



## 2022 ANNUAL EEO PUBLIC FILE REPORT

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

Reporting Period: August 1, 2021 - July 31, 2022  
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):

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

#### **AARP Foundation – SCSEP:**

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 fiscal year three (3) participants were assigned in the program at KIXE as front desk/receptionist working a combined total of 1,753 training hours.

#### **Senior Corps – RSVP Volunteer Program**

The Senior Corps, Retired and Senior Volunteer Program (RSVP) is a volunteer network 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 fiscal year three (3) participants were assigned in the program at KIXE.

#### **Internships**

One (1) senior student from Trinity High School completed thirty-two (32) hours of internship training and work experience at KIXE in the production department in February and March 2022.

One (1) sophomore student from The University of Nevada Reno is interning in the production department assisting with various field shoots from June 2022 to current.

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

**PBS Techcon Virtually – October 18-28, 2021**

An educational event for anyone in public media who works in technology. Evolving with the industry, the conference brings together Broadcast, Digital, IT, Traffic and Station Management sessions and discussions for attendees. The Director of Engineering & Technology attended the conference.

**PBS Virtual Online Annual Meeting- Career Development – May 24-26, 2022**

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. This year the following staff participated in the meeting: General Manager, Director of Content & Fundraising, Director of Engineering & Technology, Production Supervisor, Director/Producer, Membership Supervisor, Membership Coordinator, and Volunteer & Special Events Coordinator.

**Finding & Acquiring Talent Webinar – ETAC Outreach Event – June 23, 2022**

ETAC The PBS Engineering Technical Advisory Committee was formed to represent the diverse interests of all PBS Member Stations in the development and implementation of information management and technical operations strategies, including hardware, software, connectivity and business process innovations. The Director of Engineering & Technology attended the conference.

**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. The General Manager also attended some of the meetings.

**2022 PMBA Annual Virtual Conference – May 31-June 3, 2022**

The Chief Financial Officer/Human Resources attended the conference. PMBA's annual conference is designed specifically for public media professionals, including general managers, CFOs, financial and business executives, HR professionals, and a broad array of supporting organizations.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/7/2021	Membership Coordinator	KIXE.ORG
2/01/2022	Auction Coordinator	KIXE.ORG
4/11/2022	Director/Producer	KIXE.ORG

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KIXE.ORG	6
Craigslist	3
Total Number of Persons Interviewed during the Reporting Period:	9

## RECRUITING SOURCES USED

Job Title of Position: Membership Coordinator

Date of Hire: 09-07-2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001	Ryan Prior	530-245-1548 pryan@thesmartcenter.biz
Redding Employment Development Dept.	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	Lisa Petty	530-242-7572 lpetty@shastacollege.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		530-226-4702 careerservices@simpsonu.edu
Shasta County HHS Job Center	N	2615 Breslauer Way #5 Redding, CA. 96001	Christel Hartman	530-225-5006
Job Training Center of Tehama County	N	718 Main Street Red Bluff, CA. 96080		530-529-7000
CalWorks Employment Services	N	1400 California Street Redding, CA. 96001		530-225-5000
KIXE.org	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org
Facebook	N	Online		
Craigslist	N	Online		Redding.craigslist.org
Radio Ads & TV Spots on KIXE	N			

\* 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: Auction Coordinator    Date of Hire: 2/01/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001	Ryan Prior	530-245-1548 pryan@thesmartcenter.biz
Redding Employment Development Dept.	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	Lisa Petty	530-242-7572 lpetty@shastacollege.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		530-226-4702 careerservices@simpsonu.edu
Shasta County HHSA Job Center	N	2615 Breslauer Way #5 Redding, CA. 96001	Christel Hartman	530-225-5006
Job Training Center of Tehama County	N	718 Main Street Red Bluff, CA. 96080		530-529-7000
CalWorks Employment Services	N	1400 California Street Redding, CA. 96001		530-225-5000
CSU Career Center	N	Student Services Center Rm. 270 Chico, CA. 95929		530-898-5253 careercenter@csuchico.edu
Chico Community Employment Center	N	765 East Ave. Chico, CA. 95926		530-895-4364
Butte College Job Placement	N	3536 Butte Campus Dr. Oroville, CA. 95965	Josh Woodward	530-895-2334 jobplacement@butte.edu
KIXE.org	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org
Facebook	N	Online		
Craigslist	N	Online		Redding.craigslist.org

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RECRUITING SOURCES USED

Job Title of Position: Director/Producer      Date of Hire: 4/11/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
SMART Business Resource Center	N	1201 Placer Street Redding, CA. 96001	Ryan Prior	530-245-1548 pryan@thesmartcenter.biz
Oroville One Stop Employment	N	78 Table Mountain Blvd. Oroville, CA. 95965		530-529-7301
Redding Employment Development Dept.	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	Lisa Petty	530-242-7572 lpetty@shastacollege.edu
Simpson University Career Center	N	2211 College View Drive Redding, CA. 96003		530-226-4702 careerservices@simpsonu.edu
Shasta County HHS Job Center	N	2615 Breslauer Way #5 Redding, CA. 96001	Christel Hartman	530-225-5006
Job Training Center of Tehama County	N	718 Main Street Red Bluff, CA. 96080		530-529-7000
CalWorks Employment Services	N	1400 California Street Redding, CA. 96001		530-225-5000
CSU Career Center	N	Student Services Center Rm. 270 Chico, CA. 95929		530-898-5253 careercenter@csuchico.edu
Butte Community Employment Center – Chico	N	765 East Ave. Chico, CA. 95926		530-895-4364
Butte College Job Placement	N	3536 Butte Campus Dr. Oroville, CA. 95965	Josh Woodward	530-895-2334 jobplacement@butte.edu
KIXE.org	N	Online	Renee Cooper	530-243-5493 Channel9@kixe.org
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