



**GCC BEND, LLC dba Backyard media  
Stations  
KMGX, KRXF, KSJJ, KXIX, BYB-IR**

**EEO PUBLIC FILE REPORTS**

**FOR THE PERIOD OF**

**October 1, 2023 - September 30, 2024**

**GCC BEND, LLC**  
**dba The Bend Radio Group**

**KMGX, KSJJ, KXIX, KRXF**  
**EEO Public File Report**

**I. VACANCY LIST**

Date From 10/01/23 to 09/30/2024

Opening Code	Job Title	Recruitment Source Used to fill Vacancy	Code No. of Referring Hiree	Date Vacancy was Filled
92923	Integrated Marketing Guide (sales)	7-8-14-15-16-17-19-21-24-32-33-34	28	01/22/2024
9012022	Entry Level Sales	14-15-16-17-19-21-24-33-34	n/a	OPEN
12132022	Fulltime Programming (KSJJ)	7-8-14-15-16-17-19-24-32-33-34	7	02/26/2024
081324	Sales Manager	15-16-17-19-24-28-32-33	n/a	OPEN
60723	Chief Engineer	7-23-14-15-16-17-19	n/a	OPEN

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**II. MASTER RECRUITMENT SOURCE LIST**

Date From 10/01/22 to 09/30/23				
Code No.	Name of Source	Source Entitled to Vacancy Notification? Yes/No		No. of Interviewees Referred
1	<b>Central Oregon Community College (COCC)</b> Career Services CAP Center - Library, 2600 NW College Way, Bend OR 97701, 383-7200, <a href="mailto:mream@cocc.edu">mream@cocc.edu</a>	No		0
2	<b>Mt. Hood Community (MHCC)</b> Career Planning and Counseling, 26000 SE Stark Street, Gresham, OR 97030, 503-491-7319, <a href="mailto:hillebri@mhcc.edu">hillebri@mhcc.edu</a>	No		0
3	<b>Oregon Assembly of Black Affairs</b> , PO Box 12485, Salem, OR 97309, <a href="mailto:oaba@peak.org">oaba@peak.org</a>	No		0
4	<b>Women's Resource Ctr. Of C. Oregon</b> PO Box 8693 Bend OR 97709	No		0
5	<b>Urban League of Portland</b> , 3034 NE Martin Luther King Blvd, Portland, OR 97212, 503-241-4644	No		0
6	<b>Centro Latino Americano</b> , 944 W. 5th Ave., Eugene OR 97402	No		0
7	<b>All Access Radio</b> , <a href="http://www1.allaccess.com">www1.allaccess.com</a> (national)	No		1
8	<b>The Oregon Broadcasters Association</b> , <a href="http://www.theoab.org">www.theoab.org</a> (regional)	No		0
9	<b>Central Oregon Jobs</b> , <a href="http://www.centraloregonjobs.com">www.centraloregonjobs.com</a> (regional)	No		0
10	<b>AM FM Jobs</b> , <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> (National)	No		0
11	<b>TV and Radio Jobs</b> , <a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a> (national)	No		0
12	<b>Oregon Help Wanted</b> , <a href="http://www.oregonhelpwanted.com">www.oregonhelpwanted.com</a> (regional)	No		0
13	<b>Oregon Employment Department</b> , <a href="http://findit.emp.state.or.us">http://findit.emp.state.or.us</a>	No		0
14	<b>GCC Bend, LLC, Radio Spots</b>	No		0
15	<b>KSJJ</b> , <a href="http://www.ksjj1029.com">www.ksjj1029.com</a>	No		0
16	<b>KMGX</b> , <a href="http://www.mixradiobend.com">www.mixradiobend.com</a>	No		0
17	<b>KXIX</b> , <a href="http://www.power94.fm">www.power94.fm</a>	No		0
18	<b>Walk-ins/In-house Posting</b>	No		0
19	<b>Referrals</b>	No		3
20	<b>Unknown source</b>	No		0
21	<b>Business Expo-Job Fair</b>	No		0
22	<b>Radio Advertising Bureau</b> , <a href="mailto:Radiosalestoday@rab.com">Radiosalestoday@rab.com</a> newsletter (national)	No		0
23	<b>Society of Broadcast Engineers</b> <a href="http://www.SBE.org">www.SBE.org</a>	No		1
24	<b>KRXF</b> <a href="http://www.929online.com">www.929online.com</a>	No		0
25	<b>The Bend Bulletin (Newspaper)</b>	No		0
26	<b>The Oregonian Newspaper</b>	No		0
27	<b>Washington State Broadcasters Job Bank</b>	No		0
28	<b>LinkedIn</b>	No		4
29	<b>Inside Radio</b>	No		0
30	<b>ZIP Recruiter (national)</b>	No		0
31	<b>Facebook</b>	No		0
32	<b>Handshake (regional University network)</b>	No		0
33	<b>Backyard Bend site</b>	No		0
34	<b>Central Oregon Business Expo &amp; Job Fair</b>	No		0

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**III. RECRUITMENT ACTIVITIES**

Date From 10/01/23 to 09/30/24

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1 Central Oregon Business Expo and Job Fair	April 19 2024 Deschutes County Fairgrounds 1-5pm Attended by General Manager, Sales Staff members and various Programming staff. Recruitment for various positions and promoting radio and digital advertising.
2 Fire Information Media Panel	April 2, 2024 News Director RL Garrigus represented Bend Radio Group stations to discuss Radio and how use broadcast radio to disperse fire information in our area for Wild Fire updates, closures, etc. 23rd year of participation