [REDACTED]



This invoice is for consulting for Horizon Broadcasting Group for the month of December, 2009.

Invoice #: 120509

Fee: \$1, [REDACTED] Less 5%.

Expenses:

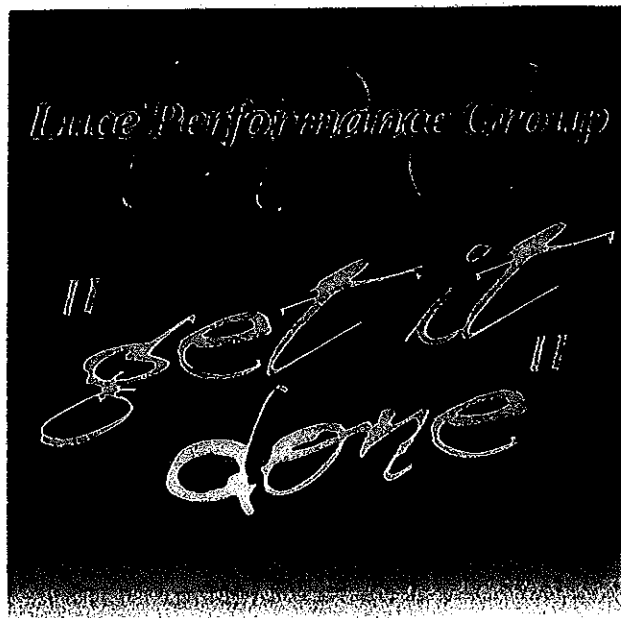
- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$Credit [REDACTED]
- 6) Meals: \$
- 7) Assessments: \$ [REDACTED] (BG)
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$ [REDACTED]

Total due: [REDACTED]

Due by: December 25, 2009

*Pl 4/13/10*  
*#1 Story*



This invoice is for consulting for Horizon Broadcasting Group for the month of January 2010.

Invoice #: 020310

Fee: \$ [REDACTED] Less 5%.

**Expenses:**

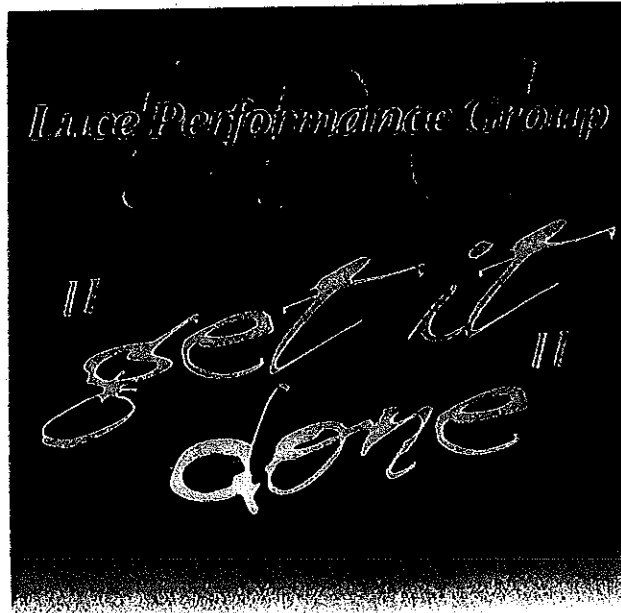
- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$ [REDACTED] (December) Split with LPG.
- 4) Taxi: \$ [REDACTED] Round Trip Houston Intercontinental.
- 5) Hotel Tax: \$ [REDACTED]
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$ [REDACTED]

Total due: \$ [REDACTED]

Due by: January 25, 2010

*Pd 7/2/10  
#1510*



This invoice is for consulting for Horizon Broadcasting Group for the month of February, 2010.  
Invoice #: 022810

Fee: \$ [REDACTED] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$

Total current due: \$ [REDACTED]

*PA*  
*8/2/10*  
*#15603*



This invoice is for consulting for Horizon Broadcasting Group for the month of March, 2010.

Invoice #: 0030110

Fee: \$ [REDACTED] Less 5%.

**Expenses:**

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

**Total Expenses: \$**

**Total current due: \$ [REDACTED]**



This invoice is for consulting for Horizon Broadcasting Group for the month of April, 2010.

Invoice #: 042710

Fee: [REDACTED] Less 5%.

Expenses:

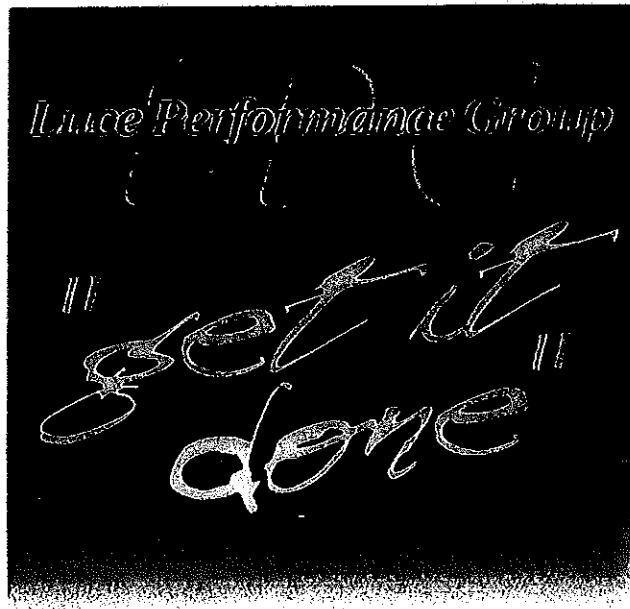
- 1) Gas: \$ [REDACTED]
- 2) Parking: \$ [REDACTED]
- 3) Airfare: \$ Paid
- 4) Rental Car/Taxi: Son BC's card. I think [REDACTED]
- 5) Hotel Tax: \$ [REDACTED]
- 6) Meals: \$ [REDACTED]
- 7) Assessments: \$ [REDACTED]
- 8) Bag charge: \$ [REDACTED]
- 9) CMP's: [REDACTED]

Total Expenses: \$ [REDACTED]

Total current due: [REDACTED]

Due by: May 25, 2010

CENTRAL OREGON PAYABLE  
Date Received: 4/30/10  
Expense to: \_\_\_\_\_  
Approved by: [Signature]  
Special Instructions \_\_\_\_\_



This invoice is for consulting for Horizon Broadcasting Group for the month of May, 2010.

Invoice #: 043010

Fee: \$[REDACTED] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$0

Total current due: \$[REDACTED]

Due by: May 25, 2010

CENTRAL OREGON PAYABLE  
Date Received: 4/30/10  
Expense to: \_\_\_\_\_  
Approved by: \_\_\_\_\_  
Special Instructions: \_\_\_\_\_





This invoice is for consulting for Horizon Broadcasting Group for the month of June 2010.  
Invoice #: 060610

Fee: \$██████████ Less 5%.

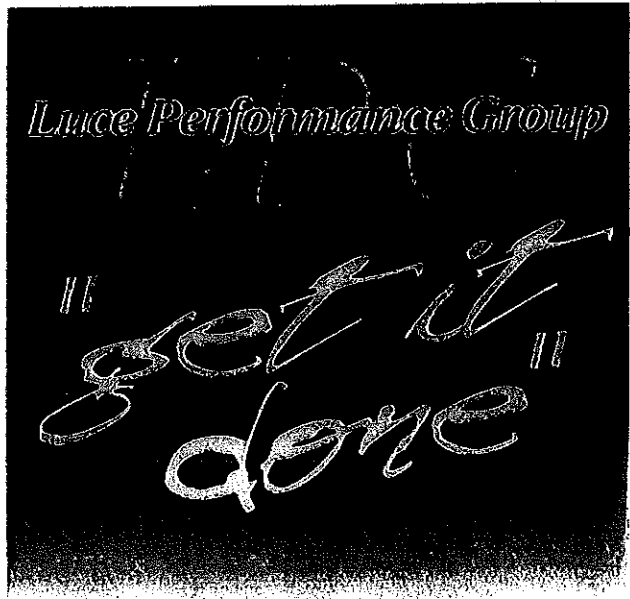
Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

Total Expenses: \$0

Total current due: \$██████████

*PA*  
*10/19/10*  
*#5655*



This invoice is for consulting for Horizon Broadcasting Group for the month of July 2010.  
Invoice #: 072910

Fee: \$ [REDACTED] Less 5%.

Expenses:

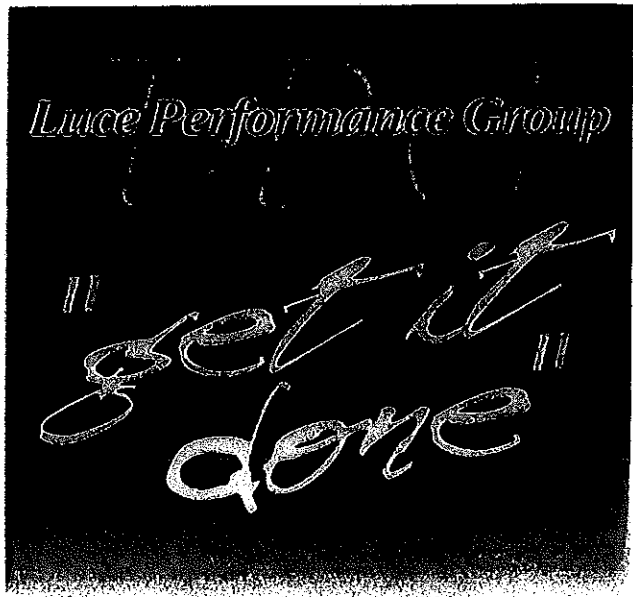
- 1) Gas: \$ [REDACTED]
- 2) Parking: \$ [REDACTED]
- 3) Airfare: \$ [REDACTED]
- 4) Rental Car/Taxi: \$ [REDACTED] (Pat Brady round trip to airport and pickup Sean at airport versus parking charge)
- 5) Hotel Tax: \$ [REDACTED]
- 6) Meals: \$ [REDACTED]
- 7) Assessments: \$ [REDACTED]
- 8) Bag charge: \$ [REDACTED]
- 9) CMP's: \$ [REDACTED]

Total Expenses: \$ [REDACTED]

Total current due: \$ [REDACTED]

*PAID 11/4/11 #1094*

CENTRAL OREGON PAYABLE  
Date Received: 8/2/10  
Expense to: \_\_\_\_\_  
Approved by: [Signature]  
Special Instructions: \_\_\_\_\_



PA 3/16/11  
#6/96

This invoice is for consulting for Horizon Broadcasting Group for the month of August 2010.  
Invoice #: 073010

Fee: \$ [redacted] Less 5%.

Expenses:

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

CENTRAL OREGON PAYABLE  
Date Received: 8/21/10  
Expense to: \_\_\_\_\_  
Approved by: [Signature]  
Special instructions: \_\_\_\_\_

Total Expenses: \$

Total current due: \$ [redacted]



**This invoice is for consulting for Horizon Broadcasting Group for the month of September 2010.**

**Invoice #: 090110**

**Fee: \$ [REDACTED] Less 5%.**

**Expenses:**

- 1) Gas: \$
- 2) Parking: \$
- 3) Airfare: \$
- 4) Rental Car/Taxi: \$
- 5) Hotel Tax: \$
- 6) Meals: \$
- 7) Assessments: \$
- 8) Bag charge: \$
- 9) CMP's:

**Total Expenses: \$**

**Total current due: \$ [REDACTED]**

# EXHIBIT 6

KLTV-FM Prineville, Oregon

3 (e)

Complaints

**KLTW-FM Prineville, Oregon  
Complaint – FCC**

Horizon Broadcasting Group has been the subject of one complaint during its current license term (January 26, 2006 to present).

Bruce W. Bebich (air name Bruce Cannon) was terminated (at-will) by the company for poor performance on August 28, 2007.

On May 22, 2008 Mr. Bebich filed a claim with the Oregon Bureau of Labor and Industries alleging age and/or sex discrimination. BOLI accepted the charge on June 24, 2008 and Horizon Broadcasting Group was served by CT Corporation on June 27, 2008.

The parties agreed to mediation and Johnnie Scott, Jr., Esq. of Dispute Intervention Services (Benecia, CA) was assigned by the EEOC to serve as the Mediator for this matter.

The company denied the charges leveled in the claim, and despite evidence demonstrating that the claim was false, Horizon Broadcasting Group's insurance company directed counsel to settle the matter in order to save expense.

EEOC Charge No. 38D-2008-00747 was settled on March 3, 2009 and the matter was closed.

The former employee passed away on December 21, 2010.

# EXHIBIT 7

KLTW-FM Prineville, Oregon

3 (f)

Implementation of EEO Policies

## **KLTW-FM Prineville, Oregon Unit Management Responsibility**

Five positions within Horizon Broadcasting Group, LLC are responsible for implementing and executing its practices to ensure Equal Employment Opportunity.

They are:

- President and Chief Executive Officer
- General Manager
- General Sales Manager
- Business/Human Resources Manager
- Operations Manager

The aforementioned positions have authority to hire and terminate employees for their respective departments, and thus, are trained to adhere to established and acceptable hiring and employment practices in order to ensure a safe and productive work environment.

The ultimate responsibility and authority for the successful implementation of the company's EEO policy rests with the President & Chief Executive Officer. The Business Manager/Human Resources Manager is charged with reviewing and assessing current EEO legislation, adherence by the company to said legislation and documentation of the companies performance as required by regulatory agencies (if applicable). All managers with hiring and supervisory authority are charged with adhering to current EEO policies of the company.

The company's Business/Human Resources Manager has successfully completed Human Resources coursework at the University of Phoenix, and the company retains its legal counsel, Bryant Lovlien & Jarvis, LLP, to assist it with complicated employment issues. Additionally, the company has invested in training for its management team and employees in the areas of professional workplace conduct, anti-harassment, effective communications and conflict resolution.

The company's EEO policy (a copy of which is attached) is published in the Employee Handbook and posted on the employee bulletin board. All job postings include the statement "Horizon Broadcasting Group, LLC is an Equal Opportunity Employer."

This effort is reviewed each October at the outset of budget planning for the coming year.



## **EQUAL OPPORTUNITY EMPLOYMENT**

Horizon Broadcasting Group, LLC is committed to providing equal employment opportunity for all persons regardless of race, color, religion, sex, age, marital status, national origin, citizenship status, disability, or veteran status.

Equal opportunity extends to all aspects of the employment relationship, including hiring, promotions, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment.

Horizon Broadcasting Group LLC complies with federal and state equal opportunity laws and strives to keep the workplace free from all illegal forms of harassment, including sexual harassment.

Horizon Broadcasting Group, LLC considers illegal harassment in any form to be a serious offense.

Employees who have been subject to prohibited discrimination or harassment should immediately report the incident to the General Manager. Complaints are investigated immediately.

Any reported violations of EEO law or this policy are investigated. An employee found to have engaged in discriminatory conduct or harassment is subject to immediate disciplinary action, including possible termination of employment.

**HORIZON BROADCASTING GROUP, LLC**  
**Break Room (EEO Posting)**



**EQUAL OPPORTUNITY POLICY**

Horizon Broadcasting Group, LLC is an equal opportunity employer. Equal opportunity in employment is afforded to all qualified persons, and no person shall be discriminated against in employment because of race, color, sex, religion, national origin, age or disability.

The cooperation of each employee and employee organization in effectuating this policy is requested.

Specifically all persons to whom this notice is addressed are urged to assist the management of the enterprise in having its effectuating this policy and in meeting its requirements regarding this policy.

It is the right of any individual to file:

**FEDERAL COMMUNICATIONS COMMISSION**  
405 12 STREET, S.W.  
WASHINGTON, D.C. 20541

or any other appropriate agency. (The reader feels that the policy of the station has been violated by any member.

Comments regarding this policy or its application to the station should be addressed to:

Horizon Broadcasting Group, LLC  
405 12 Street  
Washington, D.C. 20541

# EXHIBIT 8

KLTW-FM Prineville, Oregon

3 (g)

EEO Recruitment Analysis

**KLTW-FM Prineville, Oregon  
Analysis of EEO Recruitment Program**

Each October, at the outset of strategic planning for the coming year, the senior management team of Horizon Broadcasting Group, LLC analyzes its performance related to hiring practices and adherence to Equal Employment Opportunity guidelines.

The President & Chief Executive Officer, General Manager and Business/Human Resources Manager review all hires made during the prior 12 months and assess adherence to acceptable hiring practices.

Particular attention is paid to:

- Providing opportunity to all persons regardless of race, color, religion, sex, age, marital status, national origin, citizenship, disability or their status as a veteran of military service;
- Compliance with federal, state and local laws;
- Assuring that the workplace is free from all forms of discriminatory activity and harassment (including sexual harassment);
- Assessment of hiring, promotion, training, workplace environment, compensation, benefits and other terms and conditions of employment.

Adjustments to compensation and benefits are made as necessary to remain competitive in the marketplace.

Our analysis has not revealed any problems related to the company's implementation of its EEO Policy.

# EXHIBIT 9

KLTW-FM Prineville, Oregon

3 (h)

Compensation, etc. Analysis

**KLTW-FM Prineville, Oregon  
Analysis of Compensation, etc.**

Each October at the outset of budget planning for the coming year, Horizon Broadcasting Group's senior management team (President & CEO, General Manager, General Sales Manager, Business/Human Resources Manager and Operations Manager) assess:

- The rate of pay for all employees commensurate with experience level within the industry and in the Bend, Oregon MSA;
- The level of benefits offered to each full-time employee and their contribution, if any, to the procurement of said benefits;
  - o Horizon Broadcasting Group, LLC pays full medical, dental, and vision benefits for full-time employees and pays 50% of dependent coverage for full-time employees. The company provides earned vacation days, personal days, sick leave, military leave (short term and extended active duty provisions), funeral leave and Family and Medical Leave (Federal and state of Oregon compliant) to all full-time employees;
- Horizon Broadcasting Group, LLC employs a performance based principle when assessing matters of compensation and promotion;
- The *Openings, Promotions and Transfer* provisions of the employee handbook (a copy of the current policy is attached);
- The company's recruitment efforts to reflect the demographic composition of the Central Oregon population;
- Job descriptions, structural reporting and management responsibilities of the entire staff in the business unit.

The business unit that includes KLTW-FM does not have any agreements with labor unions.

# EXHIBIT 10

KLTW-FM Prineville, Oregon

5.

Officer Certification

**KLTW-FM Prineville, Oregon**

**FCC EEO Audit**

**Certification**

I, Keith B. Shipman, an officer of Horizon Broadcasting Group, LLC, licensee of KLTW-FM Prineville, Oregon (FCC Facility No. 27168), certify that this is an accurate and complete response to the Federal Communications Commission's random audit of the station's Equal Employment Opportunity program.



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Keith B. Shipman  
President & Chief Executive Officer  
Horizon Broadcasting Group, LLC

September 8, 2011