



**Total Number of Interviewees for all Full-Time Vacancies Filled  
During Annual Reporting Period per Recruitment/Referral Sources:**

Reporting Period September 1, 2007 to August 31, 2008

Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
1 The Register Guard Newspaper	Becky Stringfield	P. O. Box 10188 Eugene, OR 97401	541.338.2505	13
2 KEZI Website	Sydney Walker	P. O. Box 7009 Eugene, OR 97401	541.485.5611	11
3 TV Jobs.com Broadcast Employment Services	Web based service	P.O. Box 4116 Oceanside, CA 92052	800.374.0119	33
4 Employee Referral	n/a	n/a	n/a	13
5 Internal Posting	n/a	n/a	n/a	10
6 University of Oregon Career Employer Services	Human Resources	1283 University of Oregon Eugene, OR 97403	541.346.3214	4
7 State of Oregon Employment Office	Human Resources	875 Union Street NE Salem, OR 97311	503.947.1394	1
8 Medialine.com Broadcast Employment Services	Web based service	P.O.Box 51909 Pacific Grove, CA 93950	800.237.8073	3
9 Word of Mouth Business Associate	n/a	n/a	n/a	16
10 Bates Technical College	Shirley	1101 South Yakima Avenue Tacoma, WA 98405	253.680.7000	1

	Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
11	<a href="#">GraemeNewell 602Communication</a> Broadcast Employment Services	Web based service Graeme Newell	1011 Lyndhurst Falls Lane Knightsvale, NC 27545	919.217.4438	1
12	Internet	n/a	n/a	n/a	3
13	National Association of Broadcasters <a href="mailto:nab@nab.org">nab@nab.org</a>	Web based service	1771 N. Street NW Washington, DC 20036	202-429-5300	2
14	Solicited/Agents	various			5
15	Craigslist.org	Web based service	Craigslist PO Box 225159 - 1381 9th Avenue San Francisco, CA 94122	n/a	1
16	Brigham Young University				2



**Full-time Job Vacancies Filled by KEZI During  
Annual Reporting Period.**

**Reporting period September 1, 2007 to September 1, 2008**

Job Title	Date Opened	Date Filled	# of People Interviewed	Recruitment/ Referral Source Used	Recruitment Source that Referred Hiree
12 Meteorologist	5/18/2007	10/22/2007	4	EEO agency list, Internal posting, tvjobs.com, media line.com, the oab.com	Internal Posting Promotion in-house
16 Sales Account Executive	8/8/2007	11/12/2007	8	EEO agency list, Internal posting, tvjobs.com, the oab.com, Register Guard	Register Guard
18 Writer/Producer/Editor	8/16/2007	9/26/2007	1	*EEO agency list Internal Posting, nahj.org tvjobs.com, WSUcareerLk	Internal Posting Promotion in-house
19A Master Control Room Operator	8/30/2007	12/10/2007	4	*EEO agency list, nahj.org Internal Posting, tvjobs.com, WSUcareerLk, Bates Tech	Bates Technical College
19B Master Control Room Operator	10/26/2007	12/10/2007	4	*EEO agency list, nahj.org Internal Posting, BatesTech tvjobs.com, WSUcareerLk	Bates Technical College
20 Account Executive Coos Bay	9/27/2007	10/9/2007	1	EEO agency list, Internal posting, OAB@theoab.org The World-Coos Bay	AE Referral
21 News Cast Producer	9/20/2007	9/26/2007	3	EEO agency list, Internal posting, medialine.com, tvjobs.com	University of Oregon
22 News Photographer	9/20/2007	10/2/2007	1	EEO agency list, Internal posting, medialine.com,	University of Oregon

23	Morning Anchor/Reporter	9/20/2007	12/18/2007	3	tvjobs.com EEO agency list Internal Posting, oab.org, tvjobs.com, media1ine.com	Networking - Portland, Oregon area
25	News Photographer	10/1/2007	10/29/2007	2	EEO agency list, Internal posting, tvjobs.com media1ine.com	University of Oregon
27	Sports Photographer	11/14/2007	12/14/2007	2	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	Employee Referral
30	Master Control Room Operator - Full Time	12/3/2007	1/17/2007	1	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	Kezi Website
1	Marketing & Promotions Manager	1/6/2008	1/28/2008	1	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	Marketing IDEAnet
2	News Reporter-Roseburg	1/15/2008	3/15/2008	8	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	Tvjobs.com
3	News Photographer	1/28/2008	3/12/2008	4	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	KOHD In-house posting
4	News Reporter	1/28/2008	2/25/2008	3	EEO agency list, Internal posting, tvjobs.com OAB @the oab.com	Tvjobs.com
5	Sales Account Executive	1/28/2008	3/4/2008	7	EEO agency list, Internal posting, tvjobs.com, the oab.com, Register Guard	Internet
6	Anchor/Reporter	2/1/2008	5/29/2008	5	EEO agency list, Internal posting, tvjobs.com, media line.com, the oab.com	NAB(National Assoc. of Broadcasters)
7	Receptionist	2/7/2008	3/19/2008	8	EEO agency list, Internal posting, The Register Guard	The Register Guard
9	Anchor/Reporter	2/28/2008	7/7/2008	20	EEO agency list, Internal posting, tvjobs.com, media	Tvjobs.com



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## EXHIBIT II

### EEO Outreach Initiative Narrative Statement for Reporting Period: 9-01-07 thru 8-31-08

#### Narrative Statement

KEZI's Internship/Job Shadow program is a very successful on-going outreach effort. Our interns come to us from the University of Oregon and Lane Community College. Each internship lasts one term (10 weeks). We have a minimum of four interns per term, but that number frequently ranges upwards into double digits. Depending on the internship, the interns set up cameras, audio, and lighting, or work in marketing, promotions, or any of several areas of interest. Interns gain hands on experience with the equipment we use for filming. They are trained to be grips on filming projects, and often attend meetings with producers, directors, camera operators and audio technicians to gain a better understanding of how productions are put together. They receive additional instruction in the use of cameras, and participate in filming projects to perfect framing, iris level, focus, lighting, chroma key, angles of subjects, and height of camera. Interns must complete an "Internship Completion Questionnaire" before their term ends. We use these questionnaires as a tool to help evaluate our program and confirm we are meeting the expectations of ourselves and of our interns. It is common for an intern to end up being hired as a paid employee.

**Our Job Shadow program is more flexible and often involves younger students. For example, in May 2007, our evening anchor hosted a 14-year old "Job Shadow" student, who chose KEZI-9 News as a topic for a required school project. The student was invited to our newsroom to watch the taping of the evening news program, met the talent, and observed to see how it's all "put together." He later interviewed the anchor about her job and about news production in general. As the student had only a two-day deadline for completion of his assignment, this Job Shadow project was literally arranged overnight.**

In addition to our Intern and Job Shadow programs, KEZI participates in general outreach efforts in several ways. For example, please note our close affiliation with the University of Oregon's School of Journalism and Communication (SOJC):

**KEZI's PR Marketing Manager worked with a class at the U of O SOJC on Public Service Announcements (PSA) work. She attended the class and spoke to students about what a PSA is, what kind of groups the students could do a PSA for, and other requirements of a PSA. After the class had targeted a non-profit group for assistance, our Marketing Manager worked with students on contacting the group and offering the class's**

assistance. She critiqued the PSA which the students developed, and KEZI then aired the PSA on our station.

Our News Director developed a program with the University of Oregon to review and critique their campus newscast. The U of O's SOJC sent him copies of their newscasts for review. The News Director then critiqued the newscasts with an eye to developing the student anchors, reporters and producers, etc.

And, as part of our general participation in outreach efforts, in addition to submitting openings to all local job banks, we frequently post KEZI openings on the University of Oregon's Joblink.

This close relationship with the U of O SOJC has resulted in the permanent placement at KEZI of at least eight graduating students within the past two years.