

2011 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

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

Reporting Period: September 21, 2010 – September 21, 2011

No. of Full-time Employees: 5-10

During the Reporting Period, one half-time position was 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):

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

KBOO Youth Collective Intern
Emmanuel Greenberg, from Catlin Gabel High School in Portland, OR, interned with the Youth Collective in May 2011, 40 hours a week.
He 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). He produced a one-hour music show, as well as shorter pieces for the KBOO Evening News and the KBOO website.

KBOO Youth Collective Intern
Jesus Reyes, from the Summer Work Experience Program (SWEP) run by the Oregon Commission for the Blind, interned with the Youth Collective in July 2011.
He became proficient in digital editing, radio production, interviewing, and writing for radio. He set up some databases for us for our Public Affairs Archive. He produced many public affairs shows from audio recorded at the Village Building Convergence Conference, as well as shorter pieces for the KBOO website.

*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).*

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.

KBOO offers volunteer orientations approximately 14 times per year with an average attendance of about 20 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 skill set they desire for radio or office work.

KBOO participated in the SE Uplift Neighborhood Coalition's community block party, August 24, where we presented materials related to broadcast and journalism employment, including training and volunteer opportunities available at KBOO.

Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Metropolitan Learning Center, Portland, Oregon
September 2010

KBOO's Youth Advocate spoke at this school to students exploring careers in media, answering questions and sharing experiences regarding non-profit and community media, what it means, how to get involved and what types of careers are available in this sector and how to get involved as an intern or volunteer.

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

The Youth Advocate, who sits on certain hiring committees, organized many long-term off-site projects in the past year, including the Schools Uniting Neighborhoods (SUN) Program at Madison High School in East Portland the Immigrant and Refugee Community Organization, the Multnomah County Library Teen Council Program, Oregon Peacemakers, Focus on Youth, Outside In, and Helensview High School. The Youth Advocate has also participated in Mock Interviews at David Douglas High School; a program which helps youth practice job interviews, and directly informs students about employment opportunities in broadcasting. We have also hosted, in the past year, about 100 students on multiple tours of the KBOO facilities. All of these activities include a speech about the importance of communication, independent media and job opportunities in the field of broadcasting.

There were no positions filled at KBOO Community Radio for the period covered in this report.