



2018 ANNUAL EEO PUBLIC FILE REPORT

KIXE-TV CHANNEL 9
603 N. MARKET STREET
REDDING, CA. 96003

Station(s): KIXE
Community(ies) of License:
Redding, CA.

Reporting Period:
August 1, 2017 – July 31, 2018

No. of Full-time Employees: 5 – 10 _____
More than 10 _____ X _____

Small Market Exemption:

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

(1) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

AARP Foundation - SCSEP

On a regular basis throughout the year, KIXE acts as a host agency training site for the AARP Training Program. This program offers job training, job placement, and work experience to workers over the age of 55, it's designed to help seniors enter the workforce, find more challenging positions, change careers, or supplement their income. This year seven (7) participants were assigned in the program at KIXE.

Internship - New Day Academy

A High School Senior was an intern at KIXE for the 2018 Spring Semester. The internship was through New Day Academy of Redding. The intern came to the station and worked with the Production Department using Adobe Creative Suite and learning to use studio equipment. The intern also operated studio equipment for our auctions and local talk shows.

Senior Corps – RSVP Volunteer Program

The Senior Corps, Retired and Senior Volunteer Program (RSVP) is one of the largest volunteer networks in the nation for people 55 and over. RSVP volunteers are matched with local organizations, allowing them to use the skills and talents they've learned over the years, or develop new ones while serving in a variety of volunteer activities within the community. This year one (1) participant was assigned in the program at KIXE.

(2) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Shasta College Welcome Day: August 23, 2017

This event is designed to give Shasta College students an opportunity to meet with local businesses and non-profits. Over 70 local businesses and non-profits gathered at this event to offer students information about local vendors and service providers in the community. KIXE attended the event with a booth and gave out information on the PBS mission, volunteering opportunities, and employment opportunities in broadcast television.

Simpson University Career Fair: August 28, 2017

This event gives college students the opportunity to network with businesses and community partners. KIXE co-sponsors and attends the event providing information to upcoming graduates on volunteering and employment opportunities in broadcast television.

Tehama County Annual College & Career Fair – November 2, 2017

KIXE participates in the Annual Tehama County College & Career Fair, providing 872 eighth grade students with information about public broadcasting television and outlining what college majors can potentially lead to a career in broadcast television.

Foothill High School Career Fair: March 2, 2018

KIXE participates and has a booth at this event, giving information and answering any questions regarding volunteering, employment, and careers in the broadcast television fields to upcoming graduating seniors.

Kinder-College at Simpson University: May 11, 2018

The goal of Kinder-College Day is to introduce young students to the idea of post high school education and career possibilities early in their academic careers, and to let parents and teachers know it is never too early to discuss those possibilities with children. KIXE participates in this annual event to promote higher education and to give information about careers in the broadcast industry and the education that is required to obtain such careers, to over 1,500 Shasta County kindergarten students.

(3) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

PBS TechCon – April 4-6, 2018

Director of Engineering & Technology and Broadcast Coordinator, attended the Annual PBS TechCon Conference in Las Vegas, NV. The conference brings together Broadcast, Digital, IT, Traffic and Station Management. Presentations from stations, vendors, national public media organizations, academics and leaders from across the non-commercial and commercial sectors make TechCon a varied and powerful event for learning, brainstorming and collaboration.

2018 Public Media Business Association (PMBA) – May 29 - June 1, 2018

Chief Financial Officer, attended the Annual PMBA Conference in Long Beach, CA. This conference is designed specifically for public media professionals: general managers, CFOs, financial and business executives, and HR professionals, Attendees may earn up to 19 hours of Continuing Professional Education credits at the conference.

PBS Annual Meeting – May 7-9, 2018

Director Content & Fundraising, attended the Annual PBS meeting in New Orleans, LA. This national event brings together general managers, programmers, producers, development leaders, and promotion, communication, education, and digital professionals to spotlight PBS content while sharing new and innovative ideas to meet the changing funding and media environment.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
June 20, 2018	Volunteer & Special Events Coordinator	KIXE.ORG

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KIXE.ORG	3

RECRUITING SOURCES USED

Job Title of Position: Volunteer & Special Events Coordinator

Date of Hire: June 20, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
SMART Business Center	N	1201 Placer Street Redding, CA. 96001		530-246-7911 thesmartcenter.biz
Tehama County Job Training Center	N	718 Main Street Red Bluff, CA. 96080	Demetra Jones	530-529-7000 jobtrainingcenter.org
Redding – Employment Development Department	N	1325 Pine Street Redding, CA. 96001		530-225-2185 edd.ca.gov
Shasta College Student Employment Center	N	P.O. Box 496006 Redding, CA. 96049-6006	Mindy Halter	530-242-7572 mhalter@ShastaCollege.Edu
CSU Career Center	N	Student Services Center Room 270 Chico, CA. 95929-0700	Donna Deems	530-898-5253 dldeems@csuchico.edu
Simpson College Career Center	N	2211 College View Drive Redding, CA. 96003		530-226-4702 careerservices@simpson.edu
Caljobs.com	N	Online		www.caljobs.com
Craigslist.com	N	Online		www.craigslist.com
KIXE.ORG	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.