

## 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 <b>job fairs</b> 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 <b>job fair</b> 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 <b>scholarship</b> 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 <b>training</b> 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 <a href="http://www.asianreporter.com">www.asianreporter.com</a>
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.