

**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, 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 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	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

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	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		0
19	Referrals (employee)		17
20	Unsolicited		5
21	Unknown Source		6
22	Central Oregon Career Expo		19
23	Central Oregon Ad Federation		0

	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/KLTW/KWLZ/KRCO (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	Teresa Rodriguez	6
28	www.craiglist/bend.com		31

III. Supplemental Recruitment Initiatives

Initiative	Date	Location	Description
Central Oregon Job & Career Expo	March 21, 2007	Redmond, OR	HBG participated in the 2007 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 KWPK-FM Program Director, KLTW-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.