

2012 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

Station(s):	KBOO (FM-NCE)
Community(ies) of License:	Portland, OR
Reporting Period:	September 21, 2011 – September 20, 2012
No. of Full-time Employees:	5 – 10

During the Reporting Period, one full-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 Newsroom Internships
Portland's Leadership and Entrepreneurship Public Charter High School, one intern April– June 2012, and two interns June–August 2012. Each student interned in the KBOO Newsroom for 5 hours per week. The interns became proficient in writing for radio news, reporting, digital audio editing, interviewing techniques, voicing technique, and producing radio news & pieces. They have produced work for the radio broadcast KBOO Evening News and the KBOO website.

Outside In Radio Intensive
February 27-March 3rd, 2012
Eight student media interns, 26-30 hours per student. The one-week radio Radio Intensive took place at Outside In and at KBOO Radio. They produced 6 short pieces, and produced a one-hour radio show which aired March 7, 2012.

*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 12 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.

The Skanner Foundation 2012 Scholarship Awards at the Martin Luther King Breakfast, January 2012

The Volunteer News Coordinator, Evening News and Public Affairs Director (who sit on certain hiring committees) along with the President of the Board of Directors, other members of the Board and station volunteers attended this event.

Open Source Bridge Conference, June 2012

The Evening News and Public Affairs Director, who sits on certain hiring committees, attended this conference connecting with the technology in the northwest.

Online News Association Events, July and August 2012

The Evening News and Public Affairs Director, who sits on certain hiring committees, attended association events presented by this nonprofit membership organization for digital journalists, connecting journalism, technology and innovation.

*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 Oregon over the past year, including the Homeschool Youth Collective at Village Home in Beaverton; Multnomah County Library

Teen Council programs in Troutdale, Fairview and Portland (Holgate branch, and NW Portland Branch); Schools Uniting Neighborhoods (SUN) Program at Fabian Middle School in North East Portland; and David Douglas Alternative Programl. The Youth Advocate has also participated in Mock Interviews at Beaverton High School and David Douglas High School, a program which helps youth practice job interviews, and directly informs students about employment opportunities in broadcasting.

KBOO Radio has also hosted, in the past year, about 125 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.

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

Hillcrest Youth Correctional Facility, Salem, Oregon, March 2012
KBOO's Youth Advocate spoke at this school to students about media literacy, and future volunteer opportunities. She answered questions and shared experiences regarding non-profit work and community media values.

David Douglas Alternative Program, Portland, Oregon, January 2012
KBOO's Youth Advocate spoke at this school to students exploring careers in media, answering questions and sharing experiences regarding non-profit and community. We also did a short recording project where the students interviewed the school principal to explore media making.

Metropolitan Learning Center, Portland, Oregon, September 2011
KBOO's Youth Advocate spoke at this school to students exploring careers in media, answering questions and sharing experiences regarding non-profit and community

POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
May 1, 2012	Development Director	word of mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 4

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
CNRG Listserv	1
Idealist.org	1
KBOO Bulletin Board	1
Willamette Valley Development Officers (WVDO)	1

RECRUITING SOURCES USED

CNRG Listserve

cnrg@cnrg-portland.org

Facebook

Idealist.org

Nonprofit jobs site

KBOO Website; Internal Bulletin Board; Member, Volunteer and Programmer Email List; On-Air Announcements

NFCB (National Federation of Community Broadcasters) Listserve

nfc@mailman.lmi.net

The Skanner Newspaper (print and web versions)

Advertising

P.O. Box 5455

Portland, OR 972283

503-285-5555

Advertising@theskanner.com

No source requested that it be notified of job vacancies.