



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

Reporting period September 1, 2008 to August 31, 2009

Job Title	Date Opened	Date Filled	# of People Interviewed	Recruitment/ Referral Source Used	Recruitment Source that Referred Hiree
34 Reporter	8/13/2008	9/22/2008	3	EEO agency list, Internal posting, tvjobs.com, media line.com, the oab.com, KEZI website	TVjobs.com
35 News Producer	8/22/2008	9/22/2008	3	EEO agency list, Internal posting, KEZI website, Medialine, tvjobs.com, the oab.com, Register Guard	Outside source recommendation
36 Marketing & Creative Services Coordinator	9/9/2008	CANCELLED	N/A	N/A	N/A
37 Meteorologist	11/7/2008	2/4/2009	7	EEO agency list, Internal Posting, tvjobs.com, KEZI website, medialine.com	Agent
38 Newscast Producer	11/7/2008	CANCELLED	N/A	N/A	N/A
39 Producer, Digital Media	11/7/2008	CANCELLED	N/A	N/A	N/A
40 Reporter	12/2/2008	1/19/2009	3	EEO agency list, Internal posting, medialine.com, tvjobs.com, KEZI website	TVjobs.com

1	Reporter	4/4/2009	7/6/2009	3	EEO agency list, Internal posting, mediatline.com, tyjobs.com, KEZI website	TVjobs.com
3	Account Executive	5/4/2009	5/20/2009	2	EEO agency list, KEZI Website, Internal Posting, Register Guard, Craigslist	Internal Promotion
4	Traffic Assistant	6/8/2009	6/29/2009	4	EEO agency list, Internal posting, KEZI website, Register Guard, Craigslist	OR Employment Dept.



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

Reporting Period September 1, 2008 to August 31, 2009

Referral Source	Contact Person	Address	Telephone #	Number of Interviews Referred
1 The Register Guard Newspaper	Becky Stringfield	P. O. Box 10188 Eugene, OR 97401	541.338.2505	1
2 KEZI Website	Debbie Carter	P. O. Box 7009 Eugene, OR 97401	541.485.5611	3
3 TV Jobs.com Broadcast Employment Services	Web based service	P. O. Box 4116 Oceanside, CA 92052	800.374.0119	8
4 Employee Referral	n/a	n/a	n/a	
5 Internal Posting	n/a	n/a	n/a	2
6 University of Oregon Career Employer Services	Human Resources	1283 University of Oregon Eugene, OR 97403	541.346.3214	
7 Worksource Lane Oregon Employment Department	Sandra Crawley	2510 Oakmont Way Eugene, OR 97401	541.686.7953	2
8 Medialine.com Broadcast Employment Services	Web based service	P. O. Box 51909 Pacific Grove, CA 93950	800.237.8073	1
9 Outside Source Recommendation	n/a	n/a	n/a	1
10 Bates Technical College	Shirley	1101 South Yakima Avenue Tacoma, WA 98405	253.680.7000	

Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
11 <u>GrameNewell 602Communication Broadcast Employment Services</u>	Web based service Grame Newell	1011 Lyndhurst Falls Lane Knightsvale, NC 27545	919.217.4438	
12 Self / Phone-in	n/a	n/a	n/a	2
13 National Association of Broadcasters		1771 N Street NW Washington DC 20036	202-429-5424	
14 Solicited/Agents	various			2
15 Craigslist.org	Web based service	Portland, OR		
16 Brigham Young University		CES Admissions A-41 ASB Provo, UT 84602	801-422-4636	
17 Pacific Lutheran University		12180 Park Avenue South Tacoma, WA 98447	253-531-6900	1
18 KAPP TV		PO Box 10208 Yakima, WA 98902	509-453-0351	1
19 KATU	Thorn Jensen	2153 NE Sandy Blvd. Portland, OR 97232	503-231-4222	1



EXHIBIT II

EEO Outreach Initiative Narrative Statement for Reporting Period: 9-01-08 thru 8-31-09

Narrative Statement

KEZI participated in the following outreach initiatives during the reporting period:

KEZI's Internship/Job Shadow program is a very successful on-going outreach effort. Our interns this year come to us from a number of institutions including the University of Oregon, the University of Southern California, Syracuse University, and Lane Community College. Each internship lasts one term (8 - 10 weeks). 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 news gathering and commercial production. They are trained to be grips on news and commercial projects, and often attend meetings with producers, directors, camera operators and audio technicians to gain a better understanding of how newscasts and commercials are put together. It is not unusual for an intern to be hired later as a paid employee.

KEZI employees have participated as mentors throughout the year. Among those who took part, a KEZI meteorologist mentored a senior at Philomath High School, and spent several hours with the senior at the Eugene Public Library to study meteorology, and also to investigate as to how to repair the disabled weather station on the roof of Philomath High School. The Philomath High senior then visited the KEZI newsroom and spent an additional two hours shadowing our meteorologist.

A KEZI meteorologist attended the Altair Snow Fair and talked about winter weather forecasts as well as ski patrol activities. There were 300 attendees.

A KEZI reporter was a "Celebrity Reader" at the Yujin Gakuen Japanese Immersion school and read to approximately 100 students. A KEZI meteorologist also spoke to a pre-school class about weather at Good Samaritan School in Corvallis

Numerous station tours have been given to individuals, students, and various groups to offer insight to the operation of broadcast television and its various departments. Among these tours include a boy scout group given by KEZI's sports director, as well as a group of seniors from Solvang Retirement Center that were allowed to observe a live newscast.

Several KEZI employees have participated in local Career Days and Job Fairs, interacting with a diverse public to include women and minorities.