

2008 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

Station:	KBOO (FM-NCE)
Community of License:	Portland, OR
Reporting Period:	September 21, 2007 – September 20, 2008
No. of Full-time Employees:	5 – 10

During the Reporting Period, no 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>	Portland Nonprofit Career Fair Portland, OR, 10/24/07 KBOO's former Outreach Coordinator attended on behalf of KBOO. Presented by idealist.org
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	KBOO Evening News Interns Portland, OR 9/07-12-07 and 1/08-7/08 Two journalism students interned for approximately 120 hours each, 10 hours a week for 12 weeks. The Interns trained as radio news reporters/producers/ researchers. Interns learned and became proficient in writing for radio news, reporting, digital audio editing, interviewing techniques, voicing technique, producing radio news & features (including in-house and field recording techniques, audio selection). Interns prepared reports and projects for broadcast, as well as helped with office tasks in the newsroom .
<i>Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i>	Idealist.org KBOO is a member of the Idealist website. KBOO's organizational description is in the website's directory and KBOO provides information about KBOO related events and calls for volunteers.

In addition, KBOO offers volunteer orientations approximately 18 times per year with an average attendance of about 23 individuals. During the orientation we cover KBOO's history and organizational structure, how the work is organized into departments, and how to access information about available trainings, and station volunteer needs. We also cover community expectations, conflict resolution, and our program mission. Volunteer Coordinator then sets appointments with each attendee to assess how to best get them started volunteering in a role that they are able to fill, that fits with their schedule and that offers a path to building the skillset they desire for radio or office work.

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

Portland Grassroots Media Camp
Portland, OR 9/12/08-9/14/08
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 and several of the trainings were hosted at KBOO. The station's Web Coordinator, the Outreach Coordinator, and 8 KBOO volunteers participated. The staff members sit on certain hiring committees.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

KBOO offers free training courses that prepare community members both to volunteer at KBOO and also to pursue employment in radio broadcasting and production (as a number of our former volunteers have). Over 200 volunteers went through our trainings last year. We have offered the following number of training programs during the report period:
12 Newsroom orientations, 12 Community reporting sessions, 12 Interviewing techniques, 24 Field recording, 24 Digital editing, 12 Advanced digital editing tutorial, 18 Writing for radio, 10

Advanced Writing for radio (ongoing practice sessions), 20 Voice training/Anchoring, 10 Air room engineering tutorial, 24 Intro to Audio/Audio Production, 12 FCC/Legal training, 1 Creating Exciting Public Affairs, 2 Promoting your Show, and 1 Online Social Networking.

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

Interrupting Prejudiced and Oppressive Comments and Behavior Training
Portland, OR 2/16/08
Training on how to intervene in situations involving discriminatory behavior or language. Hosted by KBOO for volunteers and staff. Attendance included Station Manager s, Volunteer Coordinator, Program Director, Morning News Director and Outreach Coordinator, all of whom sit on certain hiring committees.

Theater of the Oppressed Training 1/23/2008
Portland, OR
Opportunity for KBOO employees to continue the non-violence training, and to learn and practice effective listening techniques through compassionate listening and problem-solving. Attended by most staff members, including Station Manager and Program Director.

Monthly Diversity Leaders Network Breakfast.
Portland, OR
Attended at least five times by Volunteer Coordinator who sits on certain hiring committees.