

The Bend Radio Group

KICE * KMGX * 92/7 * KSJJ * KXIX

**GCC BEND, LLC dba The Bend Radio Group
Stations
KMGX, KSJJ, KXIX, KICE-AM**

EEO PUBLIC FILE REPORTS

FOR THE PERIOD OF

October 1, 2008 - September 30, 2009

GCC BEND, LLC
dba The Bend Radio Group

KMGX, KSJJ, KXIX, KICE-AM

EEO Public File Report

I. VACANCY LIST

Date From 10/31/08 to 09/30/09

Opening Code	Job Title	Recruitment Source Used to fill Vacancy	Code No. of Referring Hiree	Date Vacancy was Filled
120108	Account Executive	1, 5-8, 17-18, 24, 26-28, 34	34	2/19/2008
81709	Account Executive	1, 5-8, 17-18, 24, 26-28	0	remains open
10709	GM/Director of Sales	5-8, 17-18, 24, 26-28, 33	33	6/29/2009
82409	Local Sales Manager	5-9,16, 17, 18, 24, 26-28	0	remains open
81909	Business Manager	5-9,17-18, 24, 26-28, 35	18	9/9/2009

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II. MASTER RECRUITMENT SOURCE LIST

	Date From 10/01/08 to 09/30/09			
Code No.	Name of Source	Source Entitled to Vacancy Notification? Yes/No		No. of Interviewees Referred
1	Central Oregon Community College (COCC) Career Services CAP Center - Library, 2600 NW College Way, Bend OR 97701, 383-7200, mream@cocc.edu	No		
2	Mt. Hood Community (MHCC) Career Planning and Counseling, 26000 SE Stark Street, Gresham, OR 97030, 503-491-7319, hillebrj@mhcc.edu	No		
3	Portland Community College , Student & Graduate Employment Services, CA SSB 104, Portland, OR 97217, 503-978-5242, moliver@mail.pcc.edu	No		
4	Portland State University , Career Center, PO Box 751, Portland, OR 97207, 503-725-4613, colyn@pdx.edu	No		
5	Oregon Assembly of Black Affairs , PO Box 12485, Salem, OR 97309, oaba@peak.org	No		
6	Oregon Commission for Women , PO Box 751 CW, Portland, OR 97207, 503-725-5889	No		
7	Urban League of Portland , 3034 NE Martin Luther King Blvd, Portland, OR 97212, 503-241-4644	No		
8	Women's Center , 100 Benton Annex, Corvallis, OR 97331, 541-737-3186	No		
9	The Bulletin , 385-5809	No		
10	The Oregonian , 800-221-4488	No		
11	Seattle Times- NW Classifieds.com , lbergren@seattletimes.com	No		
12	Seattle Times-Newspaper , wbuckmaster@seattletimes.com	No		
13	Eugene Register Guard , 541-342-1212	No		
14	San Francisco Chronical , 866-732-4766 x7777	No		
15	Spokane Spokeman Review , 509-459-5500	No		
16	All Access Radio , www1.allaccess.com (national)	No		

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Date From 10/01/08 to 09/30/09				
Code No.	Name of Source	Source Entitled to Vacancy Notification? Yes/No		No. of Interviewees Referred
17	The Oregon Broadcasters Association, www.theoab.org (regional)	No		3
18	Central Oregon Jobs, www.centraloregonjobs.com (regional)	No		3
19	AM FM Jobs, www.amfmjobs.com (National)	No		
20	Media Line, www.medialine.com (CA based)	No		
21	TV and Radio Jobs, www.tvandradiojobs.com (national)	No		
22	Oregon Help Wanted, www.oregonhelpwanted.com (regional)	No		
23	Radio-Online, www.radio-online.com (national)	No		
24	Oregon Employment Department, http://findit.emp.state.or.us	No		
25	GCC Bend, LLC, Radio Spots	No		
26	KSJJ, www.ksjj.com	No		
27	KMGX, www.magic100fm.com	No		
28	KXIX, www.power94.fm	No		
29	Walk-ins/Mailed-In	No		
30	Referrals	No		1
31	Unknown source	No		2
32	Career Fair	No		
33	Radio Advertising Bureau, Radiosalestoday@rab.com newsletter (national)	No		12
34	Craigs List, www.craigslist.com (national)	No		1
35	Media Financial Managers job bank, www.mediafinance.org (national)			
			TOTAL	22

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III. RECRUITMENT ACTIVITIES

Date From 10/01/08 to 09/30/09

	Type of Recruitment Initiative	Brief Description of Activity
1	Mentoring	Fall Term 2008 - hosted afternoon program for COPY (Central Oregon Partnership for Youth) a program for at risk youth with incarcerated parents. D Marie (dj on KXIX) and several staff members discussed their positions in broadcasting and how interested youth can get into the different positions, including sales, marketing and administration as well as programming.
2	Internship (1)	Summer Term 2009 - Promotions & Programming Internship. Intern assists with setup & tear down for outside promotional appearances, assists in creation of promotional materials. Learns company policies of promotions and appearances. Assists as needed in Production and Programming departments. Student internship offered through Central Oregon Community College.
3	Internship (2)	Summer Term 2009 - Promotions Department Internship. Intern assist with setup & tear down of outside promotional appearances, assists in creation and distribution of promotional materials. Learns company policies of promotions and appearances. Student internship offered thru Central Oregon Community College.

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III. RECRUITMENT ACTIVITIES

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| 4 | Oregon Youth Challenge Career Day | Program Director Mike Flanagan made a presentation at the Oregon Youth Challenge programs Career Day, discussing career opportunities in the Broadcast Field. Oregon Youth Challenge is an alternative high school program for at risk youth |
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