



2019 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, 2018 – July 31, 2019

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

Small Market Exemption: Yes

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 three (3) participants were assigned in the program at KIXE.

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 five (5) participants were 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 29, 2018

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: September 14, 2018

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

Foothill High School College & Inter-Active Career Fair: March 1, 2019

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 high school juniors and seniors.

Kinder-College at Simpson University: May 10, 2019

The goal of Kinder-College Day is to introduce 1,400 kindergarten 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 with a booth and a seven minute presentation about a career in broadcasting and the importance of education and/or training for that career.

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

The Society for Human Resource Management (Northstate SHRM)

Our Chief Financial Officer/Human Resources Director attends regular monthly SHRM meetings. SHRM is a professional membership association that inspires human resource and business leaders to advance their professional growth by providing education and networking opportunities with an emphasis on advocacy, diversity, and inclusion to promote HR knowledge and leadership.

PBS TechCon – April 2-6, 2019

The Director of Engineering & Technology 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.

Public Television Programming Association (PTPA) Annual Meeting – May 28-29, 2019

The Director of Content & Fundraising attended the PTPA Annual meeting in Nashville, TN. The PTPA is an organization solely dedicated to the professional development of public

television programming professionals by providing resources that enrich, inspire and educate. PTPA offers a collegial atmosphere to trade best practices and networking, professional development and mentoring opportunities.

PBS Annual Meeting – May 29-31, 2019

The Director of Content & Fundraising attended the Annual PBS meeting in Nashville, TN. 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
11-02-2018	Production/Producer	KIXE.ORG
01-01-2019	General Manager	KIXE.ORG
05-10-2019	Corporate Support Rep.	KIXE.ORG

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KIXE.ORG	4
INDEED.COM	2
CRAIGSLIST.COM	1

RECRUITING SOURCES USED

Job Title of Position: Production/Producer Date of Hire: November 2, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oroville One Stop Employment	N	78 Table Mountain Blvd. Oroville, CA. 95965	Nicole Clift	(530)538-7301 butteonestop.org nclift@ncen.org
Glen County Human Resources	N	420 E. Loral Street Willows, CA. 95988		(530)934-6514 hra.co.glenn.ca.us
Tehama County Job Training Center	N	718 Main Street Red Bluff, CA. 96080	Casey Holland	(530)529-7000 jobtrainingcenter.org cholland@jobtrainingcenter.org
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001		(530)246-7911 thesmartcenter.biz
Redding Employment Development Department	N	1325 Pine Street Redding, CA. 96001		(530)225-2185 www.caljobs.ca.gov
Shasta College Student Employment Center	N	P.O. Box 496006 Redding, CA. 96049-6006	Mindy Halter	530-242-7572 www.shastacollege.edu mhalter@ShastaCollege.edu
Chico State Career Center	N	Student Services Center Room 270 Chico, CA. 95929-0700	Donna Deems	(530)898-5253 careercenter@csuchico.edu dldeems@csuchico.edu
Butte County Employment Center	N	2445 Carmichael Drive Chico, CA. 95928		(530)895-4364 butteonestop.org
Butte College Job Placement	N	3536 Butte Campus Drive Oroville, CA. 95965		(530)895-2334 jobplacement@butte.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		(530)226-4702 careerservices@simpsonu.edu
Indeed.com	N	Online		www.indeed.com
Craigslist.com	N	Online		www.craigslist.org
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.

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: January 1, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oroville One Stop Employment	N	78 Table Mountain Blvd. Oroville, CA. 95965	Nicole Clift	(530)538-7301 butteonestop.org nclift@ncen.org
Glen County Human Resources	N	420 E. Loral Street Willows, CA. 95988		(530)934-6514 hra.co.glenn.ca.us
Tehama County Job Training Center	N	718 Main Street Red Bluff, CA. 96080	Casey Holland	(530)529-7000 jobtrainingcenter.org cholland@jobtrainingcenter.org
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001		(530)246-7911 thesmartcenter.biz
Redding Employment Development Department	N	1325 Pine Street Redding, CA. 96001		(530)225-2185 www.caljobs.ca.gov
Shasta College Student Employment Center	N	P.O. Box 496006 Redding, CA. 96049-6006	Mindy Halter	530-242-7572 www.shastacollege.edu mhalter@ShastaCollege.edu
Chico State Career Center	N	Student Services Center Room 270 Chico, CA. 95929-0700	Donna Deems	(530)898-5253 careercenter@csuchico.edu dldeems@csuchico.edu
Butte County Employment Center	N	2445 Carmichael Drive Chico, CA. 95928		(530)895-4364 butteonestop.org
Butte College Job Placement	N	3536 Butte Campus Drive Oroville, CA. 95965		(530)895-2334 jobplacement@butte.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		(530)226-4702 careerservices@simpsonu.edu
Indeed.com	N	Online		www.indeed.com
Craigslist.com	N	Online		www.craigslist.org
KIXE.org	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org

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RECRUITING SOURCES USED

Job Title of Position: Corporate Support Representative Date of Hire: May 10, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oroville One Stop Employment	N	78 Table Mountain Blvd. Oroville, CA. 95965	Nicole Clift	(530)538-7301 butteonestop.org nclift@ncen.org
Glen County Human Resources	N	420 E. Loral Street Willows, CA. 95988		(530)934-6514 hra.co.glenn.ca.us
Tehama County Job Training Center	N	718 Main Street Red Bluff, CA. 96080	Casey Holland	(530)529-7000 jobtrainingcenter.org cholland@jobtrainingcenter.org
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001		(530)246-7911 thesmartcenter.biz
Redding Employment Development Department	N	1325 Pine Street Redding, CA. 96001		(530)225-2185 www.caljobs.ca.gov
Shasta College Student Employment Center	N	P.O. Box 496006 Redding, CA. 96049-6006	Mindy Halter	530-242-7572 www.shastacollege.edu mhalter@ShastaCollege.edu
Chico State Career Center	N	Student Services Center Room 270 Chico, CA. 95929-0700	Donna Deems	(530)898-5253 careercenter@csuchico.edu dldeems@csuchico.edu
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Butte College Job Placement	N	3536 Butte Campus Drive Oroville, CA. 95965		(530)895-2334 jobplacement@butte.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		(530)226-4702 careerservices@simpsonu.edu
Indeed.com	N	Online		www.indeed.com
Craigslist.com	N	Online		www.craigslist.org
KIXE.org	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org

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