

**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2015**

KBNW-AM, Bend, Oregon, licensed to Summit Broadcasting Group, LLC, has fewer than five (5) employees, thus is not required to prepare and file an EEO Report pursuant to 47 C.F.R. 73.2080 of the FCC Rules.

**EEO ANNUAL PUBLIC FILE REPORT  
HORIZON BROADCASTING GROUP – CENTRAL OREGON  
dba KOAK-FM, KWPK-FM, KLTV-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

<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> KOAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCO-AM, Prineville, OR KBNW-AM, Bend, OR (LMA)	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> kshipman@horizonbroadcastinggroup.com

**1. Full-Time Vacancies**

#	Job Title	Hire Date	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees	Hired
1	Digital Media Account Executive	No Hire	Not Applicable	1,2,3,4,7,10,19,25,26,28,29	N/A	N/A	N/A	N/A
2	KBNW-AM/FM Program Director/Anchor	6/1/15	26	1,2,3,4,7,10,19,25,26,28,29	19	2	1	Lori Kahn
3	Account Executive	6/8/15	3	1,3,4,7,10,19,25,26,28,29	3,19,28	4	4	Nathan Gross
4	Account Executive	7/27/15	19	1,3,4,7,10,19,25,26,28,29	3,19,28	4	4	Robert Smith
5	Traffic Manager	9/24/15	19	1,3,4,7,10,19,25,26,28,29	19	1	0	Aiden Clemens

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		2
2	All Access www.allaccess.com		9
3	Regional Help Wanted www.centraloregonjobs.com		8
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240	Bill Johnstone	5

	Portland, OR 97223, 503-443-2299 www.theoab.org		
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wseab.org	Mark Allen	
6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Lisa Laughter	
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, 503-725-6889		

18	National Association of Broadcasters www.nab.org			
19	Referrals (employee)			5
20	Unsolicited			1
21	Refused to Disclose			
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. 4th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/LTW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		2
27	Oregon Work Force Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez		
28	www.craigslist/bend.com			21
29	Industry Referral			1
30	Radio Business Report			

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

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> <li>Keith Shipman, General Manager, participated in the "Murrow Mentors" program (mentoring senior level communications students) at Washington State University in April of 2015.</li> <li>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.</li> <li>Keith Shipman, General Manager, participated in the "Murrow Mentors" program (mentoring senior level communications students) at Washington State University in September of 2015.</li> <li>Horizon Broadcasting Group participated in the school to work program at Bend High School, Summit High School and Mountain View High School in the Bend LaPine School District (providing job shadowing to high school students) during 2014-2015 school year.</li> </ul>
Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.

**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2014**

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HORIZON BROADCASTING GROUP – CENTRAL OREGON  
dba KQAK-FM, KWPK-FM, KLTW-FM, KWLZ-FM, KBNW-FM, KRCC-FM**

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

<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 KRCC-FM, Prineville, OR KBNW-FM, Bend, OR (LMA)	<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	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviews	Hired
1	Utility/Air Personality	2/3/14	19	2,26,4,19	19,2	2	1	Donna Britt
2	News Anchor/Reporter	6/2/14	2	2,3	2	6	6	Kellen Pierce
3	Air Personality	6/16/14	2	2,1,19,28,4,26,3	2,1,26,19,28	11	11	Lauren Creagan
4	Air Personality	6/30/14	2	2,1,19,28,4,26,3	1,2,26,19,28	11	11	Tavis Buchan

**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
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>		125
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>		3
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 <a href="http://www.wsab.org">www.wsab.org</a>	Mark Allen	
6	Oregon Employment Department 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 2600 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, 541-737-0632 <a href="http://www.career.services.orst.edu">www.career.services.orst.edu</a>		1
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, 503-725-6889		
18	National Association of Broadcasters <a href="http://www.nab.org">www.nab.org</a>		
19	Referrals (employee)		4
20	Unsolicited		
21	Refused to Disclose		
22	Central Oregon Career Expo		
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 <a href="http://www.adfedco.org">www.adfedco.org</a>		

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/LTW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 <a href="http://www.horizonbroadcasting.com">www.horizonbroadcasting.com</a> (website)	Keith Shipman	3	
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez		
28	<a href="http://www.craigslist/bend.com">www.craigslist/bend.com</a>		4	
29	Industry Referral			
30	Radio Business Report			

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

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> <li>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 2013-2014 school year.</li> <li>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.</li> <li>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.</li> <li>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 2, 2014.</li> </ul>
Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.



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

<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)	<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	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	Account Executive	1-2-13	19	3,19,21,25,27,28	19,25	3	3
2	Account Executive	2-19-13	25	3,19,21,25,27,28	19,25	3	3
3	Account Executive	7-18-13	10	3,10,19,21,29	10,19	3	3

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		
2	All Access www.allaccess.com		
3	Regional Help Wanted www.centraloregonjobs.com	Bill Johnstone	14
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org		
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	
6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		

7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	2
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: <a href="mailto:jobs@uoregon.edu">jobs@uoregon.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)		4
20	Unsolicited		
21	Refused to Disclose		
22	Central Oregon Career Expo		8
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 <a href="http://www.adfedco.org">www.adfedco.org</a>		

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/KWPKL/TW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman	2	
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	Teresa Rodriguez	1	
28	www.craldls/bend.com		1	
29	Industry Referral		1	
30	Radio Business Report			

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

### III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ol style="list-style-type: none"> <li>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.</li> <li>2) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on March 22, 2013.</li> <li>3) 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.</li> <li>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 September 13, 2013.</li> </ol>
Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.

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<b>Unit Members/City of License:</b> KOAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCCO-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**

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2	Account Executive	1-16-12	25	3.25.28.4.19.2.5.26.21	3.25.28.4.19.2.26.21	17	16
3	Account Executive	5-31-12	25	28.3.30.25.2.19	3.28.25.2.19	14	12
4	Account Executive	5-31-12	25	28.3.30.25.2.19	3.28.25.2.19	14	12
5	Account Executive	8-6-12	19	28.3.30.25.2.19	3.28.25.2.19	14	12

**II. Recruitment Sources**

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

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19	Referrals (employee)		2
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21	Refused to Disclose		
22	Central Oregon Career Expo		3

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

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

### III. Supplemental Recruitment Initiatives

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



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

**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2011**

KBNW-AM, Bend, Oregon, licensed to Summit Broadcasting Group, LLC, has fewer than five (5) employees, thus is not required to prepare and file an EEO Report pursuant to 47 C.F.R. 73.2080 of the FCC Rules.

**EEO ANNUAL PUBLIC FILE REPORT  
 HORIZON BROADCASTING GROUP – CENTRAL OREGON  
 dba KOAK-FM, KWPK-FM, KLTV-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.

<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> KOAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-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	KOAK PD/Air Personality *	10-17-11	2	2, 3, 19	2, 3, 19	16	9
2	Account Executive	8-22-11	29	2, 3, 4, 5, 7, 26, 28, 29	3, 19, 26, 29	7	5
3	Account Executive	9-1-11	19	2, 3, 4, 5, 7, 19, 26, 28, 29	3, 19, 26, 29	7	5

\* - Position 1 (KOAK PD/Air Personality) was posted on July 26, 2011 and thus is included in our report for 2011.

**II. Recruitment Sources**

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		
2	All Access www.allaccess.com		76
3	Regional Help Wanted www.centraloregonjobs.com		18
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	1
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	1
6	Oregon Employment Department (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	1
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@uoregon.edu">jobs@uoregon.edu</a>		
14	Oregon State University Career Services 8008 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)		11
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 <a href="http://ww.adfedco.org">ww.adfedco.org</a>		

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 KOAK/KWP/KL/TW/KWLZ/KRCO (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	2
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez	
28			5
29	Industry Referral		
30	Radio Business Report www.rbr.com		2

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

**III. Supplemental Recruitment Initiatives (HBG – Central Oregon Business Unit is required to participate in two initiatives)**

Initiative	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	<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 17, 2011 providing a presentation which included employment opportunities for new graduates.</li> <li>2) 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 2010/2011 school year.</li> <li>3) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 20, 2011.</li> <li>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 20, 2011.</li> </ol>
Established training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Houston, TX and Bend, OR	Horizon Broadcasting Group offers ongoing training by its national sales consultant (Sean Luce of the Luce Performance Group, who visits the market four times per year and offers weekly telephone training) for sales, marketing, programming and promotion personnel. The training program consists of 20 education modules, and four employees completed the program during the reporting period.
Established an Internship Program designed to assist members of the community to acquire skills needed for	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic

broadcast employment.		credit for a minimum 12 week term. Internships are offered in Fall, Winter, Spring and Summer sessions. One part-time interns (news) participated in the program from 10-1-10 to 9-30-11.
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**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2010**

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**EEO ANNUAL PUBLIC FILE REPORT  
HORIZON BROADCASTING GROUP – CENTRAL OREGON  
dba KOAK-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> KOAK-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 www.radio-online.com		
2	All Access www.allaccess.com		
3	Regional Help Wanted www.centraloregonjobs.com		
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	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@uoregon.edu">jobs@uoregon.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, 503-725-6889		
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 ww.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 KOAK/KWPK/KLTW/KWLZ/KRCO (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.craldist/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>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>Edward R. Murrow School of Communication, Pullman, WA</p>	<p>February 16, 2010</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>

**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2009**

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**EEO ANNUAL PUBLIC FILE REPORT  
HORIZON BROADCASTING GROUP – CENTRAL OREGON  
dba KOAK-FM, KWPK-FM, KLTV-FM, KWLZ-FM, KBNW-AM, KRCCO-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> KOAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCCO-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	2	2, 3, 20, 21, 26, 19, 1, 28, 5,	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 www.radio-online.com		31
2	All Access www.allaccess.com		57
3	Regional Help Wanted www.centraloregonjobs.com		56
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	3
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774	Mark Allen	9

6	<a href="http://www.wsab.org">www.wsab.org</a> 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	4
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landholm 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 NAACP		
12	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)		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/LTW/KWLZ/KRCO (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				18

Note: In addition to the above sources, the Traffic Director's Guild of America (TDGA) was informed for Position 2.  
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 Kitahara), providing a presentation on radio industry which included employment opportunities for new graduates.</p>



**SUMMIT BROADCASTING GROUP, LLC  
KBNW-AM Bend, Oregon**

**EEO Report**

**October 1, 2008**

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