

Combined Communications, Inc.

Equal Opportunity Employment Program

10/1/2019-9/30/2020

Radio Stations KBND AM, KLRR FM, KTWS FM, KMTK FM and KWXS FM serve the Central Oregon community and provide equal employment opportunity to all job applicants. The stations operate as a unit to insure that maximum available community resources are utilized to generate qualified job applicants from all segments of our ethnically diverse community.

The following outlines the stations' program of policies and procedures to assure all qualified candidates, both within and outside the community we serve, who might be interested in employment with our company, can learn about and apply for any positions that might become available:

1. A list of recruitment sources to be utilized to generate applicants for every full-time job opportunity will be maintained, periodically revised and updated.
2. On-air advertisements are periodically used for positions that do not require radio specific technical, operational or talent skills. The job advertisements are generally for sales, accounting and administrative positions.
3. Notices of all full-time employment opportunities will be widely distributed and dated copies of such notices will be retained.
4. All full-time existing staff are notified of any new openings. The staff has been encouraged to refer anyone they know that might be qualified, or to apply themselves if they are interested and feel they qualify.
5. Local, regional and national job search web sites are periodically tried and evaluated for effectiveness.
6. Combined Communications, Inc. will coordinate efforts to monitor and assure the execution of this plan. Combined will train and update staff on EEO issues.
7. The company conducts an internship program for college/high school students in the area via YouthConnect.org. Part-time employment opportunities may be filled by interns.

8. All employment notices, material and advertising, whether written or broadcast, will include the phrase “Combined Communications is an equal opportunity employer.”
9. Each producer of Local on-air programming on all stations including news, public service/public affairs, commercial content and announcer entertainment/commentary, are routinely counseled regarding sensitivity to minority, gender, and other diversity issues in order to foster the perception and the reality within our community that Combined Communications actively promotes equal employment opportunity for all, regardless of race, sex, religion or national origin.

Combined Communications will routinely and systematically review the effectiveness of this program and make periodic modifications that may be required to fulfill the goal of offering equal opportunity to all applicants and to insure these applicants represent all communities within our service area.

**EEO ANNUAL PUBLIC FILE REPORT
COMBINED COMMUNICATIONS BEND**

<p>Employment Unit: Combined Communications</p>	<p>Address Combined Communications 63088 NE 18th Bend, Or 97701</p>	<p>Contact Person/Title Jeremy Groh General Manager</p>
<p>Stations KBND-AM, Bend, Or KLRR-FM Redmond, OR KTWS-FM Bend, Or KMTK-FM Bend, Or KWXS-FM Prineville, OR</p>	<p>Telephone Number 541-382-5263</p>	<p>E-mail Address <u>jeremy@combinedcommunications.com</u></p>

**KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM),
KWXS(FM)**

EEO PUBLIC FILE REPORT

10/01/19-10/30/20

FULL TIME VACANCY LIST

Position Title Hire Date	Recruitment Sources (RS) Used to Fill Vacancy	Total No of inter- views for position	Src Referring New Hire
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No New Full-Time Hires During this Period

Interviewee Source

Total Number of Persons Interviews during this Reporting Period: 0

KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)

EEO PUBLIC FILE REPORT

10/01/19-9/30/20

MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number /RS Information

1	Oregon Association of Broadcasters Theoab@theoab.org
2	Oregon State Employment Office – Worksource Oregon 1645 NE Forbes Rd #100 Bend, Or 97701 www.findit.emp.state.or.us//offices/bned.cfm 541-388-6070
3	Employee Referral
4	Non-Employee Referral
5	
6	
7	Internal Posting
8	Allaccess.com
9	Walk In

10	KBND website KBND.com
11	KLRR website 1017.fm
12	KTWS website Thetwins.com
13	KMTK website 997thebull.com
14	KWXS website 977thebeat.com
15	Craig's list bend Craigslist.com
16	Central Oregon Business Expo & Job Fair
17	Facebook
18	Client Referral
19	Radio Ads = all stations KBND KLRR KTWS KMTK KWXS
20	Indeed.com
21	CombinedCommunications.com

**KBND(AM), KLRR(FM), KTWS(FM), KMTK(FM), KWXS(FM)
EEO PUBLIC FILE REPORT
10/01/19-9/30/20**

Population of Market is less than 250,000

RECRUITMENT & OUTREACH INITIATIVES

TYPE OF RECRUITMENT INITIATIVE AND BRIEF DESCRIPTION OF ACTIVITY

1. On November 26th 2019, DJ's from Combined Communications facilitated an on-site tour and meet-and-greet for "Central Oregon Homeschool" and their administrator, Sarah Valenzuela . Students learned about the day-to-operations of a radio broadcasting company, met local on-air personalities and viewed radio studios and broadcast facilities.

(No Further Initiatives – Covid-19)