EEO Report

October 1, 2015

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, 2014 to September 30, 2015

Horizon Broadcasting Group, LLC	Keith Shipman
854 N.E. 4th Street	President & CEO
Bend, OR 97701	
Telephone Number:	Email Address:
(541) 383-3825	kshipman@horizonbroadcastinggroup.com
	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701 Telephone Number: (541) 383-3825

I. Full-Time Vacancies

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Traffic Manager	Account Executive	Account Executive	KBNW-AM/FM Program Director/Anchor	Digital Media Account Executive	Job Title
9/24/15	7/27/15	6/8/15	6/1/15	No Hire	Hire Date
19	19	ω	26	Not Applicable	Recruitment Source/Hiree
1,3,4,7,10,19,25,26,28,29	1,3,4,7,10,19,25,26,28,29	1,3,4,7,10,19,25,26,28,29	1,2,3,4,7,10,19,25,26,28,29	1,2,3,4,7,10,19,25,26,28,29	Recruitment Outreach (Source #)
19	3,19,28	3,19,28	19	N/A	Interviewee Referral Source
	4	4	2	N/A	Number Interviewed
	4	4	1	N/A	New Interviewees
Aiden Clemens	Robert Smith	Nathan Gross	Lori Kahn	N/A	Hired

The state of the s	and a second sec	7160 SW Hampton Street, Suite 240	
5	Bill Johnstone	Oregon Association of Broadcasters	4
		www.centraloregonjobs.com	
8		Regional Help Wanted	ω
		www.aliaccess.com	
9		All Access	2
		www.radio-online.com	
2		Radio Online	_
Referred			
Number of Applicants/Interviewees	Contact	Organization	Source #

17	16	15	14	13	12	11	10	9	æ	7	Ø	Ċī	A STATE AND A STAT
Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Portland, OR 97223, 503-443-2299 www.theoab.org
							Lisa Laughter		Jean Hillebrand	Marlene Ream		Mark Allen	The Land Assessment of the Control o
													Annual mathematical and the second se

30	29	28		27				26					25			24				23	22	21	20	19		18
Radio Business Report	Industry Referral	www.craiglist/bend.com	2321 NE Third Street Prineville, OR 97754, 541-447-8076	Oregon Work Force Job Fair	www.horizonbroadcasting.com (website)	Bend, OR 97701, 541-383-3825	854 NE 4th Street	Horizon Broadcasting Group, LLC	ads)	KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment	Bend, OR 97701, 541-383-3825	854 N.E. 4th Street	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin	www.adfedco.org	Bend, OR 97701, 541-385-1992	PMB 2, 1293 NW Wall Street	Central Oregon Ad Federation	Central Oregon Career Expo	Refused to Disclose	Unsolicited	Referrals (employee)	www.nab.org	National Association of Broadcasters
		, Tangan 180, July 190, 190, 190, 190, 190, 190, 190, 190,		Teresa Rodriguez	L-MANAGE FILMS			Keith Shipman					Keith Shipman										The state of the s			And the state of t
		21						22	· · · · · · · · · · · · · · · · · · ·															5		

Note: No source requested that it be notified of job openings. III. Supplemental Recruitment Initiatives

For production of the control of the		שפחם, כא	various	Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.
 Horizon Broadcasting Group particiated in the school to work progarm at Bend High School, Summit High School and Mountain View High School in the Bend LaPine School District (providing job shadowing to high school students) during 2014-2015 school year. 				
 Keith Shipman, General Manager, participated in the "Murrow Mentors" program (mentoring senior level communications students) at Washington State University in September of 2015. 				
 Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University, and made two classroom visits to discuss radio careers (programming and management) on April 1, 2015 				opportunities in broadcasting.
(mentoring senior level communications students) at Washington State University in April of 2015.				programs sponsored by educational institutions relating to career
 Keith Shipman, General Manager, participated in the "Murrow Mentors" program 	ă	Location Various	Date Various	Initiative Participated in at least 4 events or

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This report covers full-time vacancy recruitment for the period of October 1, 2013 to September 30, 2014

The state of the s	Address:	Contact Person/Title:
Horizon Broadcasting Group, LLC	Horizon Broadcasting Group, LLC	Keith Shipman
(Central Oregon)	854 N.E. 4 th Street	President & CEO
THE PARTY TO THE P	Bend, OR 97701	
Unit Members/City of License:	Telephone Number:	Email Address:
KQAK-FM, Bend, OR	(541) 383-3825	kshipman@horizonbroadcastinggroup com
KWPK-FM, Sisters, OR		
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		
KBNW-AM, Bend, OR (LMA)		

I. Full-Time Vacancies

Tavis Buchan			1,2,26,19,28	2,1,19,28,4,26,3	2	6/30/14	Air Fersonality	4
Lauren Creagan	-1.7		2,1,26,19,28	2,1,19,28,4, 26,3		0/10/14	All reisoliality	٠
Kellen Pierce	σ.	σ		2,0,0,		10000	Air Domonoliti	J)
)	د د	s	2/2/3	News Anchor/Reporter	s
Donna Britt	_	2	19.2	2,26,4,19	<u></u>	2/3/14	Utility Air Personality	_
			Source	(Source #)	Name of the last o			
	Interviewees	Interviewed	Referral	Outreach	Source/Hiree			
Hired	New	Number	Interviewee	Recruitment	Zeci ili ili elit	ביוות במות	200	4

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
\	Radio Online	The state of the s)
	www.radio-online.com		1
2	All Access	TO THE PERSON NAMED IN COLUMN TO THE	125
	www.allaccess.com		į
ω	Regional Help Wanted	PRE-ENGINEERING IN THE PROPERTY OF THE PROPERT	3
-	www.centraloregoniobs.com		(
4	Oregon Association of Broadcasters	Bill Johnstone	- Andrewson
	7160 SW Hampton Street, Suite 240		
	Portland, OR 97223, 503-443-2299		
	www.theoab.org		
Ċī	Washington State Association of Broadcasters	Mark Allen	The state of the s
	725 Columbia Street NW#310		
	Olympia, WA 98501, 360-705-0774		
. mestuciant	www.wsab.org		
တ	Oregon Employment Department	The state of the s	
	P.O. Box 6035		
	Bend, OR 97708, 541-388-6070		
	www.emp.state.or.us		

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PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org	Central Oregon Ad Enderstion	Central Oregon Career Expo	Refused to Disclose	Unsolicited	Referrals (employee)	www.nab.org	National Association of Broadcasters	Portland, OR 97207, 503-725-5889	P.O. Box 751	Organ Commission for Mission	3034 N.E. Martin Luther King Boulevard	Urban League	Portland, OR 97209, 503-228-4131	Oregon Council for Hispanic Advancement	www.career.services.orst.edu	Corvallis, OR 97331, 541-737-0532	B008 Kerr Administration Building	Career Services	Oregon State University	Email: jobs@uoregon.edu	Eugene, OR 97403-0257	P.O. Box 3257	Career Services		F.O. Box 11484 Eugene OR 97402 503-485-4767		Warm Springs, OR 97761, 541-553-1634	2122 Wasco Street. P.O. Box C	Pullman, VVA 99164, 509-335-3068	Murrow Building	Washington State University Murrow School of Communications	Bellevue, WA 98007, 425-564-3065	3000 Landerholm Circle SE	Bellevue Community College	Gresham, OR 97030, 503-491-7319	26000 SE Stark	Wt. Hood Community College	Bend, OR 97701, 541-383-7200	2600 NW College Way	Central Oregon Community College Career Services Center
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	MAN				4		The state of the s							TO THE CONTROL OF THE				•	ANTHORNEOUS ANTHORN ANTHOR					TOTAL CONTRACTOR OF THE PROPERTY OF THE PROPER		THE STATE OF THE S								The state of the s						To charles and the state of the

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www.horizonbroadcasting.com (website)	Horizon Broadcasting Group, LLC 854 NE 4 th Street Rend OB 07704 544 383 3835	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811
	Keith Shipman	Keith Shipman	The state of the s
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Note: No source requested that it be notified of job openings. III. Supplemental Recruitment Initiatives

Initiative	Date	location	Description
Participated in at least 4 events or	Various	Various	Horizon Empadoasting Group participated in the school to work
programs sponsored by educational			program at Summit High School and Mountain View High
institutions relating to career			School in the Bend LaPine School District (providing
opportunities in broadcasting.			internships and job shadowing to high school students) during
			2013-2014 school year.
			 Keith Shipman, General Manager, was a guest lecturer in the
			Broadcast 475 Management Class at the Murrow College of
			Communications (Washington State University, Dr. Glenn
			Johnson) on October 17, 2013 providing a presentation that
			included employment opportunities for future graduates.
			 Keith Shipman, General Manager, was a guest lecturer in the
			Broadcast 475 Management Class at the Murrow College of
			Communications (Washington State University, Dr. Glenn
			Johnson) on March 4, 2014 providing a presentation that
			included employment opportunities for future graduates.
			 Keith Shipman, General Manager, participated in the Murrow
			College "Meet the Pros" seminar series at Washington State
			University and made two classroom visits to discuss radio
		TAMALUS TO THE TAMALU	careers (programming and management) on April 2, 2014.
Established an internship Program	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news,
designed to assist members of the			promotion and marketing for qualified high school juniors and seniors,
community to acquire skills needed for			community college and four year university students who receive
proadcast employment.			academic credit for a minimum 12-week term. Internships are offered in
- Children		The state of the s	Fall, Winter, Spring and Summer sessions.

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This report covers full-time vacancy recruitment for the period of October 1, 2012 to September 30, 2013.

		KBNW-AM, Bend, OR (LMA)
		KRCO-AM, Prineville, OR
	-	KWLZ-FM, Warm Springs, OR
		KLTW-FM, Prineville, OR
		KWPK-FM, Sisters, OR
kshinman@horizonbroadcastinggroup com	(541) 383-3825	KQAK-FM, Bend, OR
Email Address:	Telephone Number:	Unit Members/City of License:
	Bend, OR 97701	
President & CEO	854 N.E. 4" Street	(Central Oregon)
Keith Shipman	Horizon Broadcasting Group, LLC	(Costact Concessing Group, ELC
Contact Person/Title:	Address	Lorizon Drondonation Comp.
	Add	Employment IInit:

I. Full-Time Vacancies

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	Account Executive	A = = = = = = = = = = = = = = = = = = =	Account Executive	A 000 1 T () () 4 T ()	Account Executive	A COOLING TO COLING			JOD LITTLE
	/-18-13	7 .0 .0	2-18-13	2 2 2	1-2-13				Hire Date
	10		27	2	19		Source/Hiree		Recruitment
	3,10,19,21,29		3 19 21 25 27 28		3,19,21,25,27,28	1	Outreach (Source #)		Recruitment
***************************************	10,19	-0,00	10 VA	7	19.25		Referral Source	THE PLANTS	interviewee
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Source #	Organization	Contact	Number of Applicants/Interviewees Referred
	Radio Online	To proving the state of the sta	
	www.radio-online.com		
2	All Access	And the state of t	
ATT CONTRACTOR OF THE CONTRACT	www.allaccess.com		
ω	Regional Help Wanted		1/1
	www.centraloregonjobs.com		1
4	Oregon Association of Broadcasters	Bill Johnstone	
	7160 SW Hampton Street, Suite 240		
	Portland, OR 97223, 503-443-2299		
	www.theoab.org		
ζī	Washington State Association of Broadcasters	Mark Allen	
	725 Columbia Street NW # 310		
	Olympia, WA 98501, 360-705-0774		
	www.wsab.org		
တ	Oregon Employment Department	The state of the s	A CONTRACTOR OF THE PROPERTY O
	P.O. Box 6035		
	Bend, OR 97708, 541-388-6070		
	www.emp.state.or.us		

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Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org	Central Oregon Career Expo	Refused to Disclose	Unsolicited	Referrals (employee)	National Association of Broadcasters www.nab.org	Portland, OR 97207, 503-725-5889	P.O. Box 751	Oregon Commission for Women	Orban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644	Portland, OR 97209, 503-228-4131	Oregon Council for Hispanic Advancement	www.career.services.orst.edu	Corvallis, OR 97331, 541-737-0532	R008 Kerr Administration Building	Oregon State University	Email: jobs@uoregon.edu	Eugene, OR 97403-0257	P.O. Box 3257	University of Oregon	F. C. Box 11464 Eugene, OR 97402, 503-485-4767	NAACP BO BO 11281	Warm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs	Pullman, WA 99164, 509-335-3068	Murrow Suidding	Washington State University	Bellevue, VVA 98007, 425-564-3065	Bellevue Community College	Gresham, OR 97030, 503-491-7319	26000 SE Stark	Mt. Hood Community College	Bend, OR 97701, 541-383-7200	Central Oregon Community College Career Services Center
						A STATE OF THE PARTY OF THE PAR															The state of the s					Glenn A. Johnson		Try, or by the color of the col			Jean Hillebrand		Marlene Ream
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1777 SW Chandler Avenue
Bend, OR 97702, 541-382-1811
Horizon Broadcasting Group, LLC
854 N.E. 4th Street
Bend, OR 97701, 541-383-3825
KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads) Horizon Broadcasting Group, LLC
854 NE 4th Street
Bend, OR 97701, 541-383-3825
www.horizonbroadcasting.com (website)
Oregon Work Force Job Fair
2321 NE Third Street
Prineville, OR 97754, 541-447-8076
www.craiglist/bend.com
Industry Referral Radio Business Report Keith Shipman Keith Shipman Teresa Rodriguez N

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

III. Supplemental Recruitment Initiatives

Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	5	Initiative
Various	Various	Date
Bend, OR	Various	Location
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.	1) Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during 2012/2013 school year. 2) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on March 22, 2013. Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on April 2, 2013 providing a presentation that included employment opportunities for future graduates. Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on September 13, 2013.	Description

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This report covers full-time vacancy recruitment for the period of October 1, 2011 to September 30, 2012.

	roup)	KBNW-AM, Bend, OR (LMA with Summit Broadcasting Group)
		KRCO-AM, Prineville, OR
		KWLZ-FM, Warm Springs, OR
-		KLTW-FM, Prineville, OR
waiiipiiiaii@iloi zolloioaucasiii)ggioup.com		KWPK-FM, Sisters, OR
kehinman@horizonhinaadonatinaadon a	(541) 383-3825	KQAK-FM, Bend, OR
Email Address:	Telephone Number:	Unit Members/City of License:
	Bend, OR 97701	
President & CEO	854 N.E. 4" Street	(Central Cregory)
Keith Shipman	Horizon Broadcasting Group, LLC	(Control Discos)
Contact Person/Title:	Address:	Horizon Broadcasting Group 110
	A-1	Employment Unit:

I. Full-Time Vacancies

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12	14	3,28,25,2,19	28,3,30,25,2,19	25	2-31-12	Account Executive	4
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20		3.28.25.2.19	28.3.30.25.2.19	25	71-10-C	Account Executive	
ō	- 7				200	Annual Translation	در
10	17	3.25.28.4.19.2.26.21	3,25,28,4,19,2,5,26,21	25	1-10-12	According Executive	^
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15	17	3.25.28.4.19.2.26.21	3,25,28,4,19,2,5,26,21		71-01-1	Account Executive	-
	10 4 C 4 C C C				7 70 70	A 000 10 1 11 11 11 11 11 11 11 11 11 11	`
	Interviewed	Source	(Source #)	Source/Hiree			
New Interviewees	NULLIDE	THE PROPERTY OF THE PROPERTY O					
	Nicobar	Interviewee Deferral	Recollitment Outreach Interviewed Deferral	Cecruitment	Hire Date	OD I ITE	‡
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Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Regional Help Wanted www.centraloregonjobs.com	All Access www.allaccess.com	www.radio-online.com	Organization
Mark Allen	Bill Johnstone	TO STATE OF THE PERSON OF THE	Transfermentation of the state		Contact
-1		19	10		Number of Applicants/Interviewees Referred

		Central Oregon Career Expo	22
3		Refused to Disclose	21
		Unsolicited	20
2		Referrals (employee)	19
· · · · · · · · · · · · · · · · · · ·	Construction of the Constr	National Association of Broadcasters www.nab.org	18
		Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889	1/
		Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644	16
		Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131	15
		www.career.services.orst.edu	
		B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532	
TRANSMITTER PROPERTY PROPERTY .	7,7	Oregon State University Career Services	14
		Email: jobs@uoregon.edu	
		Eugene, OR 97403-0257	
		Career Services P.O. Box 3257	
THE PARTY OF THE P	THE PROPERTY OF THE PROPERTY O	University of Oregon	13
		Eugene, OR 97402, 503-485-4767	
	THE PROPERTY OF THE PROPERTY O	NAACP	12
		Contederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634	<u>-</u>
The state of the s		Confession VVA 89104, 309-335-3058	4
		Murrow School of Communications Murrow Building Pullman, IVIA 90164, 509, 335, 3069	
	Glenn A Johnson	Washington State University	ō
- Account to the second		Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	ပ
		Gresham, OR 97030, 503-491-7319	TATURE OF THE STATE OF THE STAT
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	warene keam	Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	ooocoon and a second
	Moriono Doom	Central Oregon Community College	7
		P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us	
		Oregon Employment Department	တ

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Natio Business Report		Industry Referral	www.craidlist/bend.com	2321 NE Third Street Prineville, OR 97754, 541-447-8076	www.rigitzorioroadcasurig.com (website)	Bend, OR 97701, 541-383-3825	Horizon Broadcasting Group, LLC 854 NE 4th Street	(A)	KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment	Bend, OR 97701, 541-383-3825	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin	www.adfedco.org	Bend, OR 97701, 541-385-1992	PMB 2, 1293 NW Wall Street	Central Oregon Ad Federation
TO THE RESIDENCE OF THE PERSON			THE PROPERTY OF THE PROPERTY O	Teresa Rodriguez	770000		Keith Shipman				Keith Shipman							A THE STATE OF THE
		THE PROPERTY OF THE PROPERTY O	9								22							

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

III. Supplemental Recruitment Initiatives

programs sponsored by educational institutions relating to career opportunities in broadcasting.	Initiative Date
Various	Location
1) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on February 2,2012 providing a presentation which included employment opportunities for new graduated; Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend Lapine School District (providing internships and shadowing to high school students) during the 2011/2012 school year; 3) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 5, 2012; 4) Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on April 5, 2012; Keith Shipman, General Manager, was guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr, Glenn Johnson) on September 27, 2012 providing a presentation	Description

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designed to each otation posterior	Ungoing	Houston, TX and	Horizon Broadcasting Group offers ongoing training by its national
to acquire skills that could qualify		Bend, OK	sales consultant (Sean Luce of the Luce Performance Group, who
them for higher level positions			visits the market four times per year and offers weekly telephone
alen for algitel-level positions.			training) for sales, marketing, programming and promotion personnel.
			The training program consists of 20 education modules, and four
			employees completed the program during the reporting period.
Plovided training in the principles of	April 25, 2012	Bend, OR	Regan Brick, Business Manager, completed The Conclave webinar
the Equal Opportunities Program.			"Rules of Radio 3 – EEO ESSENTIALS" which consisted of teaching
	-	-	methods that ensure equal employment opportunity and prevent
I A A LITTLE LA			discrimination.
designed to posit members of the	Ongoing	Bend, OR	Horizon Broadcasting Group offers internships in programming, news,
community to assist members of the			promotion and marketing for qualified high school junior and seniors,
broadcast amplement			community college and four year university students who receive
producast employment.			academic credit for a minimum 12-week term. Internships are offered in
			Fall, Winter, Spring and Summer sessions.

EEO Report

October 1, 2011

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, 2010 to September 30, 2011.

		The second secon
	D)	KBNW-AM, Bend, OR (LMA with Summit Broadcasting Group)
		KRCO-AM, Prineville, OR
		KWLZ-FM, Warm Springs, OR
		KLTW-FM, Prineville, OR
ks/lip/filafi@norizonbroadcastinggroup.com	(7.17) 2.2.4 00.20	KWPK-FM, Sisters, OR
Chiam Addless.	(541) 383-3825	KQAK-FM, Bend, OR
	Telephone Number:	Unit Members/City of License:
	Bend, OR 97701	PARTIE PARTIE PROPERTY PARTIES AND PARTIES
President & CEO	854 N.E. 4" Street	(ochdar Cregory)
Keith Shipman	nonzon broadcasting Group, LLC	(Central Oregon)
Contact Person/Title:	Harina Production Office Co.	Horizon Broadcasting Group 110
7,000	Address.	Employment Unit:

I. Full-Time Vacancies

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ייכיסמווי באפרמוואפ	Account Executive	- COOCH LYCOURS	Account Type Itivo	The second of the second secon	KOAK DO/Air Domonalist			סטיי ויוומ
1.1-1.5	0 4 4 4	1-77-0	200	11-11-01	40 47 44			Hire Date
19		22	3	2	כ	Source/Hiree	-	Recruitment
2,3,4,5,7,19,26,28,29	-1-1 1 01 1 -01 601 50	23457262820		2, 3, 19		(Source #)		Applicant Source
 3,19, 26, 29	3,13,20,23	2 10 26 20	- 1 - 2 - 3	23.19		Source	3	Interviewee Referral
 7			ō	18		•	ייים וויסן זונטו אומאסמ	31
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^{* -} Position 1 (KQAK PD/Air Personality) was posted on July 26, 2011 and thus is included in our report for 2011.

の > : * > *	-)	The second secon	
oodice #	Ciganization	Contact	Number of Applicants/Interviewees
_	Radio Online		DOLLOCA
	www.radio-online.com		
N	All Access	THE PROPERTY OF THE PROPERTY O	76
	www.allaccess.com		6
ω	Regional Help Wanted	WARRIED TO THE PROPERTY TO THE	40
	www.centraloregonjobs.com		ō
4	Oregon Association of Broadcasters	Bill Johnstone	744444
	7160 SW Hampton Street, Suite 240		_
	Portland, OR 97223, 503-443-2299		
	www.theoab.org		
Ó	Washington State Association of Broadcasters	Mark Allen	7,000,000
	725 Columbia Street NW # 310		_
•	Olympia, WA 98501, 360-705-0774		
	www.wsab.org		
O	Oregon Employment Department (WorkSource Oregon)		
	P.O. Box 6035		
	Bend, OR 97708, 541-388-6070		
	www.emp.state.or.us		

18 National Association of Broadcasters www.nab.org 19 Referrals (employee) 20 Unsolicited 21 Unknown Source 22 Central Oregon Career Expo						Portland, OR 97207, 503-725-5889	17 Oregon Commission for Women			15 Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201	Corvallis, OR 97331, 541-737-0532	B008 Kerr Administration Building	Career Services		Eugene, OR 97403-0257	P.O. Box 3257	13 University of Oregon	F.O. Box 11484 Eugene, OR 97402, 503-485-4767	12 NAACP	Warm Springs, OR 97761, 541-553-1634	11 Confederated Tribes of Warm Springs		Murrow Building	10 Washington State University		Bellevue Community College		26000 SE Stark	8 Mt. Hood Community College		Career Services Center	7
Central Oregon Ad Federation	TO THE PERSONNEL PROPERTY PROP	THE PARTY OF THE P	The state of the s	TOTAL TRANSPORTED TO THE PROPERTY OF THE PROPE	casters	7-5889	len	Boulevard I-4644	3-4131	Advancement ; 201	7-0532	dina		And the state of t			The state of the s	<u>-4767</u>	OMERAL AND THE PROPERTY OF THE	41-553-1634	Springs	5-3068	auons	Glenn A. Johnson	4-3065	The state of the s	11-7319		Jean Hillebrand	200	Ollege Marlene Ream	THE PROPERTY OF THE PROPERTY O
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30	29	22			27				26				******	25			24
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Radio Business Report www.rbr.com	Industry Referral	www.craiglist/bend.com	Prineville, OR 97754, 541-447-8076	2321 NE Third Street	Oregon Work Force Job Fair	www.horizonbroadcasting.com (website)	Bend, OR 97701, 541-383-3825	854 NE 4 th Street	Horizon Broadcasting Group, LLC	ads)	KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment	Bend, OR 97701, 541-383-3825	854 N.E. 4" Street	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin
					Teresa Rodriguez			-	Keith Shipman					Keith Shipman			THE PERSON NAMED OF THE PE
	2	Ch						1	2								

www.ioizonoioadcasmig.com (website)	surid corr (website)		
27 Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Job Fair 541-447-8076	Teresa Rodriguez	
28 www.craiglist/bend.com	<u>)m</u>	The second secon	5
29 Industry Referral	PRODUCTION OF THE PRODUCTION O	The state of the s	2
30 Radio Business Report)A	- PROPERTY AND	fas.
www.rbr.com	THE PROPERTY		
Note: None of our recruitment sources requested that they be notified of full time openings.	requested that they be notified of full tin	ne openings.	
III. Supplemental Recruitment Initiativ	ves (HBG - Central Oregon Business	III. Supplemental Recruitment Initiatives (HBG – Central Oregon Business Unit is required to participate in two initiatives)	nitiatives)
Initiative	Location	Description	MANAGEMENT TOTAL T
Participated in at least 4 events or programs sponsored by educational institutions relating to career	Various	Keith Shipman, General Ma Broadcast 475 Managemen Communications (Washingt)	General Manager, was a guest lecturer in the Management Class at the Murrow College of the Murro
opportunities in broadcasting.		on February 17, 2011 providing a presentation of February 17, 2011 p	on February 17, 2011 providing a presentation which included employment opportunities for new graduates:
		2) Horizon Broadcasting Group	Horizon Broadcasting Group participated in the school to work
		(providing internships and jo	(providing internships and job shadowing to high school students)
		during the 2010/2011 school year, 3) Keith Shipman, General Manager,	/2011 school year; General Manager, participated in the Washington
		State University Murrow Col April 20, 2011;	State University Murrow College of Communications Career Fair on April 20, 2011;
			Keith Shipman, General Manager, participated in the Murrow
		University and made two cla	University and made two classroom visits to discuss radio careers
Established <i>training</i> program	Houston, TX and Bend, OR	Horizon Broadcasting Group offers ongoing training by its national sales	ngoing training by its national sales
to acquire skills that could qualify		consultant (Sean Luce of the Luce Performance Group, who visits the market four times per year and offers weekly telephone training) for sales,	erformance Group, who visits the weekly telephone training) for sales,
aren to higher level positions.		marketing, programming and promoti consists of 20 education modules, an	and promotion personnel. The training program modules, and four employees completed the
Established an Internship Program	Bend, OR	Horizon Broadcasting Group offers interacting in programming access	tonchine is progressing some
designed to assist members of the		promotion and marketing for qualified high school juniors and seniors,	high school juniors and seniors,
continuing to acquire skills theeded for		community college and four year univ	community college and four year university students who receive academic

		proadcast employment.
the program from 10-1-10 to 9-30-11.	Spring and Summer sessions. One part-time interns (news) participated in	credit for a minimum 12 week term. Internships are offered in Fall. Winter.

EEO Report

October 1, 2010

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.

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

I. Full-Time Vacancies

4	4	3,21,28,19,	3,21,28,2,19,25,2	19	6-21-10	Account Executive ***	တ
3	3	1,3,19,	25,3,28,21,26,1,2,5,19,27		4-19-10	Account Executive ***	5
1	3	19	3,26,27,21,1,19,2,25,20.28	28	12-15-09	Account Executive	4
6	6	3,2,28,19	26,2,3,29,28,19	ω	8-25-10	Promotion Director **	3
11	13	30,29,19	19,4,29,2,30,3,28,5	3	8-23-10	General Sales Manager	2
21	22	2,3,19	26,19,28,5,4,2,3	2	10-18-10	Air Personality *	
		Source	(Source #)	Source/Hiree			
New Interviewees	Number Interviewed	Interviewee Referral	Applicant Source	Recruitment	Hire Date	Job Title	#

	biii Jonnstone	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	4
		Regional Help Wanted www.centraloregoniobs.com	. ω
		All Access www.allaccess.com	2
		Radio Online www.radio-online.com	_
Number of Applicants/Interviewees Referred	Contact	Source # Organization	Source #

^{* -} 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.

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National Association of Broadcasters www.nab.org	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Central Oregon Community College Career Services Center 2500 NW College Way Bend, OR 97701, 541-383-7200	Oregon Employment Department (WorkSource Oregon) P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, VVA 98501, 360-705-0774 www.wsab.org
								Glenn A. Johnson		Jean Hillebrand	Marlene Ream		Mark Allen

	Т	r i									
30	29	28	27	26	25	24	23	22	21	20	19
Radio Business Report	Industry Referral	www.craiglist/bend.com	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 ww.adfedco.org	Central Oregon Career Expo	Unknown Source	Unsolicited	Referrals (employee)
		and distributions of the Control of	Teresa Rodriguez	Keith Shipman	Keith Shipman				Committee and the committee of the commi		
T AND THE TOTAL PROPERTY OF THE TOTAL PROPER		man variation and delivery works.						A THE REAL PROPERTY OF THE PRO			

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
i			high school students receiving
			academic credit, and to college

	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		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.
Edward R. Murrow School of	February 16, 2010	Pullman, WA	Keith Shipman, General Manager,
Communication, Pullman, WA			participated in Broadcast
			Management 475 Class (Dr. Kenji
			Kitatani), providing a presentation on
			radio industry which included
			employment opportunities for new
	•		graduates.

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This report covers full-time vacancy recruitment for the period of October 1, 2008 to September 30, 2009.

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

I. Full-Time Vacancies

4 KBNV		יא	2		1 KBNV		*
KBNW News Reporter/Traffic	Director/Anchor *	KRNIN Drogram	Traffic Manager	Host	KBNW Program Director/Co-		Job Title
8-10-09		8_13_00	3-16-09		11-17-08		Hire Date
1,3,5	0) B	2		2	Source/Hiree	Recruitment
1,3,5,7,11,9	1,0,0,1,1,0,20	1357110 26	2,3,20,21,26,19,1,28,5,		1, 22,19,2,28,5,26	(Source #)	Applicant Source
1,3,5,7	. , . ~ , ~ ,	15512	2,3,19,		2,19	Referral Source	Interviewee
Ō	C	n	11		10	Interviewed	Number
ហ	C	Я	10		9		New Interviewees

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

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

22	21	20	19	č	18	п	17	16		15				14				13			12		11		10	ဖ			8		7		****	5	
Central Oregon Career Expo	Unknown Source	Unsolicited	Referrals (employee)	www.nab.org	National Association of Broadcasters	P.O. Box 751 Portland OR 97207 503-725-5889	Oregon Commission for Women	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644	708 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131	Oregon Council for Hispanic Advancement	www.career.services.orst.edu	Corvallis, OR 97331, 541-737-0532	Career Services	Oregon State University	Email: jobs@uoregon.edu	Eugene, OR 97403-0257	P.O. Box 3257	University of Oregon	Eugene, OR 97402, 503-485-4767	P.O. Box 11484	NAACP	2122 Wasco Street, P.O. Box C Varm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs	Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Washington State University	Bellevue Community College 3000 Landerholm Circle SE Bellevue, VVA 98007, 425-564-3065	Gresham, OR 97030, 503-491-7319	Career Center	Mt. Hood Community College	2600 NW College Way Bend, OR 97701, 541-383-7200	Central Oregon Community College Career Services Center	www.emp.state.or.us	P.U. Box 5035 Bend, OR 97708, 541-388-6070	Oregon Employment Department (WorkSource Oregon)	www.wsab.org
																									Glenn A. Johnson				Jean Hillebrand		Marlene Ream				
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28			27				26				25			24				23
www.craiglist/bend.com	Prineville, OR 97754, 541-447-8076	2321 NE Third Street	Oregon Work Force Job Fair	www.horizonbroadcasting.com (website)	Bend, OR 97701, 541-383-3825	854 NE 4" Street	Horizon Broadcasting Group, LLC	KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	Bend, OR 97701, 541-383-3825	854 N.E. 4 th Street	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin	ww.adfedco.org	Bend, OR 97701, 541-385-1992	PMB 2, 1293 NW Wall Street	Central Oregon Ad Federation
			Teresa Rodriguez				Keith Shipman				Keith Shipman							
18							7				1111							

June 11, 2009 Bend, OR Central Ore Council to a the unemple workshop for the promoted to the promoted to the materials for the unemple workshop for the unemple conomic or the unemple workshop for the unemple workshop fo	applicants.	April 7, 2009 Pullman, WA Pullman, WA Keith Shipp participate University Communic and made discuss rad and manag
Description	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.	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. 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).
Bend, OR		Puliman, WA

Internship Program	Ongoing	Bend, OR	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
The designation of the management of the same and the same of the	THE MANAGEMENT OF THE PARTY OF	And the state of t	from 10-1-08 to 9-30-09.
Edward R. Murrow School of	February 18, 2009	Pullman, WA	Keith Shipman, General Manager,
Communication, Pullman, WA			participated in Broadcast
			Management 475 Class (Dr. Kenji
			Kitatani), providing a presentation on
			radio industry which included
			employment opportunities for new
			graduates.

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October 1, 2008