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

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
The state of the s	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

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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	သ	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
0	4	4	>	N/A	New Interviewees
Aiden Clemens	Robert Smith	Nathan Gross	Lori Kahn	N/A	Hired

- rummany label.		1 1 100 CAN Hallbrott Officer Office 740	
ď	Bill Johnstone	7480 SW Hampton Street Suite 340	1
		Orogon Appointing of Department	_
		www.centraloregonjobs.com	
8		Regional Help Wanted	ယ
		www.allaccess.com	
9		All Access	2
		www.radio-online.com	
2		Radio Online	
Referred	Admit descriptions of the second seco	The state of the s	
Number of Applicants/Interviewees	Contact	Organization	Source #

The state of the s													
17	16	5	14	13	12	11	10	9	8	7	6	<i>ن</i> ا	
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 Convallis, 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	
													,

30	29	28			27				26					25			24				23	22	21	20	19		18
Radio Business Report	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 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
		21			Teresa Rodriguez				Keith Shipman 2					Keith Shipman								A CONTRACTOR OF THE CONTRACTOR	The state of the s	- make metaly in a make			
						West-Arranger,			,0									Manual Transport									

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

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.	Bena, Ox	Various	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. The Article School is the School students of the School year. The Article School is the School students of the School year. The Article School is the School students of the 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.
 Neutri Stilphilati, General Manager, participated in the Muricow Memors program (mentoring senior level communications students) at Washington State University in April of 2015. 	vallous o	Various	programs sponsored by educational institutions relating to career
Description	3	Date	Initiative

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, 2013 to September 30, 2014

Employment offic.	Address	Contact Person/Title:	
Horizon Broadcasting Group, LLC	Horizon Broadcasting Group, LLC	Keith Shipman	
(Central Oregon)	854 N.E. 4th Street	President & CEO	
THE PROPERTY OF THE PROPERTY O	Bend, OR 97701		
Unit Members/City of License:	Telephone Number:	Email Address:	╧
KQAK-FM, Bend, OR	(541) 383-3825	kshinman@horizonhroadoastinggroup com	
KMPK-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		그	1,2,26,19,28	2,1,19,28,4,26,3	2	6/30/14	Air Personality	4
Lauren Creagan	1	1	2,1,26,19,28	2,1,19,28,4, 26,3	1	6/16/14	Air Personality	٠
Kellen Pierce	o	<u></u>	2	2,3,		6/2/14	News Anchor/Reporter	7
Donna Britt		2	19,2,	2,26,4,19	9-1-1	2/3/14	Curry All reisonality	.
			Source	(Source #)		333	Little Air Dononalit	۱
	Interviewees	Interviewed	Referral	Outreach	Source/Hiree			
Hired	New	Number	Interviewee	Vectoring	טמע מותוופות סמים מותוופות	מכמנו	800	:

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www.emp.state.or.us	Bend, OR 97708, 541-388-6070	P.O. Box 6035	Oregon Employment Department	www.wsab.org	Olympia, WA 98501, 360-705-0774	725 Columbia Street NW # 310	Washington State Association of Broadcasters	www.theoab.org	Portland, OR 97223, 503-443-2299	7160 SW Hampton Street, Suite 240	Oregon Association of Broadcasters	www.centraloregonjobs.com	Regional Help Wanted	www.allaccess.com	All Access	www.radio-online.com	Radio Online	Organization
			Application of the state of the				Mark Allen				Bill Johnstone		THE PROPERTY OF THE PROPERTY O		TO STATE OF THE PARTY OF THE PA			Contact
			The state of the s				THE PROPERTY OF THE PROPERTY O				သ		3		125	1	2	Number of Applicants/Interviewees Referred

		www.adtedco.org	
		Bend, OR 97701, 541-385-1992	
		PMB 2, 1293 NW Wall Street	
Property and the second	The state of the s	Central Oregon Ad Federation	23
	T T T T T T T T T T T T T T T T T T T	Central Oregon Career Expo	22
	TANGGALALANGALA.	Refused to Disclose	21
	TO THE PARTY OF TH	Unsolicited	20
4	The second secon	Referrals (employee)	19
		www.nab.org	
	And the second s	National Association of Broadcasters	18
		Portland, OR 97207, 503-725-5889	
		P.O. Box 751	:
		Organia Commission for Momon	17
		3034 N.E. Martin Luther King Boulevard	
	Table Development	Urban League	16
		Portland, OR 97209, 503-228-4131	
The state of the s		Oregon Council for Hispanic Advancement	15
		www.career.services.orst.edu	
		Corvallis, OR 97331, 541-737-0532	
		B008 Kerr Administration Building	
		Career Services	
THE STATE OF THE S	TANKS TO THE TANKS	Email: joss@uoregon.egu	
·		Eugene, OR 97403-0257	
		P.O. Box 3257	
		Career Services	ā
NAMES OF THE PROPERTY OF THE P		I iniversity of Oregon	20
		F.C. Box 11484 Eugene, OR 97402, 503-485-4767	
The state of the s	The production of the second o	NAACP	12
		Warm Springs, OR 97761, 541-553-1634	and the same of th
		2122 Wasco Street, P.O. Box C	-
in the first state of the first	Total Section 1	Pulman, VVA 99164, 509-335-3068	7
		Murrow Building	
	Clean A. Composit	Murrow School of Communications	į
- The state of the	Glanz A Johnson	Washington State University	10
		Bellevije, VVA 98007, 425-564-3065	
The state of the s	and the second s	Bellevue Community College	ထ
		Gresham, OR 97030, 503-491-7319	
		26000 SE Stark	
TOTAL CONTRACTOR CONTR	Jean Hillebrand	Mt. Hood Community College Career Center	ω
		Bend, OR 97701, 541-383-7200	7777777
•		Career Services Center	
17104 HUNGHUMANA	Marlene Ream	Central Oregon Community College	7

30	29	28			27	The state of the s		•	26				-	25	***************************************		24
Radio Business Report	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 sale of the sa	A STATE OF THE STA	4			The second continues of the se				W								

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	 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.
			 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 quest lecturer in the
			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
NAMES OF THE PARTY			University and made two classroom visits to discuss radio careers (programming and management) on April 2, 2014.
Established an Internship Program designed to assist members of the community to acquire skills needed for	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
broadcast employment.			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.

Employment Unit:	Address	Contact Donos Title
	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	kehinman@horizophroadoaetinggroup com
KWPK-FM, Sisters, OR		
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		
KBNW-AM, Bend, OR (LMA)		
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I. Full-Time Vacancies

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Account Executive	^ ^ ^ ~	Account Executive	A COOLING Experience	Account executive	A const Expending			Job Litle
7-18-13	7 10 10	V-18-13	0 40 40	1-2-15				Hire Date
10		2.5	A. III	16		Source/Hiree	;	Recruitment
3,10,19,21,29		3 19 21 25 27 28		3,19,21,25,27,28	1000000	Outreach (Source #)		Recruitment
10,19	10,60	10 25	.0,10	19.25		Deferral Source		Interviewee
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C. M. .

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Glenn A. Johnson
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30	29	28			27				26					25			24
Radio Business Report	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 th Street	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin
***************************************				(Teresa Rodriguez				Keith Shipman				٠	Keith Shipman			
	7.49900	The state of the s											ı	2			

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

III. Supplemental Recruitment Initiatives

Initiative	Date	l ocation	7,701,111,110
Dominion of head A second		1000	rescription
Participated in at least 4 events or	Various	Various	 Horizon Broadcasting 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
			2012/2013 school year.
	¥		Keith Shipman, General Manager, participated in the
			Washington State University Murrow College of
			Communications Career Fair on March 22, 2013.
-			Keith Shipman, General Manager, was a guest lecturer in the
		w.	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,
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
			rail, Winter, Spring and Summer sessions.

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

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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

12	14	3,28,25,2,19	28,3,30,25,2,19	19	8-6-12	Account Executive	57
12	14	3,28,25,2,19	28,3,30,25,2,19	25	5-31-12	Account Executive	4
12	14	3,28,25,2,19	28,3,30,25,2,19	25	5-31-12	Account Executive	ω
16	17	3,25,28,4,19,2,26,21	3,25,28,4,19,2,5,26,21	25	1-16-12	Account Executive	2
16	17	3,25,28,4,19,2,26,21	3,25,28,4,19,2,5,26,21	19	1-16-12	Account Executive	
	Interviewed	Source	(Source #)	Source/Hiree			
New Interviewees	Number	Interviewee Referral	Recruitment Outreach	Recruitment	Hire Date	Job I itle	##

www.wsab.org	Olympia, WA 98501, 360-705-0	5 Washington State	www.theoab.org	Portland, OR 972	7160 SW Hampto	4 Oregon Association	www.centraloregonjobs.com	3 Regional Help Wanted	www.allaccess.com	2 All Access	www.radio-online.com	1 Radio Online		00010011
	Olympia, VVA 98501, 360-705-0774	Washington State Association of Broadcasters	AND THE RESERVE AND THE PROPERTY OF THE PROPER	Portland, OR 97223, 503-443-2299	7160 SW Hampton Street, Suite 240	Oregon Association of Broadcasters	onjobs.com	anted	om		.com			
		Mark Allen	WASHINGTON TO THE TAXABLE TO THE TAX			Bill Johnstone								00111100
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22	21	20	19	18	17	<u></u>	σì			14			ō	3	12				10	Œ			8	7		d	9
Central Oregon Career Expo	Refused to Disclose	Unsolicited	Referrals (employee)	National Association of Broadcasters www.nab.org	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889	Orban 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	www.career.services.orst.edu	Career Services B008 Kerr Administration Building Corvallis, OR 97331 541-737-0532	Oregon State University	Email: jobs@uoregon.edu	F.O. Box 3257 Fugene OR 97403-0257	Career Services	Eugene, OR 97402, 503-485-4767	NAACP P.O. Box 11484	2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs	Murrow Building Pullman, WA 99164, 509-335-3068	Washington State University	3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	Gresham, OR 97030, 503-491-7319	Career Center 26000 SE Stark	Mt. Hood Community College	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	www.emp.state.or.us	P.O. Box 6035	Omen Farily mark Panadarat
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30	29	28	27		. 26		25	24		23
Radio Business Report	Industry Referral	www.craiglist/bend.com	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Horizon Broadcasting Group, LLC 854 NF 4th Street	Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	Horizon Broadcasting Group, LLC	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811	PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org	Central Oregon Ad Federation
			Teresa Rodriguez		Keith Shipman		Keith Shipman			
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programinstitutic opportu		Initiative	III. Supj	Note: N	30	29	28	2	. 26	The state of the s
programs sponsored by edinstitutions relating to career opportunities in broadcasting to programs in broadcasting to career opportunities in broadcasting to career opportunities in broadcasting opportunities in broad		0	olemental	'o source r						0 × cm co
programs sponsored by educational institutions relating to career opportunities in broadcasting.			III. Supplemental Recruitment Initiatives	Note: No source requested that it be notified of job openings	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)	854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRC ads)
Yanous	Cale	Date	res .	tified of job openings.	7		B	ob Fair 541-447-8076	Group, LLC -383-3825 ting.com (website)	854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)
Various	Location	Location								cruitment
5) 4) 3) 2) 1)	Description	Descrin		A CHAIL AND A		77777		Teresa Rodriguez	Keith Shipman	Kom Onburga
Keith Shipman, Genera Broadcast 475 Manage Communications (Wash Johnson) on February 2 included employment o Horizon Broadcasting Coprogram at Summit Hig School in the Bend Lap internships and shadow 2011/2012 school year; Keith Shipman, Genera Washington State University and made two careers (programming: College "Meet the Pros University and made two careers (programming: Keith Shipman, Genera College "Meet the Pros University and made two careers (programming: Keith Shipman, Genera Broadcast 475 Manage Communications (Wasi Johnson) on Septembe that included employments		tion		* Convenient No. 1990				N		
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; Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 5, 2012; 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 that included amplicament opportunities for future graduates.				Augmentatus de la company			9			22

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

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.

	TO TOTAL TOT	KBNW-AM, Bend, OR (LMA with Summit Broadcasting Group)
		KRCO-AM, Prineville, OR
		KWLZ-FM, Warm Springs, OR
		KLTW-FM, Prineville, OR
nsilipiilail@iloilzoilbioadcastinggroup.com		KWPK-FM, Sisters, OR
tohings of the second of the s	(541) 383-3825	KQAK-FM, Bend, OR
Basil Address:	Telephone Number:	Unit Members/City of License:
	Bend, OR 97701	The state of the s
President & CEO	854 N.E. 4" Street	(Cellifal Ciegoli)
Keith Shipman	Horizon Broadcasting Group, LLC	(Central Organia Organ, ECO
Contact Person/Title;	Figure 200.	Horizon Broadcasting Crown III
	Address.	Employment Unit:

I. Full-Time Vacancies

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Source/Hiree

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

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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)	www.nab.org	National Association of Broadcasters	P.O. Box 751	Oregon Commission for Women	Urban 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	B008 Kerr Administration Building	Oregon State University	Email: jobs@uoregon.edu	Eugene, OR 97403-0257	P.O. Box 3257	University of Oregon	Eugene, OR 97402, 503-485-4767	NAACP P.O. Box 11484	Warm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs	Pullman, WA 99164, 509-335-3068	Murrow Building Communications	Bellevue, WA 98007, 425-564-3065	3000 Landerholm Circle SE	Gresham, OR 97030, 503-491-7319	26000 SE Stark	Mt. Hood Community College	2600 NW College Way Bend, OR 97701, 541-383-7200	Central Oregon Community College Career Services Center
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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 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 th Street	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811	1777 SW Chandler Avenue	The Bulletin
				Teresa Rodriguez			-	Keith Shipman					Keith Shipman			
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24	The Bullefin			
	1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811	inue 382-1811		
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street		Keith Shipman	
	Bend, OK 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRO ads)	Bend, OK 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)		
26	Horizon Broadcasting Group, LLC		Keith Shipman	2
	Bend, OR 97701, 541-383-3825	383-3825		
	www.horizonbroadcasting.com (website)	ing.com (website)	T-Afficiation of the state of t	
27	Oregon Work Force Job Fair	b Fair	Teresa Rodriguez	THE COLUMN TO THE PROPERTY OF
	2321 NE Trird Street Prineville, OR 97754, 541-447-8076	41-447-8076		
28	www.craiglist/bend.com		THE TAXABLE PROPERTY OF THE PR	5
29	Industry Referral		The state of the s	2
30	Radio Business Report	THE THE THE PROPERTY OF THE PR	The state of the s	
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Initiative		Location	Description	
participated in at least 4 ever programs sponsored by edu institutions relating to career opportunities in broadcasting.	nts or cational	Various	Keith Shipman, General Man Broadcast 475 Management Communications (Washingto on February 17, 2011 providing formula in the complexity of the complexit	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; 2) Horizon Broadcasting Group participated in th program at Summit High School in the Bend L (providing internships and job shadowing to high during the 2010/2011 school year.	employment opportunities for new graduates; 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
				General Manager, participated in the Washington Murrow College of Communications Career Fair on
			Keith Shipman, General Man College "Meet the Pros" sem Iniversity and made two class	Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State
			(programming and management) on April 20, 2011.	nent) on April 20, 2011.
Established <i>training</i> program designed to enable station per	Established <i>training</i> program designed to enable station personnel	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	oup offers ongoing training by its national sales fthe Luce Performance Group, who visits the
to acquire skills that could qua them for higher level positions.	to acquire skills that could qualify them for higher level positions.		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	ar and offers weekly telephone training) for sales, and promotion personnel. The training program modules, and four employees completed the
Established an I	Established an Internship Program	Bend, OR	Horizon Broadcasting Group offers internships in programming, news,	temships in programming, news,
designed to assi community to ac	designed to assist members of the community to acquire skills needed for	AMARINI, ALIAPO (MARIALA MINI)	promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic	high school juniors and seniors, ersity 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 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 Unit:	Address:	Contact Person/Title:
Horizon Broadcasting Group, LLC	Horizon Broadcasting Group, LLC	Keith Shipman
(Central Oregon)	854 N.E. 4 th Street Bend, OR 97701	President & CEO
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 ***	თ
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	2.8	12-15-09	Account Executive	4
6	6	3,2,28,19	26,2,3,29,28,19	ယ	8-25-10	Promotion Director **	ω
11	13	30,29,19	19,4,29,2,30,3,28,5	ω	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 *	
New Interviewees	Number Interviewed	Interviewee Referral Source	Applicant Source (Source #)	Recruitment Source/Hiree	Hire Date	Job Title	#

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^{* -} 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, VVA 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 (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, WA 98501, 360-705-0774 www.wsab.org
								Glenn A. Johnson		Jean Hillebrand	Mariene Ream		Mark Allen

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WWW.LD.:COIL	Tradic Date Topos	Radio Brainess Report	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. 4th 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	Central Oregon Career Expo	Unknown Source	Unsolicited	Referrals (employee)
							Teresa Rodriguez				Keith Shipman			-		Keith Shipman								To the Imple Agreement space of the State of			
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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
	1		high school students receiving
			academic credit, and to college

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

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

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

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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

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

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

22	21	20	19		18		-	47		16		-	1				14				;	13		ī	12						10		9			σ			7			σ	
Central Oregon Career Expo	Unknown Source	Unsolicited	Referrals (employee)	Www.lac.org	National Association of Broadcasters	Portland, OR 97207, 503-725-5889	P.O. Box 751	Oregon Commission for Momen	3034 N.E. Martin Luther King Boulevard	Urban League	Portland, OR 97209, 503-228-4131	108 N W Ninth Avenue Suite 201	Oragon Council for Hispanic Advancement	COIVABLE, ON GROOT, OF 1-1 01-0008	B008 Kerr Administration Building	Career Services	Oregon State University	Email: jobs@uoregon.edu	Eugene, OR 97403-0257	P.O. Box 3257	Career Services	University of Oregon	Eugene, OR 97402, 503-485-4767	DO Roy 11484	NAACP	2322 wasco odeel, 1.0. 252 0 Warm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs	Pullman, WA 99164, 509-335-3068	Murrow Building	Murrow School of Communications	Washington State University	Bellevue, WA 98007, 425-564-3065	Bellevue Community College	Gresham, OR 97030, 503-491-7319	Career Certer	Mt. Hood Community College	Bend, OR 97701, 541-383-7200	Career Services Center	Central Oregon Community College	www.emp.state.or.us	Bend, OR 97708, 541-388-6070	D O Box 6035	www.wsab.org
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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 4 th 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		_					
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Bend, OR 97702, 541-382-1811 Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KVVPK/KLTV//KWLZ/KRCO (on-air recruitment ads) Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website) Oregon Work Force Job Fair 2321 N.E. Third Street Prineville, OR 97754, 541-447-8076 Prineville, OR 97754, 541-447-8076 Ion to the above sources, the Traffic Director's Guild of America (TDGA) was informed for Position 2. 18 18 18	r Avenue 541-382-1811 fing Group, LLC S41-383-3825 W/KWLZ/KRCO (on-air recruitment ads) Ing Group, LLC S41-383-3825 Icasting.com (website) Sa Job Fair eet 54, 541-447-8076 S.com Ees, the Traffic Director's Guild of America (TDGA) was informed for Position 2. Ses requested that they be notified of full time openings.
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employment opportunities for new			
radio industry which included			
Kitatani), providing a presentation on			
Management 475 Class (Dr. Kenji			
participated in Broadcast			Communication, Pullman, WA
Keith Shipman, General Manager,	Pullman, WA	February 18, 2009	Edward R. Murrow School of
from 10-1-08 to 9-30-09.		AT THE FEW WAY ALL MAN AND A STATE OF THE ST	
news) participated in the program			
part-time interns (promotion and		•	
our programming department. Two			
students receiving academic credit, in			
academic credit, and to college			-
high school students receiving			
HBG offers an internship program to	Bend, OR	Ongoing	internship Program

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

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This report covers full-time vacancy recruitment for the period of October 1, 2007 to September 30, 2008.

		KRCO-AM, Prineville, OR
kshipman@horizonbroadcastinggroup.com	(341) 363-3625	KWPK-FM, Sisters, OR KLTW-FM, Prineville, OR KWI Z-FM Werm Springs OB
Email Address:	Telephone Number:	Unit Members/City of License: KOAK-FM Bend OR
President & CEO	854 N.E. 4" Street Bend, OR 97701	
Keith Shipman	Horizon Broadcasting Group, LLC	(Central Oregon)
Contact Person/Title:	Audiess	Horizon Broadonstina Owner 110

I. Full-Time Vacancies

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			www.ceillialoregonjobs.com	100000000000000000000000000000000000000	*******:celiii aiglegoillops.com	Walker Control Control Control	www.centraloregoniobs.com	WWWW.CI didelier DELIG.COIII	Sanata Crainclint/hond about	www.ceiiii aidiegoiijobs.coiii	WARE CONTROLOGICANON		Vectorial control of the	Doorsitmant Course/Line
			1-10,19,26,28		1-10,19,26		1.08	1-28		1-10,18,19,25,28	10 10 10	Outreach (Source	Recruitment	
			3,21,22,26,28		7,19,26	0,10,21,20,20	3 10 21 25 26	3,19,25,26		3,26,28		Referral Source	Interviewee	
			12		2	18	40	10	70.70	13		Interviewed	Number	
			10		2	300	-	10		13			New Interviewees	

Note: Position 1 was a promotion from within the company (part-time to full-time).

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7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Droop Association of Droop	www.centraloregoniobs.com	Regional Help Wanted	www.allaccess.com	All Access	www.radio-online.com	Radio Online	Organization	
Bill Johnstone								Contact	
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(ciliployee)	www.nab.org	National Association of Broadcasters	P.O. Box 751 Portland, OR 97207, 503-725-5889	Orban 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	B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu	Oregon State University	Eugene, OR 97403-0257 Email: jobs@uoregon.edu	University of Oregon Career Services P.O. Box 3257	Eugene, OR 97402, 503-485-4767	NAACP D O Boy 11484	Conlegerated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634	Confedent T-1, 50%, 505-5058	Washington State University Murrow School of Communications Murrow Building	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	26000 SE Stark Gresham, OR 97030, 503-491-7319	Mt. Hood Community College	Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	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
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www.cratglisoberu.com	White Condition and the second	232 NE INITO Street Prineville OR 97754 541,447,5076	Oregon Work Force Job Fair	www.horizonbroadcasting.com (website)	Bend, OR 97701, 541-383-3825	854 NE 4 th 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	Central Oregon Career Expo	Unknown Source	Unsolicited
			Teresa Rodriguez				Keith Shipman				Keith Shipman										
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III. Supplemental Recruitment Initiatives

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Ungoing						April 3, 2008	A															March 10, 2008	-5	7)+>
Houston, TX and Bend, OR					444	Pullman, WA	The second control of															Redmond, OR	Location	
Horizon Broadcasting Group Account	discuss radio careers (programming and management).	and made four classroom visits to	Communications School Career fair	University Edward R. Murrow	participated in the Washington State	Keith Shipman (General Manager)	participated.	Director and Account Executives	Program Director, Creative Services	The General Manager, KQAK-FM	the Bend Chamber of Commerce.	Vocational Rehabilitation Division and	Career Alliance - Bend/LaPine, the	Employment Department, School to	Self Sufficiency Programs, Oregon	Intergovernmental Council, DHS -	Community College, Central Oregon	cooperation with Central Oregon	Career Expo was presented in	Deschutes County Fairgrounds. The	Oregon Job & Career Expo at the	HBG participated in the 2008 Central	Description	

Ωū	n		•
Edward K. Murrow School of Communication, Pullman, WA		Internship Program	
February 19, 2008		Ongoing	
Pullman, WA		Bend, OR	
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.	our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-07 to 9-30-08	HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in	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

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

This report covers full-time vacancy recruitment for the period of October 1, 2007 to September 30, 2008.

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	-1	

I. Full-Time Vacancies

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Traffic Assistant/Admin. Assist.	Sales Assistant	Account Manager	Account Manager	Traffic Assistant/Admin. Assist.	Job Title
www.centraloregonjobs.com	www.centraloregonjobs.com	www.centraloregonjobs.com	www.craigslist/bend.com	www.centraloregonjobs.com	Recruitment Source/Hiree
1-10,19,26,28	1-10,19,26	1-28	1-28	1-10,18,19,25,28	Recruitment Outreach (Source #)
3,21,22,26,28	7,19,26	3,19,21,25,26	3,19,25,26	3,26,28	Interviewee Referral Source
12	2	18	10	13	Number Interviewed
10	2	18	10	13	New Interviewees

Note: Position 1 was a promotion from within the company (part-time to full-time).

Source#	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online		
	www.radio-online.com		
2	All Access		
	www.allaccess.com		
ω	Regional Help Wanted		191
	www.centraloregonjobs.com		•
4	Oregon Association of Broadcasters	Bill Johnstone	
	7160 SW Hampton Street, Suite 240		
	Portland, OR 97223, 503-443-2299		
	www.theoab.org		

19	18	17	16	15		14		ಪ	12		ā	5	0		6	Ċ
Referrals (employee)	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	Career Services B008 Kerr Administration Building Convallis, OR 97331, 541-737-0532 www.career.services.orst.edu	Oregon State University	Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu	University of Oregon	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	Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	3000 Landerholm Circle SE Bellevue, IVA 98007, 425-564-3065	Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319 Bellevite Community College	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	725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org
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28	TOTAL	27				26				25			24				23	22	21	20
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	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	Central Oregon Career Expo	Unknown Source	Unsolicited
TO THE REAL PROPERTY OF THE PR		Teresa Rodriguez				Keith Shipman				Keith Shipman										The state of the s
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Luce Репогтапсе Group	Murrow Symposium Career Fair	Central Cregon Job & Career Expo	Initiative	III. Supplemental Recruitment Initiatives	28 ww	27 Orr 23 Pri	26 Ho 85 Be ww	25 Ho 85- Be KQ	24 The 177 Be		23 Ce
roup	Career Fair	x Career Expo	1	ecruitment Initiativ	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 (w	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCC	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811	PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 ww.adfedco.org	Central Oregon Ad Federation
Ongoing	April 3, 2008	warch α, zooa	Date	es	n	b Fair 541-447-8076	Group, LLC -383-3825 <u>ting.com</u> (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)	enue -382-1811	Street -385-1992	deration
Houston, TX and Bend, OR	Puliman, WA	Redmond, OK	Location			Teresa Rodriguez	Keith Shipman	Keith Shipman			
Horizon Broadcasting Group Account	Keith Shipman (General Manager) participated in the Washington State University Edward R. Murrow Communications School Career fair and made four classroom visits to discuss radio careers (programming and management).	HBG participated in the 2008 Central Oregon Job & Career Expo at the Deschutes County Fairgrounds. The Career Expo was presented in cooperation with Central Oregon Community College, Central Oregon Intergovernmental Council, DHS – Self Sufficiency Programs, Oregon Employment Department, School to Career Alliance – Bend/LaPine, the Vocational Rehabilitation Division and the Bend Chamber of Commerce. The General Manager, KQAK-FM Program Director, Creative Services Director and Account Executives participated.	Description		42	The state of the s	52	16			

Internship Program	Ţ.
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 from 10-1-07 to 9-30-08.	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

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

This report covers full-time vacancy recruitment for the period of October 1, 2006 to September 30, 2007.

Employment Unit:	Address:	Contact Person/Title:
Horizon Broadcasting Group, LLC	Horizon Broadcasting Group, LLC	Keith Shipman
(Central Oregon)	854 N.E. 4 th Street	President & CEO
	Bend, OR 97701	
Unit Members/City of License:	Telephone Number:	Email Address:
KQAK-FM, Bend, OR	(541) 383-3825	kbs@horizonbroadcasting.com
KWPK-FM, Sisters, OR		•
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		

I. Full-Time Vacancies

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DO LOS STORT	Senior Account Manager	Account Executive	Utility Air Personality	Ultility Air Personality	
www.centrajoredoniops.com	Employee Referral www.centraloregoniobs.com	HBG (on-air)	www.allacess.com	Employee Referral	
1-28	1-5, 19, 25, 26 1-28	1-27	1-10, 19, 25, 26	1-10, 19, 25, 26	Outreach (Source #)
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Note: Position 1 was a promotion from within the company (part-time to full-time).

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www.wsab.org	Olympia, WA 98501, 360-705-0774	725 Columbia Street NW # 310	Washington State Association of Broadcasters	www.theoab.org	Portland, OR 97223, 503-443-2299	7160 SW Hampton Street, Suite 240	Oregon Association of Broadcasters	www.centraloregonjobs.com	Regional Help Wanted	www.allaccess.com	All Access	www.radio-online.com	Radio Online		Organization
			Mark Allen				Bill Johnstone			-					Contact
			2				9		57		63		¥ -	Referred	Number of Applicants/Interviewees

23	22	21	20	19		18			17			16			15					14				i	13		i	12			11				10		ď			8				7				F
Central Oregon Ad Federation PMB 2, 1293 NW Wall Street	Central Oregon Career Expo	Unknown Source	Unsolicited	Referrals (employee)	www.nab.org	National Association of Broadcasters	Portland, OR 97207, 503-725-5889	P.O. Box 751	Oregon Commission for Women	Portland, OR 97212, 503-241-4644	3034 N.E. Martin Luther King Boulevard	Urban League	Portland, OR 97209, 503-228-4131	108 N.W. Ninth Avenue, Suite 201	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	University of Oregon	Eugene, OR 97402, 503-485-4767	P.O. Rox 11484	NAACP	Warm Springs, OR 97761, 541-553-1634	2122 Wasco Street, P.O. Box C	Confederated Tribes of Warm Springs	Pullman, WA 99164, 509-335-3068	Murrow Building	cations	Washington State University Glenn A. Johnson	Bellevue, WA 98007, 425-564-3065	3000 Landerholm Circle SE	Gresnam, OR 9/030, 503-491-7319	26000 SE Stark	Mt. Hood Community College	200	2600 NW College Way	Career Services Center	Central Oregon Community College Mariene Ream	www.emp.state.or.us	Bend, OR 97708, 541-388-6070	P.O. Box 6035	
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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	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
			Teresa Rodriguez				Keith Shipman				Keith Shipman	·				
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предоставления предос	Luce Performance Group Ongoing Houston, TX and Bend, (Work Force Oregon Career & Job Fair April 24, 2007 Prineville, OR	regon Job & Career Expo March 21, 2007	Initiative Date Location	www.craiglist/bend.com emental Recruitment Initiatives	27 Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	26 Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	25 Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (on-air recruitment ads)	1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811
יייים אינויים	Houston, TX and Bend, OR Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20			Location Description		resa Rodriguez 6	ith Shipman 24	ith Shipman 17	v

	Internship Program
	Ongoing
	Bend, OR
sales modules. 2 Account Executives completed the program in this reporting period	HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department. One part-time interns (promotion and news) participated in the program from 10-1-06 to 9-30-07.

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

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This report covers full-time vacancy recruitment for the period of October 1, 2005 to September 30, 2006.

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Horizon Broadonatina Comment I Co	Address:	Contact Person/Title:
(Central Oragon)	Horizon Broadcasting Group, LLC	Keith Shipman
(Ceruai Cregori)	854 N.E. 4" Street Bend, OR, 97701	President & CEO
Unit Members/City of License:	Telephone Number:	Email Address:
KQAK-FM, Bend, OR	(541) 383-3825	Elian Address:
KWPK-FM, Sisters, OR		KUS@notizonbroadcasting.com
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		
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I. Full-Time Vacancies

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Note: Positions 2 and 3 were hired from the same applicant pool.

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Bend, OR 97708, 541-388-6070	P.O. Box 6035	www.wsab.org	Olympia, WA 98501, 360-705-0774	725 Columbia Street NW #310	White the Appointment of the App	www.theoah.org	Portland, OR 97223, 503-443-2299	7160 SW Hampton Street, Suite 240	Oregon Association of Broadcasters	www.centraloregonjobs.com	Regional Help Wanted	www.allaccess.com	All Access	www.radio-online.com	Radio Online	
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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	Unknown Source	Unsolicited	Referrals (employee)	www.nab.org	National Association of Broadcasters	Portland, OR 97207, 503-725-5889	Oregon Commission for Women P.O. Box 751	Portland, OR 97212, 503-241-4644	3034 N.E. Martin Luther King Boulevard	Portiand, OK 9/209, 503-228-4131	108 N.W. Ninth Avenue, Suite 201	Oregon Council for Hispanic Advancement	www.career.services.orst.edu	Corvallis, OR 97331, 541-737-0532	B008 Kerr Administration Building	Career Services	Oregon State Iniversity	Eugene, OR 97403-0257	P.O. Box 3257	Career Services	University of Oregon	Eugene, OR 97402, 503-485-4767	P.O. Box 11484	NAACP	2122 vvasco olleet, P.O. Box C Warm Springs OR 97761 541-553-1634	Confederated Tribes of Warm Springs	Pullman, WA 99164, 509-335-3068	Marrow Building	Washington State University	Bellevue, WA 98007, 425-564-3065	Bellevue Community College 3000 Landerholm Circle SE	Gresham, OR 97030, 503-491-7319	26000 SE Stark	Mt. Hood Community College	Bend, OR 97701, 541-383-7200	Career Services Center	Central Oregon Community College	www.emp.state.or.us
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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	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
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		Luce Performance Group					swork Lorde Clego	Work Earns Orner															Central Oregon Job & Career Expo					(Redmond High School	Initiative	III. Supplemental			27				26			25	
		Group					Work I ofce Ofegori Career & Job Fair	Company later :													2		b & Career Expo						hool	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	III. Supplemental Recruitment Initiatives	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	KOAK/KWPK/KI TW//KWI 7/KBO	Sond On OZZA FA	Horizon Broadcasting Group, LLC	Bend, OR 97702, 541-382-1811
	Cigonia G	Ongoing					April 25, 2006	A 100															March 16, 2005					. (F. 10)	February 16, 2006	Date	res	541-447-8076		ob Fair	ting.com (website)	1-383-3825	Gloup, LLC	Com II C (or Fall Technille III ads)	KOAK/KWRK/KI TW/KWM Z/KWOO (on air room it mont ele)		Group, LLC	1-382-1811
	Houston, IX and Bend, OR					-	Prineville, OR		£													, California, CIV	Redmond OR					Reamona, CR	Dodanosi On	I coation		Track		Teresa Rodriguez			Keith Shipman				Keith Shipman	
Pailicipate III tile LFG Sales I falning S	Horizon Broadcasting Group Account Executives and Sales Personnel	Account Executives participated.	Cregon. The General Manager, KRCO-AM Program Director and	Fair was presented by Workforce	the Crook County Fairgrounds. The	Force Oregon Career & Job Fair at	HBG participated in the 2006 Work	Account Executives participated	and Ki TM Program Directors and	Manager Operations Monager Katt	The General Measure Commerce.	Vocational Rehabilitation Division and	Career Alliance - Bend/LaPine, the	Employment Department, School to	Self Sufficiency Programs, Oregon	Intergovernmental Council, DHS -	Community College, Central Oregon	cooperation with Central Oregon	Career Expo was presented in	Descriutes County Fairgrounds. The	Cregon Job & Career Expo at the	HBG participated in the 2006 Central	proaccasting.	careers in radio and television	introductory broadcast classes on	Frogram Director) spoke with	and Bruce Cannon (KQAK-FM	Larry Wilson (Operations Manager)	Description	The state of the s	Track and track			The second secon			36			4	4	

	monal program	Internation Drogram
	Cngoing	
	Bend, OR	
our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-05 to 9-30-06.	HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in	Program. The program consists of 20 sales modules. 3 Account Executives completed the program in this reporting period

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2005 EEO Report KRCO Prineville, OR

LOCAL PUBLIC INSPECTION COPY

The attached material was filed with the Federal Communications Commission, Washington, D.C., on the date indicated below.

Do not remove from or add to the attached materials.

Section 73.3526 of the FCC rules and Regulations requires that this material be kept on file for public inspection during regular business hours.

GARVEY SCHUBERT BARER

Fifth Floor 1000 Potomac Street, NW Washington, DC 20007 Telephone: (202) 965-7880 Fax: (202) 962-1729

Date: September 21, 2005

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Federal Communications Commission

FCC MB - CDBS Electronic Filing Account number: 442327

Description: 2005 EEO REPORT FOR KRCO, KLTW-FM, KQAK, KWPK-FM, KWLZ-FM
Application Reference Number: 20050921AHV
Successfully filed at Sep 21 2005 5:29PM



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Federal Communications Co Washington, D.C. 20554	mmission	Approv 3060-0113 (1	ca by Otomo !	FOR FCC USE ONLY	·:
	FCC 3	396			
	PROGRAM :	OYMENT OPPORTUN REPORT eense renewal application)	ITY	FOR COMMISSION US FILE NO. - 20050921AH	
Rea	d INSTRUCTIONS B	efore Filling Out Form			
Section I					
	ensee ASTING GROUP LLO	C			***
Mailing Address 2484 N.W. HOSMER	LAKE DRIVE				
City BEND			State or C address) OR	ountry (if foreign	Zip Code 97701 -
Telephone Number (ir 5413833825	iclude area code)		E-Mail A	idress (if available)	
		Facility ID Number 27171		Call Sign KRCO	
TYPE OF BROADO STATION: (if applicable)	● _{Radi} ○ _{TV}	Power TV		Noncommercial B C Educational Ra C Educational TV	adio
stations operated by the time brokerage agreer responses or informat	rogram Report tion of all stations inch ne licensee pursuant to nent. To the extent that ion provided in Section y other stations, includ	a time brokerage agreement. It t licensees include stations ope as I through II should take into	ndicate on rated purs considera of this form	the table below wh uant to a time broke tion the licensee's E	thare one or more employees. Also list ich stations are operated pursuant to a crage agreement on this report, EO compliance efforts at brokered ment unit is a station or a group of
Providence and the first first or any proper new Costs of the State of Electron and American Andrews		Station L	ist		
stations operated by the time brokerage agree	he licensee pursuant to ement. To the extent to into consideration the les of this form, a stati	a time brokerage agreement. I that licensees include stations blicensee's EEO compliance et	ndicate on operated forts at br	the table below who pursuant to a time okered stations, as well as the control of	share one or more employees. Also lishich stations are operated pursuant to a brokerage agreement on this report well as any other stations, included on whe stations in the same market that
Call Sign Fac	cility ID Number	Type (check applicable box)		Location City/State)	Time Brokerage Agreement (check applicable box)
KRCO	27171	⊙ _{AM} ○ _{FM} ○ _{TV}	PRIN	EVILLE, OR	O Yes O No
Call Sign	Facility ID Number	Type (check applicable box)		Location (City/State)	Time Brokerage Agreement (check applicable box)
KLTW-FM	27168	C AM © FM C TV	PRI	NEVILLE, OR	O Yes ⊙ No
				1	

DB2 Lun			•	1 ago a on
Call Sign	Facility ID Number	Type (check applicable box	Location (City/State)	Time Brokerage Agreement (check applicable box)
KQAK	31175	C _{AM} ⊙ _{FM} C _T	BEND, OR	C Yes © No
-				
Call Sign	Facility ID Number	Type (check applicable bo	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWPK-FM	59365	C AM © FM C T	SISTERS, OR	C Yes © No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWLZ-FM	13581	C AM C FM C TV	WARM SPRINGS, OR	O Yes O No
CONTACT PE	RSON IF OTHER THAI	N LICENSEE		
Name HENRY A. SOI		S 1	treet Address 000 POTOMAC STREET, N	ıw .
	10		IFTH FLOOR	
City WASHINGTON	State J DC		elephone Number 029657880	
:		FILING INSTI	RUCTIONS	
Broadcast station	n licensees are required to	afford equal employment oppo	ortunity to all qualified person	ns and to refrain from discriminating in C.F.R. Section 73.2080. Pursuant to
these requiremen	ts a license renewal appli	cant whose station employmen	nt unit employs five or more i	full-time station employees must file a fewer than five full-time employees, no
equal employme	nt opportunity program in led with each station's ren	formation need be filed. If a st	ation employment unit is filir	g a combined report, a copy of the
requirements ma	y result in sanctions or lic	ation's public file. These action ense renewal being delayed or nications Act of 1934, as amer	denied. These requirements a	nse renewal. Failure to meet these are contained in 47 C.F.R. Section
term before any	ION COMPLAINTS. Hav body having competent ju the employment practice	re any pending or resolved con risdiction under federal, state, s of the station(s)?	nplaints been filed during this territorial or local law, allegi	s license C Yes • No ng unlawful
If so, provide a t (if any), and the	orief description of the cor disposition or current state	nplaint(s), including the person us of the matter.	ns involved, the date of the fi	ling, the court or agency, the file numbe
[Exhibit 1]				
Does your statio	n employment unit emplo	y fewer than five full-time emp	ployees?	O Yes ⊕ No
Consider as "full	l-tim e" employees all thos	e permanently working 30 or r	nore hours a week.	
and place a conv	in your station(s) public i	ewer than five full-time emplo file. You do not have to complo mplete all of this form and follo	ete the rest of this form. If yo	on below, return the form to the FCC, ur station employment unit employs five
CERTIFICATI	ON.			
This report must	be certified, as follows:			
A. By licensee, i B. By a partner, C. By an officer,	f an individual; if a partnership (general p , if a corporation or an ass	artner, if a limited partnership) ociation; or);	

Ь	By an attorney of the licensee	in case of physical disability	y or absence from the United States of the licensee.
II J	Dy an automey of the needsee.	. III Case of Diffsical disabilit	y or absolice from the office Blates of the heelister

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

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

M2.0	Name of Respondent KEITH B. SHIPMAN
11	Telephone No. (include area code) 5413833825
Date 9/21/2005	

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

GENERAL POLICY

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

RESPONSIBILITY FOR IMPLEMENTATION

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

Name: KEITH B. SHIPMAN	Title: PRESIDENT/CEO
Mamerk BITH B SHIPMAN	HILL I REDIDER I/CEO
HAURIO, EXECUTE ES, DITRI IVALIA	

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

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

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

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

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

Exhibits

Attachment 2

Description

2004 Annual EEO Local Public File Report

2005 Annual EEO Local Public File Report

Exhibit 3
Description: NARRATIVE STATEMENT

SEE EXHIBIT 2

Attachment 3

This report covers full-time vacancy recruitment for the period of October 1, 2003 to September 30, 2004.

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

I. Full-Time Vacancies

#	Job Title	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	KLTW-FM Morning Host/Program Director	allaccess.com	1-10	2, 3, 4, 18,	6	6
2	Account Executive	Central Oregon Jobs.com	1-24	3, 4, 21	4	4
3	General Sales Manager	Employee Referral	1-24	2, 3, 4, 5, 19	12	12
4	All Positions		1-24	0	0	0
5	Sales Assistant	Employee Referral	1-24	3, 4, 19, 22	14	14
6	Account Executive	Central Oregon Jobs.com	1-24	3, 4, 19, 20, 21,23	12	12
7	Account Executive	Central Oregon Jobs.com	1-24	Same as Position 7	11	11
8	Account Executive	Employee Referral	1-6	3, 4, 19	3	3
9	KRCO-AM Morning Host/Program Director	Central Oregon Jobs.com	1-10	2, 3, 4	6	6

Source #	Organization	Contact	Number of Interviewees Referred
1	Radio Online www.radio-online.com		1
2	All Access www.allaccess.com		13

	www.nab.org		
19	Referrals (employee)		17
20	Unsolicited		
21	Unknown Source		45
22	Central Oregon Career Expo		34
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 ww.adfedco.org	Lisa Flynn	í
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811		2

Initiative	Date	Location	Description
Bellevue Community College	November 4, 2003	Bellevue, WA	Keith Shipman (General Manager) spoke with introductory broadcast classes on careers in radio and television broadcasting.
Clover Park Technical College	November 18, 2003	Tacoma, WA	Keith Shipman (General Manager) attended KVTI-FM Advisory Committee Meeting and spoke with broadcast class.
Washington State University	November 21, 2003	Seattle, WA	Keith Shipman (General Manager) attended Washington State University Edward R. Murrow School Advisory Board Meeting and met with students about curriculum matters.
Bellevue Community College	January 28, 2004	Bellevue, WA	Keith Shipman (General Manager) spoke with advanced broadcast classes on careers in radio.
Central Oregon Job & Career Expo	March 17, 2003	Redmond, OR	HBG co-sponsored the 2004 Central Oregon Job & Career Expo at the Deschutes County Fairgrounds. The Career Expo was presented in cooperation with Central Oregon Community College, Central Oregon Intergovernmental Council, DHS - Self Sufficiency Programs, Oregon Employment Department, School to Career Alliance - Bend/LaPine and the Vocational Rehabilitation Division. The General Manager, General Sales Manager, Operations Manager, Business Manager and Account Executives participated.
Murrow Symposium Career Fair	April 14, 2004	Pullman, WA	Keith Shipman (General Manager) participated in Washington State University Edward R. Murrow Communications School Career Fair and made three classroom visits to discuss radio careers.
Murrow Symposium	April 15, 2005	Pullman, WA	Keith Shipman (General Manager) participated in Washington State University Edward R. Murrow Communications School Symposium and made two classroom visits to discuss radio careers.
Bellevue Community College	April 15, 2004	Bellevue, WA	Keith Shipman (General Manager) spoke with advanced broadcast class on career in radio news.
Clover Park Technical College	May 13, 2004	Tacoma, WA	Keith Shipman (General Manager) attended KVTI-FM Advisory Board meeting and met with students to discuss broadcast (radio) careers.
Clover Park Technical College	September 22, 2004	Tacoma, WA	Kelth Shipman (General Manager) attended KVTI-FM Advisory Board meeting and met with students to discuss broadcast (radio) careers.

3	Regional Help Wanted www.centraloregonjobs.com		39
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	10
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	3
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	Leslie Larkin	
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	me were to trigge strong to reight of plants in the second strong to the second strong	
18	National Association of Broadcasters		1

Luce Performance Group	Ongoing	Houston, IX	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 3 Account Executives completed the program in this reporting period
Internship Program	Qngoing	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.

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

This report covers full-time vacancy recruitment for the period of October 1, 2004 to September 20, 2005.

7 0 0 7		
Employment Unit:	Address:	Confact Dercon/Title:
Horizon Broadcasting Group, LLC	Dadcasting Group 11.0	Keith Chismon
(Central Oregon)		President & CEO
	Bend, OR 97701	
Unit Members/City of License:	Telephone Number:	Emsil Address.
KQAK-FM, Bend, OR	(541) 383-3825	Pho@horizophonding.com
KWPK-FM, Sisters, OR		Nosemior concessing con
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		

I. Full-Time Vacancies

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New Interviewees	16		t u	0	0	C	>	9
Number Interviewed	16	- V		- 0	0 9	9	,	တ
Interviewee Referral Source	2, 3, 4, 18, 19, 20,	23419	2 3 19 20 28	0 3 4 E OE	2 4 24 25 26 3 4 24 25 26	3, 4, 21, 25, 26		3, 19, 20, 21
Recruitment Outreach (Source #)	1-10	1-10	1-26	1-26	1-26	1-26		1-26
Recruitment Source/Hiree	allaccess.com	Employee Referral	Employee Referral	WSAB	Employee Referral	Central Oregon	Jobs.com	Central Oregon Jobs.com
Job Title	Production Director	KLTW-FM Morning Host	Account Executive	Account Executive	Account Executive	Account Executive		Sales Assistant
#	-	2	3	4	5	9	,	,

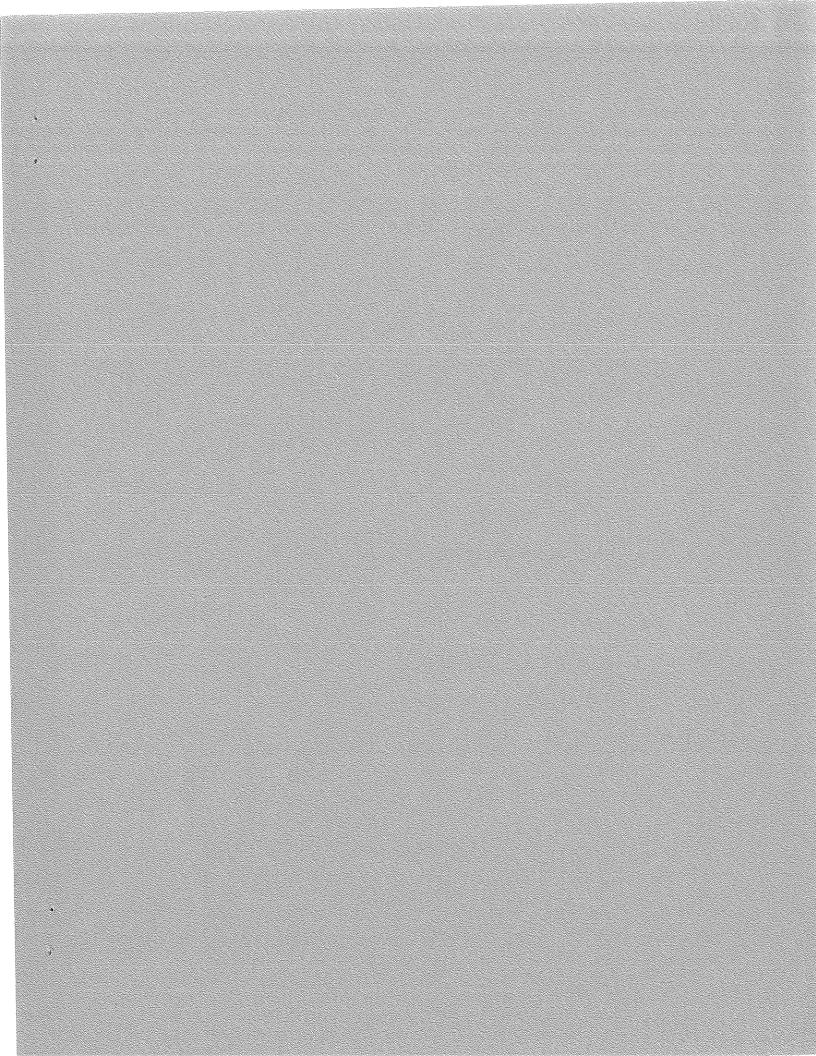
7	tenorem and the second		
20nice#	Urganization	Contact	Number of Applicants/Interviewees
-	Radio Online		Valence 1
	www.radio-online.com		_
7	All Access		73
	www.aflaccess.com		3
က	Regional Help Wanted	Management	G.F.
	www.centraloregonjobs.com	•	2
4	Oregon Association of Broadcasters	Bill Johnstone	
	7160 SW Hampton Street, Suite 240		_
	Portland, OR 97223, 503-443-2299		
	www.theoab.org	•	
വ	Washington State Association of Broadcasters	Mark Allen	
	725 Columbia Street NW # 310		_
	Olympia, WA 98501, 360-705-0774		
	www.wsab.org		

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	000 000 000 PV4 000 000 DV4		
	bena, UK 97/US, 241-388-50/U		
	www.emp.state.or.us		
•	Central Oregon Community College	Marlene Ream	
	Career Services Center		
	Bend, OR 97701, 541-383-7200		
8	Mf. Hood Community College	Jean Hillebrand	
	Career Center		
	26000 SE Stark		
	Gresham, OR 97030, 503-491-7319		
თ	Bellevue Community College	Leslie Larkin	
	3000 Landerholm Circle SE		
	Bellevue, WA 98007, 425-564-3065		
10	Washington State University	Glenn A. Johnson	
	Murrow School of Communications		
	Murrow Building		
	Puliman, WA 99164, 509-335-3068		
11	Confederated Tribes of Warm Springs		
	2122 Wasco Street, P.O. Box C		
	Warm Springs, OR 97761, 541-553-1634		
12	NAACP	P. P	- I - I - II - II - II - II - II - II
	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		
	Too N.W. Ninn Avenue, Suite 201 Portland OR 97208 503-228-4131		
16	Urban League		
!	3034 N F Martin Lither King Bouleyard		
	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		2
	www.nab.org		
19	Referrals (employee)		5
20	Unsolicited		6
21	Unknown Source		27
22	Central Oregon Career Expo		19
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	Keith Shipman	6
	854 N.E. 4 th Street	•	•
	Bend, OR 97701, 541-383-3825		-
	KQAK/KWPK/KLTW/KWLZ/KRCO (recruitment ads)		
26	Horizon Broadcasting Group, LLC	Keith Shipman	4
	854 NE 4 th Street	•	-
	Bend, OR 97701, 541-383-3825		
	www.horizonbroadcasting.com		

Initiative	Date	Location	Description
Bellevue Community College	October 5, 2004	Bellevue, WA	Keith Shipman (General Manager) spoke with introductory broadcast classes on careers in radio and falantiston broadcasting
Bellevue Community College	March 5, 2005	Bellevue, WA	Keith Shipman (General Manager) Keith Shipman (General Manager) George with advanced broadcast classes on careers in radio
Central Oregon Job & Career Expo	March 15, 2005	Redmond, OR	HBG participated in the 2005 Central Oregon Job & Career Expo at the Deschutes County Fairgrounds. The Career Expo was presented in cooperation with Central Oregon Community College, Central Oregon Intergovernmental Council, DHS—Self Sufficiency Programs, Oregon Employment Department, School to Career Alliance — Bend/LaPine and the Vocational Rehabilitation Division. The General Manager, General Sales Manager.
			Business Manager and Account Executives participated.
Murrow Symposium Career Fair	April 13, 2004	Pullman, WA	Keith Shipman (General Manager) participated in Washington State University Edward R. Murrow Communications School Career Fair and made three classroom visits to discuss radio careers
Murrow Symposium	April 14, 2005	Pullman, WA	Keith Shipman (General Manager) participated in Washington State University Edward R. Murrow Communications School Symbosium

			and made four classroom visits to
Bend High School	May 23 2005		discuss radio careers.
		Beng, OK	Keith Shipman (General Manager)
			spoke with communications class
			(radio/television journalism) careers in
Luce Performance Group			electronic media.
	ביים ביים ביים ביים ביים ביים ביים ביים	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. 4 Account Executives
			completed the program in this
Internship Program	Ongoing	10 7 - 0	reporting period
	,	Bena, O.K	HBG offers an internship program to
			high school students receiving
			academic credit, and to college
			students receiving academic credit, in
			our programming department.



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

This report covers full-time vacancy recruitment for the period of September 21,2004 to September 20, 2005.

Employment Unit:	Address:	Contact Person/Title:
Horizon Broadcasting Group, LLC	Horizon Broadcasting Group, LLC	Keith Shipman
(Central Oregon)	854 N.E. 4 th Street	President & CEO
	Bend, OR 97701	
Unit Members/City of License:	Telephone Number:	Email Address:
KQAK-FM, Bend, OR	(541) 383-3825	kbs@horizonbroadcasting.com
KWPK-FM, Sisters, OR		
KLTW-FM, Prineville, OR		
KWLZ-FM, Warm Springs, OR		
KRCO-AM, Prineville, OR		

I. Full-Time Vacancies

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Sales Assistant	Account Executive	Account Executive	Account Executive	Account Executive	KLTW-FM Morning Host	Production Director	Job Title
Central Oregon Jobs.com	Central Oregon Jobs.com	Employee Referral	WSAB	Employee Referral	Employee Referral	aliaccess.com	Recruitment Source/Hiree
1-26	1-26	1-26	1-26	1-26	1-10	1-10	Recruitment Outreach (Source #)
3, 19, 20, 21	3, 4, 21, 25, 26	3, 4, 21, 25, 26	2, 3, 4, 5, 25	2, 3, 19, 20, 26	2, 3, 4, 19	2, 3, 4, 18, 19, 20, 25, 26	Interviewee Referral Source
თ	တ	তা	6	7	4	16	Number Interviewed
თ	တ	5	6	တ	4	16	New Interviewees

or one number are an other interestibilities for the state of the stat		AN AN AN AN AN AND COLOR	
		1200 DE 1200 D	
		Olympia, WA 98501, 360-705-0774	
		725 Columbia Street NW # 310	
_	Mark Allen	Washington State Association of Broadcasters	υ
		www.theoab.org	
		Portland, OR 97223, 503-443-2299	
	•	7160 SW Hampton Street, Suite 240	
7	Bill Johnstone	Oregon Association of Broadcasters	4
		www.centraloregonjobs.com	
43		Regional Help Wanted	ω
		www.allaccess.com	
23		All Access	2
		www.radio-online.com	
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Number of Applicants/Interviewees	Contact	Organization	Source #
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Central Oregon Ad Federation	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	Portland, OR 97212, 503-241-4644	Urban League	Portland, OR 97209, 503-228-4131	108 N.W. Ninth Avenue, Suite 201	Oragon Collect for Hispanic Advancement	Corvailis, OR 97331, 541-737-0532	B008 Kerr Administration Building	Career Services	Oregon State University	Email: jobs@uoregon.edu	Findene OR 97403-0257	P O Box 3257	University of Oregon	Eugene, OR 97402, 503-485-4767	7	NAACP	Warm Springs, OR 97761, 541-553-1634	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C	Cantada Tiba at Man String	Murrow Building Pullman IVA 00164 500-335-3068	Murrow School of Communications	Bellevue, VVA 98007, 425-564-3065	3000 Landerholm Circle SE	Bellevue Community College	Gresham, OR 97030, 503-491-7319	26000 SE Stark	Mt. Hood Community College	Bend, OR 97701, 541-383-7200	2600 NW College Way	Career Services Center	www.emp.state.or.us	Bend, OR 97708, 541-388-6070	P.O. Box 6035	
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	26				25			24			
Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com	Horizon Broadcasting Group, LLC 854 NE 4 th Street	KQAK/KWPK/KLTW/KWLZ/KRCO (recruitment ads)	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	ww.adfedco.org	Bend, OR 97701, 541-385-1992	PMB 2, 1293 NW Wall Street
	Keith Shipman				Keith Shipman						
	4		-		9	0.110.44		0			

ber 5, 2004 Bellevue, WA S Redmond, OR Ramond, OR 13, 2004 Pullman, WA Pullman, WA Pullman, WA Pullman, WA	Initiative	Date	Location	Description
March 5, 2005 March 15, 2005 Redmond, OR air April 13, 2004 Pullman, WA Pullman, WA	Bellevue Community College	October 5, 2004	Bellevue, WA	Keith Shipman (General Manager)
March 5, 2005 March 15, 2005 Redmond, OR air April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				spoke with introductory broadcast
March 5, 2005 Believue, WA Redmond, OR Fair April 13, 2004 Pullman, WA Pullman, WA				classes on careers in radio and
March 5, 2005 March 15, 2005 Redmond, OR Pullman, WA April 14, 2005 Pullman, WA Pullman, WA			O- Total Control Contr	television broadcasting.
March 15, 2005 Redmond, OR Redmond, OR Pullman, WA April 14, 2005 Pullman, WA	Bellevue Community College	March 5, 2005	Bellevue, WA	Keith Shipman (General Manager)
March 15, 2005 Redmond, OR April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				spoke with advanced broadcast
March 15, 2005 Redmond, OR Redmond, OR Pullman, WA April 13, 2004 Pullman, WA Pullman, WA	The state of the s			classes on careers in radio.
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA	Central Oregon Job & Career Expo	March 15, 2005	Redmond, OR	HBG participated in the 2005 Central
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Oregon Job & Career Expo at the
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Deschutes County Fairgrounds. The
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Career Expo was presented in
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				cooperation with Central Oregon
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Community College, Central Oregon
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Intergovernmental Council, DHS
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Self Sufficiency Programs, Oregon
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Employment Department, School to
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Career Alliance - Bend/LaPine and
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				the Vocational Rehabilitation Division.
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				The General Manager, General Sales
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Manager, Operations Manager,
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Business Manager and Account
April 13, 2004 Pullman, WA April 14, 2005 Pullman, WA				Executives participated.
April 14, 2005 Pullman, WA	Murrow Symposium Career Fair	April 13, 2004	Pullman, WA	Keith Shipman (General Manager)
April 14, 2005 Pullman, WA			•	participated in Washington State
April 14, 2005 Pullman, WA				University Edward R. Murrow
April 14, 2005 Pullman, WA				Communications School Career Fair
April 14, 2005 Pullman, WA				and made three classroom visits to
April 14, 2005 Pullman, WA		Advisorition	AND THE REAL PROPERTY OF THE P	discuss radio careers.
participated in Washington State University Edward R. Murrow Communications School Symposium	Murrow Symposium	April 14, 2005	Pullman, WA	Keith Shipman (General Manager)
University Edward R. Murrow Communications School Symposium				participated in Washington State
Communications School Symposium				University Edward R. Murrow
				Communications School Symposium

		The state of the s	and made four classroom visits to
			discuss radio careers.
Bend High School	May 23, 2005	Bend, OR	Keith Shipman (General Manager)
			spoke with communications class
			(radio/television journalism) careers in
			electronic media.
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. 4 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
			students receiving academic credit, in
			our programming department.

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

This report covers full-time vacancy recruitment for the period of October 1, 2003 to September 30, 2004.

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

I. Full-Time Vacancies

3 2 4 #	Job Title KLTW-FM Morning Host/Program Director Account Executive General Sales Manager	Recruitment Source/Hiree allaccess.com Central Oregon Jobs.com Employee Referral	Recruitment Outreach (Source #) 1-10 1-24	Interviewee Referral Source 2, 3, 4, 18, 3, 4, 21 2, 3, 4, 5, 19	Number Interviewed 6 4
ω	General Sales Manager	Employee Referral	1-24	2, 3, 4, 5, 19	
4	All Positions		1-24	0	
5	Sales Assistant	Employee Referral	1-24	3, 4, 19, 22	
თ	Account Executive	Central Oregon Jobs.com	1-24	3, 4, 19, 20, 21,23	
7	Account Executive	Central Oregon Jobs.com	1-24	Same as Position 7	
8	Account Executive	Employee Referral	1-6	3, 4, 19	
9	KRCO-AM Morning Host/Program Director	Central Oregon Jobs.com	1-10	2, 3, 4	

Source #	Organization	Contact	Number of Interviewees Referred
	Radio Online		The production of the contract
	www.radio-online.com		
2	All Access	The state of the s	13
	www.allaccess.com		
ω	Regional Help Wanted		39
	www.centraloregonjobs.com		
4	Oregon Association of Broadcasters	Bill Johnstone	10
	7160 SW Hampton Street, Suite 240		
	Portland, OR 97223, 503-443-2299		

17	16	15	14	13	12		10	ω		7	0	5
Oregon Commission for Women P.O. Box 751	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	Www.theoab.org Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org
							Glenn A. Johnson	Leslie Larkin	Jean Hillebrand	Marlene Ream		Mark Allen
The state of the s		TO PROPERTY CONTRACTOR AND A STATE OF THE ST			7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7							ω

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24	23	22	21	20	19	18	
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)	National Association of Broadcasters www.nab.org	Portland, OR 97207, 503-725-5889
	Lisa Flynn	The second secon	THE PROPERTY OF THE PROPERTY O	THE PERSON AND CONTRACTOR AND CONTRA	THE SOME CONTRACTOR AND A STATE OF THE STATE		THE ADDRESS AND THE ADDRESS AN
2	-	34	45	The desirement of the state of	17		

Central Oregon Job & Career Expo March 17, 2003	Bellevue Community College January 28, 2004	Washington State University November 21, 2003	Clover Park Technical College November 18, 2003	Bellevue Community College November 4, 2003	Initiative Date
	T PROMATICAL STATE OF THE STATE				
Redmond, OR	Bellevue, WA	Seattle, WA	Facoma, WA	Bellevue, WA	Location
HBG co-sponsored the 2004 Central Oregon Job & Career Expo at the Deschutes County Fairgrounds. The Career Expo was presented in cooperation with Central Oregon Community College, Central Oregon Intergovernmental Council, DHS – Self Sufficiency Programs, Oregon Employment Department, School to Career Alliance – Bend/LaPine and the Vocational Rehabilitation Division. The General Manager, General Sales Manager. Operations Manager.	Keith Shipman (General Manager) spoke with advanced broadcast classes on careers in radio.	Keith Shipman (General Manager) attended Washington State University Edward R. Murrow School Advisory Board Meeting and met with students about curriculum matters.	Keith Shipman (General Manager) attended KVTI-FM Advisory Committee Meeting and spoke with broadcast class.	Keith Shipman (General Manager) spoke with introductory broadcast classes on careers in radio and television broadcasting.	Description

students receiving academic credit, in			
academic credit, and to college			
HBG offers an internship program to	Bend, OR	Ongoing	Internship Program
reporting period		Transport Amenda Andrews & Commission Commis	THE PROPERTY OF THE PROPERTY O
completed the program in this			
sales modules. 3 Account Executives			
Program. The program consists of 20			
participate in the LPG Sales Training			
Executives and Sales Personnel			
Horizon Broadcasting Group Account	Houston, TX and Bend, OR	Ongoing	Luce Performance Group
discuss broadcast (radio) careers.	T PRINTED AND AND AND AND AND AND AND AND AND AN	THE THE PROPERTY OF THE PROPER	The state of the s
meeting and met with students to			
attended KVTI-FM Advisory Board			
Keith Shipman (General Manager)	Tacoma, WA	September 22, 2004	Clover Park Technical College
discuss broadcast (radio) careers.	Transplate to Programme Transplate Transplat	THE PARTY OF THE P	The section of the se
meeting and met with students to			
attended KVTI-FM Advisory Board			
Keith Shipman (General Manager)	Tacoma, WA	May 13, 2004	Clover Park Technical College
on career in radio news.		THE PROPERTY OF THE PROPERTY O	ANNUAL STATE OF THE PROPERTY O
spoke with advanced broadcast class			
Keith Shipman (General Manager)	Bellevue, WA	April 15, 2004	Bellevue Community College
discuss radio careers.	THE PROPERTY OF THE PROPERTY O	7.7700000000000000000000000000000000000	Anterior
and made two classroom visits to			
Communications School Symposium			
University Edward R. Murrow			
participated in Washington State			
Keith Shipman (General Manager)	Pullman, WA	April 15, 2005	Murrow Symposium
discuss radio careers.			
and made three classroom visits to			
Communications School Career Fair			
University Edward R. Murrow			
participated in Washington State			
Keith Shipman (General Manager)	Pullman, WA	April 14, 2004	Murrow Symposium Career Fair
Executives participated.	T TETERITA CONTRACTOR		TOTAL
Business Manager and Account			