



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

Reporting period September 1, 2015 to August 31, 2016

	Job Title	Date Opened	Date Filled	# of People Interviewed	Recruitment/ Referral Source Used	Recruitment Source that Referred Hiree
3	Reporter	1/27/2015	10/1/2015	7	EEO Agency list, Internal KEZI website, TV Jobs KEZI Twitter	TV Jobs.com
7	Digital Sales Manager	4/1/2015	11/18/2015	4	EEO Agency list, Internal KEZI website, TV Jobs Spotsndots, Craigslist Ziprecruiter, KEZI Twitter	Employee Referral
8	Evening Weekday Anchor	4/21/2015	1/7/2016	4	EEO agency list, Internal, KEZI website, KEZI Twitter tvjobs, Medialine, OAB	Internal
13	Weekend Anchor/Reporter	5/27/2015	2/1/2016	3	EEO agency list, Internal, KEZI website, KEZI Twitter tvjobs	Employee Referral

15	Local Sales Manager	7/31/2015	11/23/2015	3	EEO Agency list, Internal KEZI website, TV Jobs Spotsndots, Craigslist Ziprecruiter, KEZI Twitter	Ziprecruiter
19	Newscast Producer	8/13/2015	9/21/2015	2	EEO agency list, Internal, KEZI website, KEZI Twitter tvjobs, Craigslist	KEZI Website
21	A/P Coordinator	8/26/2015	9/29/2015	4	EEO agency list, Internal Posting, Craigslist, OAB KEZI website, KEZI Twitter	Craigslist
23	General Assignment Reporter	10/29/2015	3/7/2016	3	EEO agency list, Internal, KEZI website, KEZI Twitter tvjobs, OAB	KEZI Website
24	Reporter	10/29/2015	1/4/2016	3	EEO agency list, Internal, KEZI website, Twitter, tvjobs, OAB	TV Jobs.com
26	Payroll TV Accountant 1	11/10/2015	12/14/2015	3	EEO agency list, Internal Posting, tvjobs.com, KEZI website, OAB, Twitter	AccountTemps
28	Morning Meteorologist	12/17/2015	2/11/2016	4	EEO agency list, Internal, Tvjobs.com, Medialine KEZI website, OAB	TV Jobs.com
4	Weekend Meteorologist	2/3/2016	4/26/2016	3	EEO agency list, Internal, Tvjobs.com KEZI website, OAB	TV Jobs.com
5	Digital Media Manager	1/26/2016	4/18/2016	3	EEO agency list, Internal, Tvjobs.com, Craigslist KEZI website, OAB KEZI Twitter	Internal
7	Sales Coordinator	2/19/2016	3/28/2016	4	EEO agency list, Internal, KEZI website, Medialine tvjobs, Craigslist, R Guard	Employee Referral

9	Weekend AM Anchor-Reporter	3/9/2016	4/6/2016	3	EEO agency list, Internal, KEZI website, Medialine tvjobs, OAB	KEZI website
10	Newscast Producer	3/15/2016	3/28/2016	4	EEO agency list, Internal Posting, Tvjobs.com OAB, KEZI website	Internal
12	Evening News Photographer	4/18/2016	5/9/2016	3	EEO agency list, Internal Posting, tvjobs.com, OAB, Medialine, KEZI website	Internal
13	Local Sales Manager	5/13/2016	6/7/2016	3	EEO agency list, Internal, Tvjobs.com, EugeneCraigslist KEZI website & twitter, OAB Portland Craigslist	Employee Referral
14	Morning News Producer Producer	5/27/2016	6/10/2016	3	EEO agency list, Internal, KEZI website, Medialine tvjobs, OAB, KEZI Twitter	Employee Referral
16	Sports Anchor/Reporter	6/30/2016	8/1/2016	5	EEO agency list, Internal, Tvjobs.com, Medialine KEZI website, OAB	tvjobs.com



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

Reporting Period September 1, 2015 to August 31, 2016

Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
The Register Guard Newspaper	Becky Stringfield	P. O. Box 10188 Eugene, OR 97401	541.338.2505	
KEZI Website	Debbie Carter	P. O. Box 7009 Eugene, OR 97401	541.485.5611	12
TV Jobs.com Broadcast Employment Services	Web based service	P.O. Box 4116 Oceanside, CA 92052	800.374.0119	30
Employee Referral	n/a	n/a	n/a	13
Internal Posting	Debbie Carter	n/a	n/a	6
University of Oregon Career Employer Services	Human Resources	1283 University of Oregon Eugene, OR 97403	541.346.3214	
Worksource Lane Oregon Employment Department	Saundra Crawley	2510 Oakmont Way Eugene, OR 97401	541.686.7953	
MediaLine.com Broadcast Employment Services	Web based service	P.O.Box 51909 Pacific Grove, CA 93950	800.237.8073	
Outside Source Recommendation	n/a	n/a	n/a	
Bates Technical College	Shirley	1101 South Yakima Avenue	253.680.7000	

		Tacoma, WA 98405		
Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
GraemeNewell 602Communication Broadcast Employment Services	Web based service Grame Newell	1011 Lyndhurst Falls Lane Knightvale, NC 27545	919.217.4438	
Self / Phone-in	n/a	n/a	n/a	
National Association of Broadcasters		1771 N Street NW Washington DC 20036	202-429-5424	
Account Temps	Chris Pearce	800 Willamette St, Suite 430 Eugene, OR 97401	541-345-9930	1
Craigslist.org	Web based service	Eugene, OR		4
Brigham Young University		CES Admissions A-41 ASB Provo, UT 84602	801-422-4636	
Pacific Lutheran University		12180 Park Avenue South Tacoma, WA 98447	253-531-6900	
ZipRecruiter	April Bartolome	401 Wilshire, 11th Floor Santa Monica, CA 90401	Email only: april@ziprecruiter.com	1
KATU	Thom Jensen	2153 NE Sandy Blvd. Portland, OR 97232	503-231-4222	
The Bulletin	Diane Brandis	1777 SW Chandler Avenue Bend, OR 97708	541-382-1811	
Spots 'n Dots	Emily McKay	Via email to: ads@spotsndots.com (SPOTSNDOTS.COM)	888-884-2630 X701	4



EXHIBIT II

EEO Outreach Initiative Narrative Statement for Reporting Period: 9/1/15 thru 8-31-16

Narrative Statement

KEZI participated in the following to fulfill our outreach goals during this reporting period:

KEZI continues our successful Internship/Job Shadow programs as an outreach effort. From September to December, 2015 Creative Services had an intern from the University of Oregon. From June through September, 2015 we had a senior at the University of Oregon intern for us in Sports, and we later hired him as a Sports Reporter after graduating. From October through December 2015 we had a News intern from the University of Oregon. From January to March, 2016 we had an intern in News who was a senior at Western Washington University, and was hired as our News Producer after she graduated. Our News interns set up cameras, audio, and lighting, and they 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.

In January, New Media Manager Laura Campbell spoke to a Girl Scout meeting regarding video production for their fundraiser campaign. Girls were of middle school and high school age. Also in January, Laura was a guest speaker at Oregon State University's Orange Media Network where she spoke to students regarding social media platforms.

In March, Anchor Bob Schaper was part of a media panel for the Eugene Public Works Department where he answered questions about press releases and airing stories.

On April 20th, Sales Coordinator Gail Eitner participated in a job fair at Elmira High School where she answered student's questions about journalism, the media, and our station.

Also on the evening of April 20th, KEZI hosted the Eugene Executives Association Open House. 125 Association members attended and were given tours through each department where each stop had an employee to describe the nature of their department, and answer questions from the group. The tour included observing a portion of our newscast as well as the control room. Guests left wonderful feedback regarding their tours.

In May, Reporter Tyler Jones represented KEZI as a participant in the "Get Tee'd off at Cancer" golf tournament.

In this time period numerous station tours have been given to groups including students from the University of Oregon School of Journalism, Elmira High School, Lebanon High School, the Multimedia class at Willamette High School, and a member of the National Weather Service in Portland.

