

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

This report covers full-time vacancy recruitment for the period of October 1, 2014 to September 30, 2015

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

I. Full-Time Vacancies

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

II. Recruitment Sources

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

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

18	National Association of Broadcasters www.nab.org			
19	Referrals (employee)			5
20	Unsolicited			1
21	Refused to Disclose			
22	Central Oregon Career Expo			
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4th Street Bend, OR 97701, 541-383-3825 KOAK/KM/PK/CLTW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		2
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez		
28	www.craiglist/bend.com			21
29	Industry Referral			1
30	Radio Business Report			

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

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

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I. Full-Time Vacancies

#	Job Title	Hire Date	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees	Hired
1	Utility Air Personality	2/3/14	19	2,26,4,19	19,2,	2	1	Donna Britt
2	News Anchor/Reporter	6/2/14	2	2,3,	2	6	6	Kellen Pierce
3	Air Personality	6/16/14	2	2,1,19,28,4,26,3	2,1,26,19,28	11	11	Lauren Creagan
4	Air Personality	6/30/14	2	2,1,19,28,4,26,3	1,2,26,19,28	11	11	Tavis Buchan

II. Recruitment Sources

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

7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uooregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		1
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (employee)		4
20	Unsolicted		
21	Refused to Disclose		
22	Central Oregon Career Expo		
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfadco.org		

24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTV/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman	3	
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez		
28	www.craiglist/bend.com		4	
29	Industry Referral			
30	Radio Business Report			

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

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> 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 guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on March 4, 2014 providing a presentation that included employment opportunities for future graduates. Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on April 2, 2014.
Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	<p>Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.</p>

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I. Full-Time Vacancies

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

II. Recruitment Sources

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

7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	2
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uooregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (employee)		4
20	Unsolicited		
21	Refused to Disclose		8
22	Central Oregon Career Expo		
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org		

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

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

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ol style="list-style-type: none"> 1) Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during 2012/2013 school year. 2) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on March 22, 2013. 3) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on April 2, 2013 providing a presentation that included employment opportunities for future graduates. 4) Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on September 13, 2013.
Established an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.	Various	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic credit for a minimum 12-week term. Internships are offered in Fall, Winter, Spring and Summer sessions.

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I. Full-Time Vacancies

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

II. Recruitment Sources

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

6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emb.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu		
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16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (employee)		2
20	Unsolicited		
21	Refused to Disclose		3
22	Central Oregon Career Expo		

23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
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26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		1
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29	Industry Referral			
30	Radio Business Report			1

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

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	Various	<ol style="list-style-type: none"> 1) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on February 2, 2012 providing a presentation which included employment opportunities for new graduates; 2) Horizon Broadcasting Group participated in the school to work program at Summit High School and Mountain View High School in the Bend Lapine School District (providing internships and shadowing to high school students) during the 2011/2012 school year; 3) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 5, 2012; 4) Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on April 5, 2012; 5) Keith Shipman, General Manager, was guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Glenn Johnson) on September 27, 2012 providing a presentation that included employment opportunities for future graduates.

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

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I. Full-Time Vacancies

#	Job Title	Hire Date	Recruitment Source/Hiree	Applicant Source (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	KOAK PD/Air Personality *	10-17-11	2	2, 3, 19	2, 3, 19	16	9
2	Account Executive	8-22-11	29	2, 3, 4, 5, 7, 26, 28, 29	3, 19, 26, 29	7	5
3	Account Executive	9-1-11	19	2, 3, 4, 5, 7, 19, 26, 28, 29	3, 19, 26, 29	7	5

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

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		
2	All Access www.allaccess.com		76
3	Regional Help Wanted www.centraloregonjobs.com		18
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	1
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	1
6	Oregon Employment Department (WorkSource Oregon) P. O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		

7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	1
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
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19	Referrals (employee)		11
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23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 ww.adfedco.org		

24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811		
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KOAK/KWPKL/TW/KWLZ/KRCO (on-air recruitment ads)	Keith Shipman	
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman	2
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez	
28			5
29	Industry Referral		
30	Radio Business Report www.rbr.com		2

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

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

Initiative	Location	Description
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Various	<ol style="list-style-type: none"> 1) Keith Shipman, General Manager, was a guest lecturer in the Broadcast 475 Management Class at the Murrow College of Communications (Washington State University, Dr. Kenji Kitani) on February 17, 2011 providing a presentation which included employment opportunities for new graduates; 2) Horizon Broadcasting Group participated in the school to work program at Summit High School in the Bend LaPine School District (providing internships and job shadowing to high school students) during the 2010/2011 school year; 3) Keith Shipman, General Manager, participated in the Washington State University Murrow College of Communications Career Fair on April 20, 2011; 4) Keith Shipman, General Manager, participated in the Murrow College "Meet the Pros" seminar series at Washington State University and made two classroom visits to discuss radio careers (programming and management) on April 20, 2011.
Established training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Houston, TX and Bend, OR	Horizon Broadcasting Group offers ongoing training by its national sales consultant (Sean Luce of the Luce Performance Group, who visits the market four times per year and offers weekly telephone training) for sales, marketing, programming and promotion personnel. The training program consists of 20 education modules, and four employees completed the program during the reporting period.
Established an Internship Program designed to assist members of the community to acquire skills needed for	Bend, OR	Horizon Broadcasting Group offers internships in programming, news, promotion and marketing for qualified high school juniors and seniors, community college and four year university students who receive academic

broadcast employment.		credit for a minimum 12 week term. Internships are offered in Fall, Winter, Spring and Summer sessions. One part-time interns (news) participated in the program from 10-1-10 to 9-30-11.
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**EEO ANNUAL PUBLIC FILE REPORT
 HORIZON BROADCASTING GROUP – CENTRAL OREGON
 dba KOAK-FM, KWPK-FM, KLTV-FM, KWLZ-FM, KBNW-AM, KRCO-AM**

This report covers full-time vacancy recruitment for the period of October 1, 2009 to September 30, 2010.

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

I. Full-Time Vacancies

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

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

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

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

II. Recruitment Sources

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

5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	
6	Oregon Employment Department (WorkSource Oregon) P. O. Box 6035 Bend, OR 97708, 541-388-6070 www.employment.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uooregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		

19	Referrals (employee)			
20	Unsolicited			
21	Unknown Source			
22	Central Oregon Career Expo			
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 ww.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KOAK/KWPK/LTW/KMLZ/KRCCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28				
29	Industry Referral			
30	Radio Business Report www.rbr.com			

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

III. Supplemental Recruitment Initiatives

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

Edward R. Murrow School of Communication, Pullman, WA	February 16, 2010	Pullman, WA	<p>students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-09 to 9-30-10.</p> <p>Keith Shipman, General Manager, participated in Broadcast Management 475 Class (Dr. Kenji Kitatani), providing a presentation on radio industry which included employment opportunities for new graduates.</p>
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**EEO ANNUAL PUBLIC FILE REPORT
HORIZON BROADCASTING GROUP – CENTRAL OREGON
dba KQAK-FM, KWPK-FM, KL TW-FM, KWLZ-FM, KBNW-AM, KRCC-AM**

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

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

I. Full-Time Vacancies

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

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

II. Recruitment Sources

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

	www.wsab.org		
6	Oregon Employment Department (WorkSource Oregon) P. O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	4
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P. O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P. O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uooregon.edu		
14	Oregon State University Career Services 8008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (Employee)		6
20	Unsolicited		5
21	Unknown Source		4
22	Central Oregon Career Expo		11

23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KOAK/KWPK/LTW/KWLZ/KRCCO (on-air recruitment ads)	Keith Shipman		
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		7
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28				18

Note: In addition to the above sources, the Traffic Director's Guild of America (TDGA) was informed for Position 2.
Note: None of our recruitment sources requested that they be notified of full time openings.

III. Supplemental Recruitment Initiatives

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

Internship Program	Ongoing	Bend, OR	HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-08 to 9-30-09.
Edward R. Murrow School of Communication, Pullman, WA	February 18, 2009	Pullman, WA	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.

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

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

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

I. Full-Time Vacancies

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

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

II. Recruitment Sources

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

5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	
6	Oregon Employment Department P. O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	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@uooregon.edu		
14	Oregon State University Career Services 8008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P. O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (employee)		9

20	Unsolicited			3
21	Unknown Source			
22	Central Oregon Career Expo			7
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTV/KWLV/KRCC (on-air recruitment ads)	Keith Shipman		16
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		52
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28				42

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Central Oregon Job & Career Expo	March 10, 2008	Redmond, OR	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.
Murrow Symposium Career Fair	April 3, 2008	Pullman, WA	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).
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account

			<p>Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 2 Account Executives completed the program in this reporting period</p>
<p>Internship Program</p>	<p>Ongoing</p>	<p>Bend, OR</p>	<p>HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-07 to 9-30-08.</p>
<p>Edward R. Murrow School of Communication, Pullman, WA</p>	<p>February 19, 2008</p>	<p>Pullman, WA</p>	<p>Keith Shipman, General Manager, participated in Broadcast Management 475 Class (Dr. Kenji Kitatani), providing a presentation on radio industry which included employment opportunities for new graduates.</p>

**EEO ANNUAL PUBLIC FILE REPORT
HORIZON BROADCASTING GROUP - CENTRAL OREGON
dba KOAK-FM, KWPK-FM, KLTV-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: Horizon Broadcasting Group, LLC (Central Oregon)	Address: Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701	Contact Person/Title: Keith Shipman President & CEO
Unit Members/City of License: KOAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCO-AM, Prineville, OR	Telephone Number: (541) 383-3825	Email Address: kshipman@horizonbroadcastinggroup.com

1. Full-Time Vacancies

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

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

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		
2	All Access www.allaccess.com		
3	Regional Help Wanted www.centraloregonjobs.com		191
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7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065		
10	Washington State University Murrow School of Communications Murrow Building Pullman, WA 99164, 509-335-3068	Glenn A. Johnson	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		
19	Referrals (employee)		9

20	Unsolicited			3
21	Unknown Source			7
22	Central Oregon Career Expo			
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KOAK/KW/PK/LTW/KWL/ZK/RCO (on-air recruitment ads)	Keith Shipman		16
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		52
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		
28				42

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Central Oregon Job & Career Expo	March 8, 2008	Redmond, OR	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, KOAK-FM Program Director, Creative Services Director and Account Executives participated.
Murrow Symposium Career Fair	April 3, 2008	Pullman, WA	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).
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account

			<p>Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 2 Account Executives completed the program in this reporting period</p>
<p>Internship Program</p>	<p>Ongoing</p>	<p>Bend, OR</p>	<p>HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department. Two part-time interns (promotion and news) participated in the program from 10-1-07 to 9-30-08.</p>

**EEO ANNUAL PUBLIC FILE REPORT
HORIZON BROADCASTING GROUP – CENTRAL OREGON
dba KQAK-FM, KWPK-FM, KLTV-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: Horizon Broadcasting Group, LLC (Central Oregon)	Address: Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701	Contact Person/Title: Keith Shipman President & CEO
Unit Members/City of License: KQAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTV-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	Utility Air Personality	Employee Referral	1-10, 19, 25, 26	19	1	0
2	Utility Air Personality	www.allaccess.com	1-10, 19, 25, 26	1, 2, 3, 4, 5, 19	6	6
3	Account Executive	HBG (on-air)	1-27	3, 4, 5, 19, 22, 25, 26	9	9
4	Senior Account Manager	Employee Referral	1-5, 19, 25, 26	19	1	1
5	Sales Assistant	www.centraloregonjobs.com	1-28	2, 3, 19, 22, 25, 26, 28	11	11
6	Operations Manager	Employee Referral	1-5, 19, 26	1,	5	5

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

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		1
2	All Access www.allaccess.com		63
3	Regional Help Wanted www.centraloregonjobs.com		57
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	9
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	2

	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	2
11	Confederated Tribes of Warm Springs 2122 Masco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		0
19	Referrals (employee)		17
20	Unsolicited		5
21	Unknown Source		6
22	Central Oregon Career Expo		19
23	Central Oregon Ad Federation PMB 2, 1293 NW Wall Street		0

	Bend, OR 97701, 541-385-1992 ww.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			0
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KMP/KLTV/KWLZ/RCO (on-air recruitment ads)	Keith Shipman		17
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		24
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076 www.craiglist/bend.com	Teresa Rodriguez		6
28				31

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Central Oregon Job & Career Expo	March 21, 2007	Redmond, OR	HBG participated in the 2006 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, KWLZ-FM Program Director, Creative Services Director and Account Executives participated.
Work Force Oregon Career & Job Fair	April 24, 2007	Prineville, OR	HBG participated in the 2007 Work Force Oregon Career & Job Fair at the Crook County Fairgrounds. The Fair was presented by Workforce Oregon. The KMPK-FM Program Director, KLTV-FM Program Director, KQAK-FM Program Director, KWLZ-FM Program Director and News Director participated.
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20

			sales modules. 2 Account Executives completed the program in this reporting period
Internship Program	Ongoing	Bend, OR	HBG offers an internship program to high school students receiving academic credit, and to college 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**

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

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

I. Full-Time Vacancies

#	Job Title	Recruitment Source/Hire	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees
1	KWPK-FM Morning Co-Host	allaccess.com	1-10, 19, 26	2, 19	6	5
2	Account Executive	Employee Referral	1-27	3, 4, 19, 22, 27	15	15
3	Account Executive	Employee Referral	1-27	3, 4, 19, 22, 27	15	15
4	News Director	WSAB	1-10, 18, 19, 25, 27	2, 3, 4, 19	8	7
5	Creative Services Director	Allaccess.com	1-27	2, 19	7	5

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

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		1
2	All Access www.allaccess.com		103
3	Regional Help Wanted www.centraloregonjobs.com		85
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	8
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	2
6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070		

7	www.emp.state.or.us 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	2
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C Warm Springs, OR 97761, 541-553-1634		
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767		
13	University of Oregon Career Services P.O. Box 3257 Eugene, OR 97403-0257 Email: jobs@uoregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0532 www.career.services.orst.edu		
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201 Portland, OR 97209, 503-228-4131		
16	Urban League 3034 N.E. Martin Luther King Boulevard Portland, OR 97212, 503-241-4644		
17	Oregon Commission for Women P.O. Box 751 Portland, OR 97207, 503-725-5889		
18	National Association of Broadcasters www.nab.org		2
19	Referrals (employee)		7
20	Unsolicited		5
21	Unknown Source		6
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		0

24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			0
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KOAK/KWPK/KLTV/KWLV/KRCCO (on-air recruitment ads)	Keith Shipman		4
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com (website)	Keith Shipman		36
27	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	Teresa Rodriguez		11

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Redmond High School	February 16, 2006	Redmond, OR	Larry Wilson (Operations Manager) and Bruce Cannon (KOAK-FM Program Director) spoke with introductory broadcast classes on careers in radio and television broadcasting.
Central Oregon Job & Career Expo	March 16, 2005	Redmond, OR	HBG participated in the 2006 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, General Sales Manager, Operations Manager, KOAK and KLTW Program Directors and Account Executives participated.
Work Force Oregon Career & Job Fair	April 25, 2006	Prineville, OR	HBG participated in the 2006 Work Force Oregon Career & Job Fair at the Crook County Fairgrounds. The Fair was presented by Workforce Oregon. The General Manager, KRCCO-AM Program Director and Account Executives participated.
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training

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

**2005 EEO Report
KWPK-FM
Sisters, 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

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

[Menu](#)

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</p> (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. - 20050921AHV

Section I

Legal Name of the Licensee HORIZON BROADCASTING GROUP LLC		
Mailing Address 2484 N.W. HOSMER LAKE DRIVE		
City BEND	State or Country (if foreign address) OR	Zip Code 97701 -
Telephone Number (include area code) 5413833825	E-Mail Address (if available)	
	Facility ID Number 27171	Call Sign KRCO
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	<input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

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

[Stations Locations]

Station List

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

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KRCO	27171	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PRINEVILLE, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KLTW-FM	27168	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PRINEVILLE, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KQAK	31175	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BEND, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KWPK-FM	59365	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SISTERS, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KWLZ-FM	13581	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WARM SPRINGS, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

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

FILING INSTRUCTIONS

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

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

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

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

[Exhibit 1]

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

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

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

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or

D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

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

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

Signed	Name of Respondent KEITH B. SHIPMAN
Title PRESIDENT/CEO	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
------------------------	----------------------

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-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

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

Exhibits

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

II. Recruitment Sources

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	1
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811		2

III. Supplemental Recruitment Initiatives

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	Keith 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		
18	National Association of Broadcasters		1

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. 3 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, KWPK-FM, KLTW-FM, KWLZ-FM, KRCCO-AM**

This report covers full-time vacancy recruitment for the period of October 1, 2004 to September 30, 2005.

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

I. Full-Time Vacancies

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

II. Recruitment Sources

Source #	Organization	Contact	Number of Applicants/Interviewees Referred
1	Radio Online www.radio-online.com		1
2	All Access www.allaccess.com		23
3	Regional Help Wanted www.centraloregonjobs.com		43
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 www.theoab.org	Bill Johnstone	7
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 www.wsab.org	Mark Allen	1

6	Oregon Employment Department P.O. Box 6035 Bend, OR 97708, 541-388-6070 www.emp.state.or.us		
7	Central Oregon Community College Career Services Center 2600 NW College Way Bend, OR 97701, 541-383-7200	Marlene Ream	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	Jean Hillebrand	
9	Bellevue Community College 3000 Landerholm Circle SE Bellevue, WA 98007, 425-564-3065	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@uooregon.edu		
14	Oregon State University Career Services B008 Kerr Administration Building Corvallis, OR 97331, 541-737-0632 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		2
18	National Association of Broadcasters www.nab.org		5
19	Referrals (employee)		9
20	Unsolicited		27
21	Unknown Source		19
22	Central Oregon Career Expo		0
23	Central Oregon Ad Federation		

	PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 www.adfedco.org			
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811			0
25	Horizon Broadcasting Group, LLC 854 N.E. 4 th Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTV/KWLZ/KRCO (recruitment ads)	Keith Shipman		9
26	Horizon Broadcasting Group, LLC 854 NE 4 th Street Bend, OR 97701, 541-383-3825 www.horizonbroadcasting.com	Keith Shipman		4

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Belleuve Community College	October 5, 2004	Belleuve, WA	Keith Shipman (General Manager) spoke with introductory broadcast classes on careers in radio and television broadcasting.
Belleuve Community College	March 5, 2005	Belleuve, WA	Keith Shipman (General Manager) spoke 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, Operations 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 Symposium

Bend High School	May 23, 2005	Bend, OR	and made four classroom visits to discuss radio careers. 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 Public File Annual Report
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KWPK-FM Sisters, OR, licensed to Thunderegg Wireless, LLC, has fewer than 5 full-time employees.