

**Grantee Information**

ID ..... 1715  
 Grantee Name ..... KIXE-TV  
 City ..... Redding  
 State ..... CA  
 Licensee Type ..... Community

**1.1 Employment of Full-Time Television and Joint Employees**

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

**1.1 Employment of Full-Time Television and Joint Employees**

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	Non-Hispanic Females	White, Non-Hispanic Females	Total
Officials - 1000 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Officials - 1000 - Joint	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Managers - 2000 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Managers - 2000 - Joint	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Professionals - 3000 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Professionals - 3000 - Joint	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Technicians - 4000 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Technicians - 4000 - Joint	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Sales Workers - 4500 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>





Office and Clerical - 5100 - Joint	
Craftspersons (Skilled) - 5200 - TV Only	
Craftspersons (Skilled) - 5200 - Joint	
Operatives (Semi-Skilled) - 5300 - TV Only	
Operatives (Semi-Skilled) - 5300 - Joint	
Laborers (Unskilled) - 5400 - TV Only	
Laborers (Unskilled) - 5400 - Joint	
Service Workers - 5500 - TV Only	
Service Workers - 5500 - Joint	
<b>Total</b>	<b>0</b>

Jump to question: 1.1 ▼

1.1 Employment of Full-Time Television and Joint Employees

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

Jump to question: 1.2 ▼

1.2 Major Programming Decision Makers

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

	African American	Hispanic	Native American	Asian/Pacific	Non-Hispanic White,	Total
Female Major Programming Decision Makers					1	1
Male Major Programming Decision Makers					2	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>

Jump to question: 1.2 ▼

1.2 Major Programming Decision Makers

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major

programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question:  ▾

Please enter the number of PART-TIME employees, both TV-only and Joint, in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question:  ▾

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000						0
Managers - 2000						0
Professionals - 3000	1	0			3	4
Technicians - 4000	0				0	0
Sales Workers - 4500				0	0	0
Office and Clerical - 5100		1				1
Craftspersons (Skilled) - 5200						0
Operatives (Semi-skilled) - 5300						0
Laborers (Unskilled) - 5400					0	0
Service Workers - 5500				0		0
<b>Total</b>	1	1	0	0	3	5

1.3 Employment of Part-Time Television and Joint Employees

Jump to question:  ▾

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000						0
Managers - 2000						0
Professionals - 3000						0
Technicians - 4000					1	1



1.4 Part-Time Employment

Number working 15 or more hours per week

Jump to question: 1.4 ▼  
7

1.5 Full-Time Hiring

Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

Jump to question: 1.5 ▼

1.5 Full-Time Hiring

No full-time employees were hired (check here if applicable)

Jump to question: 1.5 ▼

1.5 Full-Time Hiring

Major Job Category / Job Code

	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000					0
Managers - 2000					0
Professionals - 3000		1			1
Technicians - 4000					0
Sales Workers - 4500	0				0
Office / Service Workers - 5100-5500		0			0
<b>Total</b>	0	1	0	0	1

Jump to question: 1.5 ▼

1.5 Full-Time and Part-Time Job Openings

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

Jump to question: 1.6 ▼

1.5 Full-Time and Part-Time Job Openings

Number of full-time and part-time job openings

Jump to question: 1.6 ▼  
8

1.7 Hiring Contractors

During the fiscal year, did you hire independent contractors to provide any of the following services?

Jump to question: 1.7 ▼

1.7 Hiring Contractors

Jump to question: 1.7 ▼

Check all that apply

- 
- 
- 
- 
- 
- 
- 

None

Development Activities

Legal Services

Human Resources Services

Accounting/Payroll Services

Computer Operations

Engineering

Comments

Question

Comment

No Comments for this section



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**2.1 Average Salaries FULL TIME EMPLOYEES ONLY**

Jump to question:  ▼

	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer - TV Only	1.00	\$ 80,000	3
Chief Executive Officer - Joint		\$	
Chief Operations Officer - TV Only		\$ 0	
Chief Operations Officer - Joint		\$	
Chief Financial Officer - TV Only	1.00	\$ 60,000	11
Chief Financial Officer - Joint		\$	
Publicity, Program Promotion Chief - TV Only		\$	
Publicity, Program Promotion Chief - Joint		\$	
Communication and Public Relations, Chief - TV Only		\$	
Communication and Public Relations, Chief - Joint		\$	
Programming Director - TV Only	1.00	\$ 54,000	25
Programming Director - Joint		\$	
Production, Chief - TV Only		\$	0

Production, Chief - Joint		\$	
Executive Producer - TV Only		\$	
Executive Producer - Joint		\$	
Producer - TV Only		\$	
Producer - Joint		\$	
Director - (Television Production ONLY)		\$	
Development, Chief - TV Only	1.00	\$ 45,000	3
Development, Chief - Joint		\$	
Member Services, Chief - TV Only		\$	
Member Services, Chief - Joint		\$	
Membership Fundraising, Chief - TV Only		\$	
Membership Fundraising, Chief - Joint		\$	
On-Air Fundraising, Chief - TV Only		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief - TV Only		\$	
Auction Fundraising, Chief - Joint		\$	
Underwriting, Chief - TV Only	1.00	\$ 30,000	2
Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief - TV Only		\$ 0	0
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief - TV Only		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief - TV Only		\$	0
Government Grants Solicitation, Chief - Joint		\$	
Operations and Engineering, Chief - TV Only		\$	

Operations and Engineering, Chief - Joint			
Engineering Chief - TV Only	1.00	\$ 50,000	18
Engineering Chief - Joint			
Broadcast Engineer 1 - TV Only	2.00	\$ 54,000	37
Broadcast Engineer 1 - Joint			
Production Engineer - TV Only			0
Production Engineer - Joint			
Facilities, Satellite and Tower Maintenance, Chief - TV Only			
Facilities, Satellite and Tower Maintenance, Chief - Joint			
Technical Operations, Chief - TV Only			
Technical Operations, Chief - Joint			
Education, Chief - TV Only			
Education, Chief - Joint			
Information Technology, Director - TV Only			
Information Technology, Director - Joint			
Instructional Services Director - TV Only			
Parent / Pre-School Coordinator - TV Only			
Volunteer Coordinator - TV Only			
Volunteer Coordinator - Joint			
News / Current Affairs Director - TV Only			
News / Current Affairs Director - Joint			
Announcer / On-Air Talent - TV Only			
Announcer / On-Air Talent - Joint			
Reporter - TV Only			
Reporter - Joint			
Cinema / Videographer - TV Only			

Video Film Editor - TV Only		\$ 0	0
Unit / Studio Supervisor - TV Only		\$	
Public Information Assistant - TV Only		\$	
Public Information Assistant - Joint		\$	
Broadcast Supervisor - TV Only		\$	
Broadcast Supervisor - Joint		\$	
Director of Continuity / Traffic - TV Only		\$	
Director of Continuity / Traffic - Joint		\$	
Events Coordinator - TV Only	1.00	\$ 27,040	1
Events Coordinator - Joint		\$	
Web Administrator/Web Master - TV Only		\$	
Web Administrator/Web Master - Joint		\$	
<b>Total</b>	<b>9.00</b>	<b>400,040</b>	<b>100</b>

Comments

Question

No Comments for this section

Comment

### Grantee Information

ID ..... 1715

Grantee Name ..... KIXE-TV

City ..... Redding

State ..... CA

Licensee Type ..... Community

#### 3.1 Governing Board Method of Selection

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

- 3.1 Governing Board Method of Selection  
Ex-Officio (Automatic membership because of another office held) ..... 1  
Jump to question: 3.1 ▼
- 3.1 Governing Board Method of Selection  
Appointed by government legislative body (including school board) or other government official (e.g. governor) ..... 0  
Jump to question: 3.1 ▼
- 3.1 Governing Board Method of Selection  
Elected by community/membership ..... 0  
Jump to question: 3.1 ▼
- 3.1 Governing Board Method of Selection  
Elected by board of directors itself (self-perpetuating body) ..... 11  
Jump to question: 3.1 ▼
- 3.1 Governing Board Method of Selection  
Other (please specify below) ..... 0  
Jump to question: 3.1 ▼
- 3.1 Governing Board Method of Selection

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼  
12

Total number of board members (Automatic total of the above)

3.2 Governing Board Members

Jump to question: 3.2 ▼

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members

Jump to question: 3.2 ▼

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members

Jump to question: 3.2 ▼

	African American	Hispanic	Native American	Asian / Pacific	Non-Hispanic White	Total
Female Board Members					5	5
Male Board Members				0	3	3
<b>Total</b>	0	0	0	0	8	8

3.2 Governing Board Members

Jump to question: 3.2 ▼

Number of Vacant Positions

4

3.2 Governing Board Members

Jump to question: 3.2 ▼

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

12

3.2 Governing Board Members

Jump to question: 3.2 ▼

Number of Board Members with disabilities

1

Comments

Question

Comment

No Comments for this section

### Grantee Information

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Grantee Name KIXE-TV

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#### 4.1 Local Community Outreach

Jump to question: 4.1 ▼

In what local community outreach or educational activities has your station been involved this year that supports unserved or underserved audiences? Please describe in detail: outcomes, audience served, community response.

1. Ongoing - Storytime -- The third Thursday of every month KIXE invites underserved children and their families to a story reading by a local "celebrity" followed by a snack and a craft. Each child takes home a copy of the book read. A partnership with the local First 5 program, which provides the books. 2. May 2015 -- Closed Captioning - seminar for local senior group. Programming department led discussion and held a Q & A. 3. April 2015 -- First 5 Shasta Week of the young child partnership. KIXE produces on air promotion of events from activities and story reading. KIXE participates in events with booth and activities. 4. June 2015 -- Raising Readers Program -- distributed books to poorer children in Tehama County Part of ongoing Raising Readers program. Occurs as funding and partnerships allow.

#### 4.2 Production Activity

Jump to question: 4.2 ▼

In what production activity has your station been involved that supports unserved or underserved audiences?

1. May 2015 - Annually KIXE produced a patriotic music program which featured interviews with individuals who help local veterans or local veteran service programs. 2. April 2015 The Bee -- 3rd year. KIXE honors local teachers, students and service staff with a four hour telethon. All local school districts are able to nominate individuals at their schools. A diverse group of educators make up the selection committee. 3. Ongoing/monthly-- Shasta Live -- promotion of a local concert series where the evening community concert helps pay for an outreach program where local schools can send students to a daytime concert. Each monthly concert focuses on a separate musical act.

#### 4.3 Program Content in Other Languages

Jump to question: 4.3 ▼

Do you provide program content in languages other than English? If so, please list your services in this area

N/A

#### 4.4 Governance Structure

Jump to question: 4.4 ▼

Please describe your station's governance structure. Please include information about your station's Board of Directors,

Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities.

Your response should include but is not limited to:

What are the direct and indirect reporting relationships?

What committees are active and what is their function?

Does your Board have an Audit and Finance Committee?

What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

KIXE is a community licensed non-commercial television station and is governed by a Board of Directors with seven members. The General Manager is responsible for the daily operations and reports to the Board of Directors. The General Manager is not a Board member. The KIXE Board has several committees including: Executive, Finance, Development, Personnel, CAB, By-Laws and Nominating (functions of each are self-explanatory by title). The whole Board reviews and approves the annual audit. All the committees mentioned above were active during this period. The station's Community Advisory Board (CAB) reports to the Governing Board and is comprised of viewers of the station. It meets at least once a year.

4.5 Community Outreach

Jump to question: 4.5 ▼

CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

1. Salute to Veterans -- 4th Year - Broadcast program featuring patriotic music and interviews of persons who help veterans and veteran services 2. The Bee -- 4th year. This year's format changes from a live show to an episodic vignette featuring the four top nominated educators, students and support staff. The final night awards the individuals in each category.

Comments

Question

Comment

No Comments for this section