

2007 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

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

Reporting Period: October 1, 2006 – September 20, 2007

No. of Full-time Employees: 5 – 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):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

Portland Community College Fair
Portland, OR, 10/04/06
KBOO's former Outreach Coordinator attended on behalf of KBOO

Portland Nonprofit Career Fair
Portland, OR, 10/19/06
KBOO's former Outreach Coordinator attended on behalf of KBOO

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

KBOO Youth Collective Interns
Portland, OR 03/07 – 08/07
One intern was referred to KBOO from Outside In (a social service agency dedicated to serving low-income adults and homeless youth.) That intern worked 20 hours a week in the Spring. Two other interns were referred to KBOO from Friends of the Children (an organization that provides Portland's most at-risk children with intensive and long-term mentors). Those interns worked 20 hours a week from mid-July through August.

*Participated in **job banks, internet programs, and other programs***

Idealist.org
KBOO is a member of the Idealist website.

designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

KBOO's organizational description is in the website's directory and KBOO provides information about KBOO related events and calls for volunteers.

CNRG

KBOO provides information about community relevant events and programs.

KPSU E-board

KBOO provides general information about its training opportunities as well as information about programs and events.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Newsroom Open House @ KBOO

Portland, OR 7/14/07

This event was open to the public to meet members from the KBOO News department, learn more about KBOO News, and to provide information about employment opportunities available in broadcasting.

African American Open House @ KBOO

Portland, OR 7/29/07

This event was open to the public to meet KBOO African American programmers and to learn more about employment opportunities available in broadcasting.

Portland Grassroots Media Camp

Portland, OR 8/24/07-8/26/07

This was a free weekend-long event of skills training and workshops open to the public. It was an opportunity for community organizers, activists, and members, especially from immigrant communities in and around Portland, to learn new skills, get connected with local alternative media resources, and network with other immigrant, community, and media organizations. KBOO co-sponsored this event with various organizations, including but not limited to Bolivarian Media Exchange, Independent Black Producers Organization, Multnomah County Cultural coalition, Oregon Oaxaca Solidarity, and Portland Community College Multimedia Department.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

**Employee Handbooks: Everything You Need to Know to Keep You Out of Trouble
May 16, 2007
Portland, OR
Included training on nondiscrimination.
Attended by Station Manager Arthur Davis and Administrative Assistant Erin Furuichi.**

Non-Violent Communication Training
Portland, OR 06/07
Training for KBOO employees to learn and practice non-violent communication and de-escalation techniques to prevent violence and discrimination at KBOO and the community. Attended by most staff members, including Arthur Davis (Station Manager) and Chris Merrick (Program Director).

Compassionate Listening/Theater of the Oppressed Training 8/07
Portland, OR
Opportunity for KBOO employees to continue the non-violence training. To learn and practice effective listening techniques through compassionate listening and problem-solving. Attended by most staff members, including Arthur Davis (Station Manager) and Chris Merrick (Program Director).

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
2/2/07	Membership & Development Coordinator	NFCB Listserv
1/16/07	PM News & Public Affairs Director	Women's International News Gathering Service (WINGS)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 27

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
CNRG Listserv	1
Craigslist.org	8
Free Speech Radio News (FSRN)	1
Hispanic Radio Network	1
Idealist.org	3
KBOO Bulletin Board	3
KBOO on-air announcements	3
KBOO Website	2
National Federation of Community Broadcasters Listserv (NFCB)	1
Portland Community College	1
Willamette Valley Development Officers (WVDO)	1
Women's International News Gathering Service (WINGS)	2

RECRUITING SOURCES USED

Job Title of Position: PM News & Public Affairs Director
Date of Hire: 1/16/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
American Indian Radio On Satellite (AIROS)	N	www.airos.org	No contact person	airos@unl.edu 402-472-3522
CNRG Listserv	N	cnrg@yahoogroups.com	No contact person	cnrg@yahoogroups.com
Corporation For Public Broadcasting Listserv	N	www.cpb.org	No contact person	stationjobops@npr.org
Council for Hispanic Advancement	N	http://www.ocha-nw.org	N. Orriss	n.orriss@ocho-nw.org
Craigslist.org	N	www.craigslist.org	No contact person	www.craigslist.org
Free Speech Radio News (FSRN)	N	www.fsrn.org	No contact person	comments@fsrn.org 510-644-1937
Hispanic Radio Network	N	www.hcnmedia.com	No contact person	info@hcnmedia.com 202-637-8801
KBOO Bulletin Board	N	20 SE 8 th Ave. Portland, OR 97214	Arthur Davis	manager@kboo.org 503-231-8032 ext. 201
KBOO Listservs: Latino, News & PA, Youth, Volunteer, and	N	kboonews@yahoogroups.com kbooyouth@yahoogroups.com kboonoticero@yahoogroups.com	Ani Haines	volunteer@kboo.org 503-231-8032 ext. 213

Women's Collective		breadandroses-feministafactor-kboo@yahoogroups.com		
KBOO on-air announcements	N	20 SE 8 th Ave. Portland, OR 97214; www.kboo.fm	Chris Merrick	program@kboo.org 503-231-8032 ext. 204
KBOO Website	N	www.kboo.fm	Erin Furuichi	admin@kboo.org 503-231-8032 ext. 220
National Association of Black Journalists (NABJ)	N	www.najb.org	No contact person	nabj@nabj.org 301-445-7100
National Federation of Community Broadcasters Listserv (NFCB)	N	www.nfcb.org	No contact person	nfcb@nfcb.org 510-451-8200
Pacifica News	N	www.pacifica.org	No contact person	contact@pacifica.org 202-783-1620
Pacifica Radio Foundation Listserv	N	pacificaannounce@yahoogroups.com	No contact person	pacificaannounce@yahoogroups.com 718-857-2394
Pineros y Campesinos Unidos del Noroeste (PCUN)	N	www.pcun.org	No contact person	farmworkerunion@pcun.org 503-982-0243
Portland Central American Solidarity Committee (PCASC)	N	www.pcasc.net	No contact person	info@pcasc.net
Portland Community College	N	www.pcc.edu	No contact person	stujobs@pcc.edu
Portland State University Career Center	N	www.pdx.edu	No contact person	careerconnect@pdx.edu
WBAI-FM (New York City)	N	www.wbai.org	Ursula Ruedenberg	ursulawbai@yahoo.com 510-812-7989
Women's International News Gathering Service (WINGS)	N	www.wings.org	No contact	wingsproducers@yahoo.com 604-876-6994

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

Job Title of Position: Membership & Development Coordinator
Date of Hire: 2/2/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
African American Chamber of Commerce	N	www.blackchamber.info/email_link.cfm	Nova	nova@royjay.com 503-244-5794

CNRG Listserv	N	cnrg@yahoogroups.com	No contact person	cnrg@yahoogroups.com
Council for Hispanic Advancement	N	http://www.ocha-nw.org	N. Orriss	n.orriss@ocho-nw.org
Craigslist.org	N	www.craigslist.org	No contact person	www.craigslist.org
Hispanic-American Chamber of Commerce	N	www.hmccoregon.com	No contact person	hmcc@qwest.net 503-222-0280
Idealist.org	N	Idealist.org	No contact person	www.idealist.org
KBOO Bulletin Board	N	20 SE 8 th Ave. Portland, OR 97214	Arthur Davis	manager@kboo.org 503-231-8032 ext. 201
KBOO Listservs: Latino, News & PA, Youth, Volunteer, and Women's Collective	N	kboonews@yahoogroups.com kbooyouth@yahoogroups.com kboonoticero@yahoogroups.com breadandroses-feministafactor-kboo@yahoogroups.com	Ani Haines	volunteer@kboo.org 503-231-8032 ext. 213
KBOO on-air announcements	N	20 SE 8 th Ave. Portland, OR 97214; www.kboo.fm	Chris Merrick	program@kboo.org 503-231-8032 ext. 204
KBOO Website	N	www.kboo.fm	Erin Furuichi	admin@kboo.org 503-231-8032 ext. 220
National Federation of Community Broadcasters Listserv (NFCB)	N	www.nfcb.org	No contact person	nfcb@nfcb.org 510-451-8200
National Public Radio	N	www.npr.org	No contact person	stationjobops@npr.org
Portland Community College	N	www.pcc.edu	No contact person	stujobs@pcc.edu
Portland State University Career Center	N	www.pdx.edu	No contact person	careerconnect@pdx.edu
Say Hey! NW by Partners in Diversity	N	www.partnersindiversity.org	Vicki Nakashima	nakashimav@msn.com
Willamette Valley Development Officers (WVDO)	N	www.wvdo-or.org/	No contact	www.wvdo-or.org/index.php/jobsource/post_a_job/

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