

**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, 2012 to September 30, 2013.

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 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
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		14
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		
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		
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/KLTW/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.craigslist/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.