

2005 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

Station: KBOO(FM-NCE)
Community of License: Portland, OR

Reporting Period: October 1, 2004 – September 30, 2005

No. of Full-time Employees: Between 5 and 10

During the Reporting Period, a total of two full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<i>Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	Queer Youth Conference Portland, Oregon, 02/19/05
	Mt. Hood Community College Career Fair Portland, Oregon, 02/24/05
	Urban League Career Connection Portland, Oregon, 03/22/05
	Peninsula Park Event Fair Portland, Oregon, 04/22/05
<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	Urban League Career Connections Portland, Oregon, 03/22/05
<i>Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i>	Urban Youth Radio Project with Sabin Community Corporation, Portland, Oregon January, 2005 – July, 2005
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	Created half-time news and public affairs training position. Created production, reporting, and editing programs and training manuals. October, 2004 – March, 2005

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/29/04	Outreach Coordinator	KBOO internal newsletter
03/24/05	Membership Coordinator	Craigslist (online)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 20

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Oregonian Newspaper	2
Craigslist website	2
Idealist.org website	4
Portland State University Black Studies Dept	2
KBOO Website	4
Word of mouth	2
Unknown	3
CNRG website	1

RECRUITING SOURCES USED

Job Title of Position: Outreach Coordinator

Date of Hire: 11/29/04

Job Title of Position: Membership Coordinator

Date of Hire: 03/24/05

Used same sources for both hires:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Urban League of Portland	N	10 N. Russell St.	Portland, OR 97211	Bernadette
Craigslist	N	Craigslist.org (online)	No contact person	www.craigslist.org
National Assn of Black Journalists	N	8701 Adelphi Road Adelphi, MD 20783	Tangie Newborn Ex. Director	301-445-7100 tangie@nabj.org
Portland Observer	N	4747 NE Martin Luther King Blvd. Portland OR 97211	Milly De La Cruz	503-288-1897
El Hispanic News	N	1200 S.E. Morrison St. Portland, OR 97214	Julio Padillo	503-228-3139 ads@hisnews.com
The Skanner Newspaper	N	415 N. Killingsworth Portland, OR 97217	Advertising Department	503-285-5555 www.theskanner.com
Asian Reporter	N	922 N. Killingsworth #1-A Portland, OR 97217	Advertising Department	503-283-4440 www.asianreporter.com
CNRG	N	cnrg@yahoogroups.com	NA	cnrg@yahoogroups.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.