

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

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

<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> Keith Shipman President & CEO
<b>Unit Members/City of License:</b> KQAK-FM, Bend, OR KWPK-FM, Sisters, OR KLTW-FM, Prineville, OR KWLZ-FM, Warm Springs, OR KRCO-AM, Prineville, OR	<b>Telephone Number:</b> (541) 383-3825	<b>Email Address:</b> kbs@horizonbroadcasting.com

**I. Full-Time Vacancies**

#	Job Title	Recruitment Source/Hiree	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 <a href="http://www.radio-online.com">www.radio-online.com</a>		1
2	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>		23
3	Regional Help Wanted <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a>		43
4	Oregon Association of Broadcasters 7160 SW Hampton Street, Suite 240 Portland, OR 97223, 503-443-2299 <a href="http://www.theoab.org">www.theoab.org</a>	Bill Johnstone	7
5	Washington State Association of Broadcasters 725 Columbia Street NW # 310 Olympia, WA 98501, 360-705-0774 <a href="http://www.wsab.org">www.wsab.org</a>	Mark Allen	1

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	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: <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		
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 <a href="http://www.nab.org">www.nab.org</a>		2
19	Referrals (employee)		5
20	Unsolicited		9
21	Unknown Source		27
22	Central Oregon Career Expo		19
23	Central Oregon Ad Federation		0

	PMB 2, 1293 NW Wall Street Bend, OR 97701, 541-385-1992 <a href="http://www.adfedco.org">www.adfedco.org</a>		
24	The Bulletin 1777 SW Chandler Avenue Bend, OR 97702, 541-382-1811		0
25	Horizon Broadcasting Group, LLC 854 N.E. 4 <sup>th</sup> Street Bend, OR 97701, 541-383-3825 KQAK/KWPK/KLTW/KWLZ/KRCO (recruitment ads)	Keith Shipman	9
26	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>	Keith Shipman	4

### III. Supplemental Recruitment Initiatives

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

			and made four classroom visits to discuss radio careers.
Bend High School	May 23, 2005	Bend, OR	Keith Shipman (General Manager) spoke with communications class (radio/television journalism) careers in electronic media.
Luce Performance Group	Ongoing	Houston, TX and Bend, OR	Horizon Broadcasting Group Account Executives and Sales Personnel participate in the LPG Sales Training Program. The program consists of 20 sales modules. 4 Account Executives completed the program in this reporting period
Internship Program	Ongoing	Bend, OR	HBG offers an internship program to high school students receiving academic credit, and to college students receiving academic credit, in our programming department.