



2020 ANNUAL EEO PUBLIC FILE REPORT

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

Reporting Period:
August 1, 2019 – July 31, 2020

No. of Full-time Employees:
More than 10

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 SCSEP 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 four (4) 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 28, 2019

This event is designed to give Shasta College students an opportunity to meet with local businesses and non-profits. Local businesses and non-profits gather at this event to offer students information about local vendors and service providers in the community. KIXE'S Special Events, Outreach, and Volunteer Coordinator attended the event with a booth and gave out information on the PBS mission, volunteering opportunities, and employment opportunities in broadcast television.

Foothill High School College & Inter-Active Career Fair: March 6, 2020

KIXE'S Special Events, Outreach, and Volunteer Coordinator, and the Director of Programming and Fundraising, participates and has a booth at this event, giving information and answering any questions from high school juniors and seniors, regarding future volunteering and career opportunities in the broadcast television and production fields.

(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)

The Chief Financial Officer/Human Resources attends regular monthly SHRM meetings throughout the year. 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.

PMBA Virtual Annual Conference – May 26 – May 29, 2020

The Chief Financial Officer attended the PMBA Virtual Annual Meeting. This year's meeting focused on NFFS, CPB/OIG Audits – findings and fraud alerts, CSG updates, CPB financial reporting and grant compliance, and SAS and SABS reporting.

(4) Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

Redding Chamber of Commerce – 2020 Labor Laws Updates – February 12, 2020

The Chief Financial Officer/Human Resources attended the 2020 Labor Law Updates meeting. This year's meeting focused on new labor laws for employers, new distinctions in wage and hour laws, employment discrimination, harassment and retaliation, new restrictions on the use of arbitration agreements, and developments affecting hiring and recruiting, and workers compensation.

KIXE has not participated in any in-person initiatives or trainings since March 6th 2020 due to COVID-19

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1-06-2020	Special Events/Volunteer Coordinator	Craigslist

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Craigslist.com	2
CalJobs.ca.gov	1
KIXE.ORG	3

RECRUITING SOURCES USED

Job Title of Position: Special Events/Volunteer Coordinator

Date of Hire: 1-06-2020

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
CalJobs.ca.gov	N	Online		www.caljobs.ca.gov
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.