

## KFXO EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KFXO submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KFXO website and in the KFXO Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2005 through September 30, 2006 entitled the **Recruitment Sources Report**" which includes the following information:

\*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

\*The Recruitment Sources used to fill those job vacancies, identified by name.

\*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

\*Each Recruitment Source listed by name, contact name, address and phone number.

\*The total number of persons interviewed for job vacancies between October 1, 2005 through September 30, 2006.

3. A brief description of Recruitment Initiatives.

KFXO

**Recruitment Sources Report**

For the period of October 1, 2005 through September 30, 2006 KFXO filled the following vacancies as defined by the FCC EEO rules.

(Position Posted Date)	NEWS												PRODUCTION			SALES														
	News Reporter		Editor/Technical Director		Newsroom Coordinator/ Assignment Editor		News Reporter		News Reporter/ Anchor		Co-Anchors, Special Features Reporter		Sports Reporter/ Photographer		Producer		Newsroom Coordinator/ Assignment Editor		News Reporter		Newsroom Coordinator/ Assignment Editor		Floor Director		Sales/Research Assistant					
	02/28/06	02/28/06	02/28/06	02/28/06	03/09/06	03/09/06	03/09/06	03/09/06	04/24/06	05/10/06	05/10/06	05/10/06	07/12/06	07/17/06	04/24/06	10/03/05														
<b>Recruitment Sources</b>	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O	HS			
Ad Federation of Central Oregon	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
America's Job Bank	X			X			X			X			X			X									X			X		
Career Development Center (Oregon Liberal Arts Colleges)																														
Central Oregon Community College - Bend																X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Clark College																														
Craigslist																X						X								
Indeed																X						X								
JobAdsUSA.com																														
KFXO Website	X	RS/O		X	RS/O	HS	X	RS/O	HS	X	RS/O	HS	X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
LDS Employment Services	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Lost Remote	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Madras Pioneer																														
MediaLine																														
Meredith Corp. Website	X	RS/O		X	RS/O		X	RS/O	HS	X	RS/O		X	RS/O	HS	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O	
Mount Hood Community College																														
National Alliance of State Broadcasters Associations (NASBA)	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
National Association of Broadcasters (NAB)																														
Oregon Association of Broadcasters	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Oregon Employment Department	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Oregon State University	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Portland Community College	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Portland State University	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Redmond Spokesman																														
Rogue Community College																						X	RS/O		X	RS/O		X	RS/O	
Society of Broadcast Engineers (SBE)																														
Southern Oregon University																X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Spots N Dots																														
Talent Dynamics	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
The Bulletin	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
The Oregonian																														
TVJobs.com	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
University of Oregon	X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O		X	RS/O					X	RS/O		X	RS/O		X	RS/O	
Washington State Association of Broadcasters																X	RS/O					X	RS/O							
Washington State University																														
Worksource Washington																														
Industry/Employee Referral		ER															IR			ER			ER			ER			IR	
Internal Promotion																														

**Key:**  
 RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.  
 X= Represents All Recruiting Sources that received the job vacancy notice.  
 HS= Source referring Hiree. Choose one of the following:  
     HS = Recruitment Source that referred the Hiree.  
     IR/ER= Hiree was referred by an Industry Referral/Employee Referral.  
     IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.



## KFXO Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Career Day	4/18/2006	KFXO Business Manager participated in Aloha High School's International Day. Business Manager spoke to two classes of 20 students each regarding the value of a second language and job opportunities in broadcasting.	Aloha High School
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Community Event Sponsor	8/30/2006	KFXO co-sponsored the Central Oregon Business Trade Fair. Station Manager, Jerry Upham, attended the premiere business-to-business networking event, featuring keynote speaker Dr. Larry Helms. Dr. Helms discussed "Managing at the Speed of Change." Numerous businesses were on hand to network and promote their products and services. Jerry Upham was present to inform and educate members of the public as to employment opportunities in broadcasting.	Mid Oregon Credit Union, South Valley Bank, Selco Credit Union, Cascade Business News, COTV/Bend Broadband, KBND