

2013 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

Stations:	KBOO (FM-NCE), Portland, OR KBLU-FM (NCE), Pilot Rock, OR
Reporting Period:	September 21, 2012 – September 20, 2013
No. of Full-time Employees:	5 – 10

During the Reporting Period, no full-time positions were filled.

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

Catlin Gable School, one intern, month of May 2013.
Columbia River High School, one intern, month of July 2013

The interns worked 25-30 hours per week, and 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.

Media Institute for Social Change Radio Intensive July 5-6, 2013

6 student media interns, 8 hours per student. This two-day radio intensive took place at KBOO with students from around the United States. They produced 18 promotional segments, and learned basic digital editing skills and group critique process.

The University of Kansas

One student, January - May 2013; 5 - 8 hours / week
The student researched public affairs topics to recruit guests for broadcast programs. She trained in interviewing, voice and mic technique, digital audio production, and program promotion. She became proficient in producing and hosting both live and pre-produced informational programs for broadcast.

Clackamas Community College
One student, April - June; 80 hours total
The student trained in a variety of technical roles in the engineering department, including: operating mixing boards; microphone types and uses; on-site (remote) broadcast set-up, including the use of a tieline; use of field recording equipment; identifying correct adapters / mics / cables for the specific needs of the job.

*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.

Open Source Bridge Conference, June 2013
The Evening News and Public Affairs Director, who sits on certain hiring committees, attended this conference connecting media with technology in the northwest.

John S. Knight Annual Fellowship Symposium, Stanford University, July 2013
The Evening News and Public Affairs Director, a 2010-2011 Knight Fellow who sits on certain KBOO hiring committees, participated in this conference, exploring innovation in journalism.

KBOO actively engages the community and its audience through Facebook, Twitter and other social media, and through its website, in connection to the initiative.

*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 Multnomah County Library Teen Council programs in Troutdale, Hillsdale and NW Portland.

KBOO Radio has also hosted, in the past year, about 125 high school and university students on multiple tours of the KBOO facilities. Many students learn recording and interviewing techniques.

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.

The Youth Advocate, who sits on certain hiring committees, 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.

The Evening News and Public Affairs Director, who sits on certain hiring committees, was a guest lecturer at Portland State University, for the 'Media and Society' class on October 28, 2012, and the 'Media and the Community' class on January 9, 2013. Topics presented included: how community radio differs from mainstream media in its coverage of the election coming up in the following week, how community radio can serve as an emergency communications tool when other forms of media are cut off, the future of the media and the 'Newsti.ps' project the news director worked on as a Knight Fellow at Stanford University in 2011.

Oregon State University

Non-profit and Volunteer Fair, February 6, 2013

The Nonprofit & Volunteer Fair focused on promoting our programs, needs and openings to OSU students.

This event is intended to educate OSU students about the nonprofit and public service fields, including career and volunteer opportunities available, while also addressing the benefits of interning and/or volunteering with a nonprofit or public service organization.

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

KBOO offers volunteer orientations approximately 12 times per year with an average attendance of about 30 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 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). 196 volunteers participated in at least one training class, and most took multiple classes. We have offered approximately the following number of training programs during the report period: 12 Newsroom orientations, 12 Writing for Radio, 12 Interviewing techniques, 12 Field recording, 12 Digital editing, 12 Advanced digital editing tutorial, 24 Board Operator Trainings, 30 Intro to Audio/Audio Production, 12 FCC/Legal training, 1 Creating Exciting Public Affairs, 1 Promoting your Show, and 1 Commentary Writing Class.

The KBOO Youth Collective meets weekly, with attendance ranging between 6 and 15 youth 20 and under. New Youth Collective members are trained in digital editing by the Youth Advocate, and then are expected to produce content for the monthly hour-long youth collective public affairs show, The Underground. Further training opportunities include classes in basic production techniques, live-music mixing, advanced digital editing, writing for radio, interviewing skills, microphone technique, field recording and more, depending on the needs and wants of the Youth Collective Members. Their skills are used then on the Youth Collective's monthly public affairs and youth culture show, "The Underground," as well as our other monthly show, the two-hour Youth Randomonium, where youth DJs broadcast music, including about 50% youth-produced music, and live performances of youth bands. We trained approximately 20 youth between Sept 2012 to August 2013.