

**EXHIBIT 2**

**EEO PUBLIC FILE REPORT**

**WBRZ-TV**

February 1, 2009 through January 31, 2010

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

Sources with an asterisk (\*) denote organizations that requested notification of full-time job vacancies.

Appendix A includes a list of recruitment sources, indication name, address, contact person and telephone number of each.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED** (#'s in parenthesis) [Hiree's Recruitment Source in Brackets]

Sales Account Executive	(1 - 2, 19 - 20)	[#1 The Advocate]
News Associate Producer	(1 - 2, 17 - 20)	[#1 The Advocate]
Sales Manager	(1 - 2, 19 - 20)	[#20 Employee Referral]
News Associate Producer	(1 - 2, 19 - 20)	[#19 WBRZ-TV Website]
News Assist Director	(1 - 2, 17 - 20)	[#20 Employee Referral]
Sales Account Executive	(1 - 2, 19 - 20)	[#19 WBRZ-TV Website]
News Photographer	(1 - 2, 17 - 20)	[#20 Employee Referral]
Marketing Assistant	(1 - 2, 17 - 20)	[#1 The Advocate]
Sales Assistant	(1 - 2, 19 - 20)	[#1 The Advocate]
News Multi-Media Reporter	(1 - 2, 17 - 20)	[#4 LSU]

**TOTAL INTERVIEWS FOR FULL-TIME POSITIONS:**

44 persons

**NUMBER OF REFERRALS FOR INTERVIEWEES BY RECRUITMENT SOURCES:**

#1	25
#4	3
#18	6
#19	5
#20	5

## **SUPPLEMENTAL OUTREACH ACTIVITIES:**

The following contains a brief description of activities from the FCC menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

- **Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.**

Date(s): See list

Brief description of activities undertaken to fulfill initiative:

February 3, 2009

Director of Human Resources attended a Career Day at Louisiana State University.

February 11, 2009

Director of Human Resources attended a Career Day at Southern University.

March 26, 2009

Director of Human Resources attended LSU School of Journalism Networking Night.

September 16, 2009

Director of Human Resources attended a morning Career Day at Louisiana State University.

September 16, 2009

Director of Human Resources attended an afternoon Career Day at Southern University.

Name of Station Personnel Involved in Initiative:

Jamie Politz, Director of Human Resources

- **Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Date(s) On-going yearly for Spring, Summer and Fall Semesters

Brief description of activities undertaken to fulfill initiative:

WBRZ established and maintains an internship program to assist students interested in acquiring the necessary skills to pursue a career in broadcasting. The participating universities are Louisiana State University and Southern University in Baton Rouge, and Southeastern University in Hammond. WBRZ managers are required to give written evaluations of interns and interns receive class credit for the semester the internship is served.

Name(s) of Station Personnel Involved in Initiative:

James "Rocky" Daboval, General Manager

Jamie Politz, Director of Human Resources

Denise Akers Pourciau, Director of Marketing

Charles “Chuck” Bark, Director of News  
Edward Ball, Director of Production  
Steve Storey, Sales Manager  
Jared Broussard, Sales Manager  
Denise Murrell, Sales Manager  
Michael Cauble, Sports Director  
Patrick Shingleton, Chief Meteorologist

- **Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.**

Date(s) June 1 through May 31 yearly

Brief description of activities undertaken to fulfill initiative:

WBRZ established a scholarship with Louisiana State University for a graduated senior from the Manship School of Mass Communications to be employed by WBRZ for a period of one year and to be given a broad overall exposure to the functioning of a television station.

Name(s) of Station Personnel Involved in Initiative:

James “Rocky” Daboval, General Manager  
Jamie Politz, Director of Human Resources  
Charles “Chuck” Bark, Director of News

- **Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Date(s) On-going

Brief description of activities undertaken to fulfill initiative:

WBRZ-TV routinely schedules community appearances by TV News/Station personnel and/or attends community events.

WBRZ-TV anchors and reporters participate in events that promote broadcast employment development. WBRZ-TV personnel include discussions regarding their careers, the broadcast industry and educational preparation for a career in broadcast media during these events.

January 19, 2009

Marketing Assistant gave a station tour to the Istrouma Council Boy Scouts Troop of 25.

January 28, 2009

Director of Human Resources attended an “Opportunity Affair” which was hosted by Baton Rouge Foundation for the purpose of introducing exceptional young people to the professional, personal and cultural opportunities in Baton Rouge and to educate them on employment opportunities and internships.

February 2, 2009

A Production Videographer was job shadowed by a student from Live Oak Middle School.

February 3 and 4, 2009

Marketing Assistant gave a station tour each day to a group of 60 2<sup>nd</sup> grade students from St. George Catholic School.

February 6, 2009

Weathercaster judged a science fair at Glasgow Middle School.

February 13, 2009

Marketing Intern gave a station tour to a group of 7<sup>th</sup> and 8<sup>th</sup> grade students from Westdale Middle.

February 23, 2009

Marketing Assistant gave a station tour to Pack 131 Boy Scouts from Prairieville.

March 5, 2009

Sportscaster attended Dr. Suess Day at Cedarcrest Elementary School and read a Dr. Suess book to the entire first grade students.

March 18, 2009

Reporter spoke at St. Joseph Academy's Career Day.

March 20, 2009

Marketing Assistant gave a station tour to a group of Junior and Senior students from Istrouma High School.

March 30, 2009

Marketing Assistant gave a station tour to 4<sup>th</sup> grade students from Bethany School.

April 6, 2009

Marketing Assistant gave a station tour to students from 8<sup>th</sup> to 12<sup>th</sup> grade from Baptist Grove Church in Raleigh, North Carolina. This is the home church for one of our news reporters. She will be assisting in explaining the daily operations of the newsroom.

April 8, 2009

Marketing Assistant gave a station tour to a group of journalism students from Southern University.

April 15, 2009

Marketing Assistant gave a station tour a Cub Scouts Troop.

April 22, 2009

Marketing Assistant gave a station tour to two groups of 6<sup>th</sup> grade students from Southside Junior High.

April 29, 2009

Marketing Assistant, Marketing Intern and Programming Manager gave station tours to a group of 80 students in the 6<sup>th</sup>, 7<sup>th</sup>, and 8th grades from Dutchtown Middle.

April 30, 2009

A student from Crescent Junior High job shadowed our Finance Assistant.

May 1, 2009

Marketing Assistant gave a station tour to 6<sup>th</sup> grade students from St. Paul's Episcopal School of New Orleans.

May 6, 2009

News Anchor was guest speaker at Denham Springs Junior High School.

May 12, 2009

News Anchor attended Central Immediate School for reading day.

May 12, 2009

Marketing Assistant gave a station tour to students from grades 9 to 12 from Slidell High School.

May 18, 2009

News Anchor attended Most Blessed Sacrament School for a reading day.

June 18, 2009

Marketing Assistant gave a station tour to students that are part of the Louisiana Association for Education of Homeless Children and Youth summer camp.

June 24, 2009

News Anchor attended LSU Child Care Central for a reading day.

July 1, 2009

Marketing Assistant gave a station tour to a group from St. John's Kid Cam Summer Camp from Plaquemine.

July 8, 2009

Marketing Assistant gave a station tour to a group from West Feliciana Day Camp.

July 13, 2009

Marketing Assistant gave a station tour to a group with Teens As Leaders.

September 8, 2009

Marketing Assistant gave a station tour to Glow Home Schoolers from Gonzales.

October 16, 2009

Reporter co-hosted Southern University's Radiothon to help raise money for the students at Southern University.

October 23, 2009

Weathercaster spoke to the third grade classes at Forest Heights Academy of Excellence.

October 29, 2009

News Anchor spoke to the Board of Directors for the McMains Children's Developmental Center about television news and development.

November 3, 2009

Director of News and Sales Manager spoke to a Louisiana State University media management class, and gave them a station tour.

November 18, 2009

Weathercaster spoke about careers in the media and in meteorology to the students at Walker Freshman High School.

November 19, 2009

Weathercaster spoke to students at L'Ourse Primary School.

December 15, 2009

The station partnered with Jeopardy! to donate computer and bring interactive game experience to Southeast Middle School.

Jamie Politz, Director of Human Resources

Chuck Bark, Director of News

Dana Hackett, News Reporter

Dave Nussbaum, Meteorologist

Chris Stevens, Meteorologist

Pat Shingleton, Meteorologist

Joseph Gutierrez, Marketing Assistant

Michelle Martone, Program Manager

Denise Akers, Director of Marketing

John Pastorek, News Anchor

Jared Broussard, Sales Manager

Andy Davison, Production Videographer

Claire Hatty, Reporter

Michael Cauble, Sportscaster

- **Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.**

Date(s)    On-going

Brief description of activities undertaken to fulfill initiative:

WBRZ routinely airs a public service announcement asking for any organizations that wants to be notified of job openings at the television station to notify the human resources director.

Date(s) On-going

Brief description of activities undertaken to fulfill initiative:

Director of Human Resources and Director of Marketing serve on Southern University's Mass Communications Department's Advisory Council. This council provides assistance and critical analysis of the universities Department of Mass Communications accreditation. The purpose of this council is to look at the program, interact with faculty, and make recommendations. Besides other crucial areas of concern, they are especially interested hearing what we as employers look for in a person we are considering for employment. This would provide invaluable guidance for them as they proceed in training their students.

Name of Station Personnel Involved in Initiative:

Jamie Politz, Director of Human Resources  
Denise Akers Pourciau, Director of Marketing

Date(s) October 2008 through March 5, 2009

Brief description of activities undertaken to fulfill initiative:

Director of Human Resources post the Louisiana Association of Broadcasters' Scholarship Application and information on station main bulletin board and will handle application form. LAB provides two individual scholarships equivalent to \$1000 per semester for one year, in scholarship awards to students enrolled and attending classes, fulltime, to a fully accredited broadcast curriculum at al Louisiana four year college.

Name of Station Personnel Involved in Initiative:

Jamie Politz, Director of Human Resources