



EXHIBIT II

EEO Outreach Initiative Narrative Statement for Reporting Period September 1, 2007 thru August 31, 2008

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.

In addition to our Intern and Job Shadow programs, KEZI participates in general outreach efforts in several ways, for example:

KEZI's PR Marketing Assistant attended the Willamette Valley Career Fair at the Lane County Fairgrounds, in Eugene, Oregon on March 13, 2008. She assisted other Employers in the recruitment of employees and helped individuals find employment and offered suggestions on how to progress in their careers. She provided information about KEZI 9 News Television Stations, distributed job applications, and job descriptions of the stations current employment opportunities to include; News Anchor/Reporter, Production Assistant, News Producer, News Photographer, and Account Executive.

The tours of the station enable individuals, various groups, and students to come and hear about the various job opportunities, and get a "hands-on" feel within broadcast television, for example:

KEZI's Chief Meteorologist gave a station tour and lunch to the winner of the Rotary Auction, and participated as a guest on KUGN's, "Ask an Expert ", garden broadcast.

KEZI's sports Reporter gave a tour to a group of Boy Scouts and two adult chaperones of the KEZI newsroom, studio, and production booth for one hour on August 13, 2008.