

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

This report covers full-time vacancy recruitment for the period of October 1, 2019 to September 30, 2020

<b>Employment Unit:</b> Horizon Broadcasting Group, LLC (Central Oregon)	<b>Address:</b> Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701	<b>Contact Person/Title:</b> Jess Hanson Market Manager
<b>Unit Members/City of License:</b> KQAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTW-FM, Prineville, OR KRCO-AM, Prineville, OR KBNW-AM, Bend, OR (LMA)	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> <a href="mailto:jhanson@horizonbroadcastinggroup.com">jhanson@horizonbroadcastinggroup.com</a>

**I. Full-Time Vacancies**

#	Job Title	Hire Date	Recruitment Source/Hiree	Recruitment Outreach (Source #)	Interviewee Referral Source	Number Interviewed	New Interviewees	Hired
1	Account Executive	10-28-19	32	1, 2, 3, 4, 5, 7, 8, 10,11, 13, 14, 19, 25, 27, 29, 30, 31, 32	32, 19	7	7	Jessica Goff

**II. Recruitment Sources**

Source #	Organization	Number of Applicants/Interviewees Referred
1	Radio Online <a href="http://www.radio-online.com">www.radio-online.com</a>	
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>	
4	Oregon Association of Broadcasters 285 SW Main Court, Suite # 300, Warrenton, OR 97145 503-443-2299 <a href="http://www.theoab.org">www.theoab.org</a>	
5	Washington State Association of Broadcasters PO Box 11341, Tacoma, WA 98411, 360-705-0774 <a href="http://www.wsab.org">www.wsab.org</a>	
6	Oregon Employment Department P.O. Box 6035, Bend, OR 97708 541-388-6070 <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>	

7	Central Oregon Community College Career Services Center 2600 NW College Way, Bend, OR 97701 541-383-7200	
8	Mt. Hood Community College Career Center 26000 SE Stark Gresham, OR 97030, 503-491-7319	
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	
11	Confederated Tribes of Warm Springs 2122 Wasco Street, P.O. Box C, Warm Springs, OR 97761, 541-553-1634	
12	NAACP P.O. Box 11484 Eugene, OR 97402, 503-485-4767	
13	University of Oregon Career Services P.O. Box 3257, Eugene, OR 97403-0257 Email: <a href="mailto:jobs@uoregon.edu">jobs@uoregon.edu</a>	
14	Oregon State University Career Services B008 Kerr Administration Building, Corvallis, OR 97331, 541-737-0532 <a href="http://www.career.services.orst.edu">www.career.services.orst.edu</a>	
15	Oregon Council for Hispanic Advancement 108 N.W. Ninth Avenue, Suite 201, Portland, OR 97209 503-228-4131 <a href="http://www.ocha-nw.org">www.ocha-nw.org</a>	
16	Urban League 10 N. Russell Street, Portland, OR 97227 503-280-2600	
17	Oregon Commission for Women 421 SW Oak Street, Suite 770, Portland, OR 97204 503-725-5889 Email: <a href="mailto:OACO.mail@oregon.gov">OACO.mail@oregon.gov</a>	
18	National Association of Broadcasters <a href="http://www.nab.org">www.nab.org</a>	
19	Referrals (employee)	1
20	Unsolicited	
21	Refused to Disclose	
22	Central Oregon Career Expo	

23	The Bulletin 1777 SW Chandler Avenue, Bend, OR 97702 541-382-1811	
24	Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street. Bend, OR 97701 541-383-3825 KQAK/KWPK/KLTW/KRCO/KBNW (on-air recruitment ads)	
25	Horizon Broadcasting Group, LLC 854 NE 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 <a href="http://www.horizonbroadcasting.com">www.horizonbroadcasting.com</a> (website)	
26	Oregon Work Force Job Fair 2321 NE Third Street Prineville, OR 97754, 541-447-8076	
27	Craigslist – Bend, OR <a href="http://www.craigslist/bend.com">www.craigslist/bend.com</a>	
28	Industry Referral	
29	Radio Business Report	
30	OSU-Cascades Career Center Tykeson Hall 106 1500 SW Chandler Ave. Bend, OR 97702 541-322-3100 <a href="http://www.osucascades.edu/cdc/employers">www.osucascades.edu/cdc/employers</a>	
31	NASBA Careers Page: <a href="http://www.careerspage.org">www.careerspage.org</a>	
32	Indeed.com <a href="http://www.Indeed.com">www.Indeed.com</a>	19

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

### III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.	Various	Various	<ul style="list-style-type: none"> <li>Keith Shipman, President &amp; CEO, participated in the “Murrow Mentors” program (mentoring senior level communications students) at Washington State University in 2019-20.</li> <li>Keith Shipman, President &amp; CEO, was guest lecturer at Washington State University Murrow College Broadcast 475 Management Class on October 2, 2019.</li> <li>Keith Shipman, President &amp; CEO, participated on the Murrow College Jobs Committee series at Washington State University, designed to link students with professional opportunities in the broadcasting industry and other forms of media.</li> <li>Keith Shipman, President &amp; CEO, was guest lecturer at Washington State University Murrow College Broadcast 475 Management Class on August 26, 2020.</li> <li>Horizon Broadcasting Group participated in the school to work program at Bend High School, Summit High School and Mountain View High School in the Bend LaPine School District (providing job shadowing to high school students) during 2019-2020 school year until the COVID pandemic forced suspension of the program.</li> </ul>

Established an <b>Internship Program</b> 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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