

Combined Communications, Inc.
Equal Opportunity Employment Program
10/1/2014-9/30/2015

Radio Stations KBND AM, KLRR FM, KTWS FM, KMTK FM and KWXS FM serve the Central Oregon community and provide equal employment opportunity to all job applicants. The stations operate as a unit to insure that maximum available community resources are utilized to generate qualified job applicants from all segments of our ethnically diverse community.

The following outlines the stations' program of policies and procedures to assure all qualified candidates, both within and outside the community we serve, who might be interested in employment with our company, can learn about and apply for any positions that might become available:

1. A list of recruitment sources to be utilized to generate applicants for every full-time job opportunity will be maintained, periodically revised and updated.
2. On-air advertisements are periodically used for positions that do not require radio specific technical, operational or talent skills. The job advertisements are generally for sales, accounting and administrative positions.
3. Notices of all full-time employment opportunities will be widely distributed and dated copies of such notices will be retained.
4. All full-time existing staff are notified of any new openings. The staff has been encouraged to refer anyone they know that might be qualified, or to apply themselves if they are interested and feel they qualify.
5. Local, regional and national job search web sites are periodically tried and evaluated for effectiveness.
6. Combined Communications, Inc. will coordinate efforts to monitor and assure the execution of this plan. Combined will train and update staff on EYE issues.
7. The company conducts an internship program for college/high school students in the area. Many part-time employment opportunities are filled by interns.
8. All employment notices, material and advertising, whether written or broadcast, will include the phrase "Combined Communications is an equal opportunity employer."
9. Each producer of Local on-air programming on all stations including news, public service/public affairs, commercial content and announcer entertainment/commentary, are routinely counseled regarding sensitivity to minority, gender, and other diversity issues in order to foster the perception and the reality within our community that Combined Communications actively promotes equal employment opportunity for all, regardless of race, sex, religion or national origin.

Combined Communications will routinely and systematically review, the effectiveness of this program and make periodic modifications that may be required to fulfill the goal of offering equal opportunity to all applicants and to insure these applicants represent all communities within our service area.

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/14-9/30/15

VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Total No of inter- views for position	Src Referring New Hire
Sales Manager Jeremy Groh	2, 7, 8, 9, 11, 12, 14		8
Sales Executive Beth Connell	2, 7, 8, 9, 11, 12, 14, 22		8
Sales Executive Matt Brody	2, 7, 8, 9, 11, 12, 14, 22		8
Sales Executive Sheryl Meissner	2, 7, 8, 9, 11, 12, 14, 22		8

Total Number of Persons Interviews During this Reporting Period:

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/14-9/30/15

1. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information
1	The Bulletin, P.O. Box 6020, Bend, Or 97702 541-385-5802 www.bendbulletin.com
2	Oregon Association of Broadcasters theoab@theoab.org
3	COCC Boyle Education Center RM 161, 2600 NW College Way Bend, Or 97701
4	Mid Oregon Staffing
5	Lane Community College, 4000 East 30 th Ave. Eugene, Or 97405 mungerc@lanecc.edu
6	Westside Church, 2051 Shevlin Park Road Bend, Or 97701 541-388-0745
7	Oregon State Employment Office 1645 NE Forbes Rd #100 Bend, OR 97701 388-6070 www.findit.emp.state.or.us/offices/bend.cfm
8	Employee Referral
9	Non-Employee Referral

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/14-9/30/15

MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information
10.	Lane Country School District No 4J Randy Larson, Ops. Mgr 1574 Coburg Rd PMB #237 Eugene, Or 97401
11.	E.A.R.S. c/o Randy Larson 1574 Coburg Rd PMB #237 Eugene, Or 97401
12	Internal Posting
13	Allaboutcountry.com
14	Allaccess.com
15	CentralOregonJobs.com
16	Walk In
17	KBND www.kbnd.com
18	KLRR www.clear1017.com
19	KTWS www.thetwins.com
20	KWXS
21	KMTK www.themountain997.com
22	Craig's List Bend www.craigslist.com
23	Craig's List Salem
24	Facebook
25	Client Referral

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/14-9/30/15

1. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
() Sponsorship of school student in internship program for school credit	Combined Communications participated in the Career Fair at Crook County High School in April.. The fair was intended to help students connect with local business'.
() Sponsorship of school student in internship program for school credit	

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM),KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/14-9/30/15

2. OUTREACH INITIATIVES

Outreach initiatives that Combined Communications has undertaken in the past year include the following:

1. Combined Communications participated in The Career Fair on April 23 at Crook County High School. The purpose of the event was to give the students and business' an opportunity to connect. Lonnie Chapin, morning show talent for KWXS worked the fair.
2. Lonnie Chapin spoke to 5 schools in the Central Oregon area over the last year as listed below, promoting radio and the music industry.
 - a. Skyview Middle School, Bend Or Jan 21 2015
 - b. Mt. View High School, Bend Or Feb 20, 2015
 - c. John Tuck Elementary School, Redmond, Or March 13, 2015
 - d. Crook County High School, Prineville, Or April 23, 2015
 - e. St. Francis Middle School, Bend, Or May 13, 2015
3. Junelle Hogan spoke with the communications class at COCC about her experiences and opportunities at KBND in the spring of 2015.
4. Sam Albert of the KLRR morning show hosted the following events.
 - a. Women of the Year Awards for the Bend Chamber of Commerce on March 11
 - b. Focus on Families: A Fine Photography Exhibit for Family Resource Center April 23
 - c. Judge for Habitat for Humanity Restore's Furniture Flip Design Challenge April 25
5. MJ and Sam of KLRR's morning show gave a tour to a local college grad who is interested in radio on Sept. 9. In addition to the tour they sat down to discuss a career path with her.
6. Boy Scouts tour here at Combined Communications on February 15
7. Host of Swinging with the Stars benefit for Sparrow Club October 18
8. Rubbish Renewed and Telluride Mt. Film Festival fundraisers Sponsors for Realms School, a member of the Bend LaPine School Dist.