

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, 2004, through September 30, 2005 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, 2004, through September 30, 2005.

3. A brief description of Recruitment Initiatives.

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 Fair	Feb. 3, 2005 March 3, 2005	KFXO Human Resources Manager and Intern Coordinator attended Pacific University's annual Spring Work & Service Fair and Summer Job & Internship Fair for Pacific University college students to promote employment and internship opportunities in television broadcasting.	N/A
	Feb. 10, 2005	KFXO Human Resources Manager attended Pacific University's Junior Junction to promote internship opportunities at KFXO.	
	April 7, 2005	KFXO Human Resources Manager and Intern Coordinator attended C-Tech Youth Services 4 th Annual Youth Opportunity & Employment Fair to recruit prospective employees and interns interested in career opportunities at KFXO.	
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Equal Employment Opportunity Awareness and Prevention	March 2005	All KFXO employees participated in a web based EEO Awareness training session during March 2005. This training was conducted by Meredith Corporation's EEO & Employee Relations Department. The training covered topics such as employment discrimination (age, disability, gender, national origin, religion and race) as well as how to identify and prevent sexual harassment and discrimination in the workplace.	Meredith Corporations' EEO and Employee Relations Department

KFXO INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2004 through September 30, 2005.

This report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

Interviewees

Name	Contact Name/Title	Phone Number	Fax Number	E-Mail Address	Website Address	Address1	Address2	City	State	Zip
.	Ad Federation of Central Oregon	Lisda Canady	(541)318-0900	(541)318-0091	eclose@bendcable.com	www.adfedco.org	PMB2	1293 NW Wall Street	Bend	OR 97701
.	America's Job Bank		(877)348-0502	(877)348-0499	career.onestop@state.mn.us	www.aib.org				
.	Central Oregon Community College - Bend	Marlene, Career Placement Office	(541)383-7216	(541)383-7505			Metolius Hall, Room 101	2600 NW College Way	Bend	OR 97701-5998
.	JobAdsUSA.com		(502)459-9228	(502)485-0601		www.jobads.usa.com	1223 S. Hurstbourne Parkway	Louisville	KY 40222	
.	Madras Pioneer	Beverly Schonneker	(541)475-2275				241 SE 6th	Madras	OR 97741	
.	MediaLine		(800)237-8073	(831)648-5204	info@medialine.com	www.medialine.com	PO Box 51909	Pacific Grove	CA 93950	
.	NAACP		(817)NAACP-98			www.naACP.org	4805 Mt. Hope Drive	Baltimore	MD 21215	
.	NAACP - Eugene/Springfield Branch		(503) 485-4767			www.efn.org/~naACP/	PO Box 11484	Eugene	OR 97402	
.	National Alliance of State Broadcasters Associations				careemail@careerpage.org	www.careerpage.org				
.	National Association of Broadcasters (NAB)	Dianna Babb Coleman	(202)429-5367	(202) 429-4199	dcoleman@nab.org	www.nab.org	1771 N Street, NW	Washington	DC 20036-2891	
.	National Association of Hispanic Journalists	Marco Botero, Professional Development M	(202)662-7145	(202) 662-7144	jobbank@nahi.org	www.nahi.org	1000 National Press Building	Washington	DC 20045-2100	
1	Oregon Association of Broadcasters	Bill Johnstone	(503) 443-2299	(503)443-2488	theoab@theoab.org	www.theoab.org	7150 SW Hampton Street	Suite 214	Portland	OR 97223-8366
.	Oregon Employment Department - Bend	Mike Yager/Penny Merrill	(541)388-6070			www.emp.state.or.us	1007 SW Emkay Drive	Bend	OR 97702	
.	Oregon State University	Mike Mays, Emp. Coordinator	(541)737-4085	(541)737-0532	career.services.orst.edu	www.oregonstate.edu	8 Kerr Administration Building		Corvallis	OR 97331-2127
.	Redmond Spokesman	Marsha Eynon	(541)548-2184	(541)548-3203	news@redmondspokesman.com		226 NW Sixth Street	PO Box 788	Redmond	OR 97756
.	Rogue Community College	Mary-Ann Fenn Whelan	(541)245-7560		mfennwhelan@roquecc.edu	www.roquecc.edu/emp/	3345 Redwood Highway		Grants Pass	OR 97527
.	Society of Broadcast Engineers (SBE)	Scott Jones	(317)846-9000	(317)846-9120	kjones@sbe.org	www.sbe.org	9247 N. Meridian Street	Suite 305	Indianapolis	IN 46260
.	Southern Oregon University		(541) 552-7672			www.sou.edu	1250 Siskiyou Blvd.		Ashland	OR 97520
.	Spots N Dots	Dai Korba, Assistant Editor	(607)729-7295, Ext 1	(607)729-7331	SellTV@aol.com	www.spotsndots.com	167 Oakdale Road		Johnson City	NY 13790
2	The Bulletin	Julie Story, Classified Adv Mgr	(541)385-5809		jstory@bendbulletin.com		1777 SW Chandler Ave	PO Box 6020	Bend	OR 97708-6020
.	The Oregonian	Kristi Johnson	(503)221-8466	(503)294-4198		www.oregonian.com	1320 SW Broadway		Portland	OR 97201
.	TV Jobs.com	Mark Holloway	(800)374-0119	(760)754-2115	markch@www.tvjobs.com	www.tvjobs.com	Broadcast Employment Services	PO Box 4116	Oceanside	CA 92052
.	University of Oregon	Ronnie Casanova, Employer Relations	(541)346-3235	(541)346-6038	jobs@darkwing.uoregon.edu	www.uoregon.edu	220 Henricks Hall, 1408 University Street	PO Box 3257	Eugene	OR 97403-0257
.	Industry/Employee Referral									
.	Internal Hire									

TOTAL 6

*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancy, you consent to the public disclosure of this information by the FCC.

KFXO

Recruitment Sources Report

For the period of October 1, 2004 through September 30, 2005 KFXO filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Account Executive 10/06/04			Sales/Research Assistant 01/26/05		
	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>
Recruitment Sources						
Ad Federation of Central Oregon					X	
America's Job Bank					X	
Bend Employment Department					X	
Central Oregon Community College - Bend					X	
JobAdsUSA.com					X	
KFXO Website	X	X		X	X	
Madras Pioneer					X	
MediaLine					X	
NAACP					X	
NAACP - Eugene/Springfield Branch					X	
National Alliance of State Broadcasters Associations	X	X		X	X	
National Association of Broadcasters (NAB)					X	
National Association of Hispanic Broadcasters					X	
Oregon Association of Broadcasters	X	X		X	X	
Oregon State University				X	X	
Redmond Spokesman					X	
Rogue Community College					X	
Society of Broadcast Engineers (SBE)					X	
Southern Oregon University				X	X	
Spots N Dots				X	X	
The Bulletin		X			X	HS
The Oregonian					X	
TVJobs.com	X	X		X	X	
University of Oregon				X	X	
Industry/Employee Referral			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.