KIXE-TV
ANNUAL EEO REPORT
JULY 26, 2012 – JULY 25, 2013

FULL-TIME VACANCIES:	**VACANCY OPENED:**	**POSITION FILLED:**
DEVELOPMENT MANAGER	07/24/12	10/24/12

RECRUITMENT SOURCES USED FOR VACANCY:
SEE ATTACHED MASTER LIST

RECRUITMENT SOURCE FOR PERSON HIRED:
KIXE.ORG

NUMBER OF PERSONS INTERVIEWED:
SEVEN (7)

RECRUITMENT SOURCES USED FOR INTERVIEWEES:

KIXE.ORG	TWO (2)
REDDING RECORD SEARCHLIGHT	TWO (2)
CRAIGSLIST	THREE (3)

Recruitment Initiatives:

August 7th– 9th, 2012 – Employee MEMSYS Training
Employees participated in a Membership Funding software database (MEMSYS) training for donor-supported public broadcasting stations, given by one of the software developers. This training helps to acquire skills and give better understanding of broadcast and web based pledge drives, special appeals including annual giving and additional gifts, automatic gift processing, market research, major giving, auction and reports.

August 23rd, 2012 – Chamber of Commerce Business Expo
KIXE participates and sponsors the Annual Northern California Business Expo, Redding's largest business showcase. Open for Business is a business- to-community and business-to-business that brings together businesses throughout the region to increase exposure and expand marketing potential.

November 8th, 2012 – Tehama County Annual Career Day
KIXE participated in the Annual Tehama County Career Day put on by the Tehama County Education Foundation & the Tehama County Dept. of Education. Over sixty (60) businesses and organizations provided their time as an investment in the future of over 785 eighth grade students to give career options and a head start in one of six career pathways, KIXE fell under Business & Marketing, Arts & Communication.

January 17th, 2013 – Economic Forecast Conference 2013
KIXE attended the 13th Annual Economic Forecast Conference put on by Chico's Center for Economic Development. The conference provided businesses with economic information about their communities and markets, as well as information critical to successful business, community and strategic planning with a diverse crowd including representatives from businesses, utility companies, non profits, governments, universities and elected officials.

February 5th, 2013 - PMBA TV CSG Diversity Compliance
KIXE'S CFO attended the PMBA (Public Media Business Association) Human Resource Diversity Compliance to discuss the TV CSG Diversity requirements with public television HR professionals. The Public Media Business Association serves the business needs of public media, focused on delivering programs and services that enhance the efficiency, effectiveness and economics of public media. Professionals from PMBA member stations benefit from access to public media business intelligence, training, and the exercise of collective benefit. Member stations come together as an enterprise to grow effectively in serving the American people

April 4th, 2013 – Leadership Redding Media Fair
KIXE attended the Leadership Redding Steering Community to take part in the Media Fair during the Arts, Culture and Communications Day. During the session Leadership Redding Members circulated throughout media representatives. KIXE gave an overview on our funding, purpose, mission for education and serving the community. Leadership Redding provides individuals with an opportunity to develop as community leaders by connecting them to the people, places, and experiences of the Greater Redding Region

May 28th– 31st, 2013 - PMBA Annual Conference Concurrent Education Sessions
KIXE'S CFO attended the Annual PMBA (Public Media Business Association) Conference in Washington D.C. The theme was "Planning for Success in Uncertain Times" focusing on strengthening the operational and financial health of public radio and television stations and how your roll as a public media business professional is critical to the health and future of public media.

Internship Programs
KIXE participated in two (2) internship programs. Jesse Angelo was an intern through the East San Gabriel Valley Regional Occupational Program and Technical Center in Southern California from September 15 through November 15, 2012. He averaged thirty (30) hours per week.
Renee Dewey was a Shasta College Intern in the summer of 2012. She received two (2) units of college credit and was required to complete 120 hours between June 15, 2012 and August 15, 2012. The credit earned went towards her Associate in Arts degree.
Both interns gained knowledge in television production and broadcasting.

Cal-works & Experience Works Programs
KIXE also participates on a regular basis through out the year with programs that are designed to assist members of the community to develop skills needed for employment. Such as the "Cal Works Welfare to Work" program, a program designed to help low income families acquire the necessary skills to obtain employment and the "Experience Works" program, an organization offering job training, job placement and work experience to mature workers over the age of 55, designed to help seniors enter the workforce, find more challenging positions, change careers, or supplement their income.

Master Recruitment Sources:

Employment Development Department
78 Table Mountain Blvd.
Oroville, CA. 95965
530-538-7301 butteonestop.org

Employment Development Department
146 Market St.
Colusa, CA. 95932
530-458-0326

Butte County NAACP
816 H Street
Sacramento, CA. 95814
916-498-1898

U.S. Dept of Veteran Affairs
280 Cohasset Rd #100
Chico, CA. 95926
vaPlacementService@va.gov

Chico City Human Resources
411 Main St.
Chico, CA. 95928
Theresa Campbell 530-879-7900

Trinity County Employment Services
P.O. Box 1470
Weaverville, CA. 96093
530-623-1325

State of California
1325 Pine St
Redding, CA. 96001
530-225-2284

Glenn County Human Resources
P.O. Box 608
Willows, CA. 95988
Scott Gruend 530-934-6510

Butte County Employment
3-A County Center Dr
Oroville, CA. 95965
530-895-4364

Career Link Center San Francisco
801 Turk St
San Francisco, CA. 94102
HireSF.org

Shasta College Placement Center
1065 Old Oregon Trail
Redding, CA. 96003
530-242-7724

Modoc County Employment
221 North Main St
Alturas, CA. 96101
Diane Fogle 530-223-6428

Tehama County Jobs
8751 W. Broward Blvd. Ste#506
Plantation, FL. 33324
judykeller222@yahoo.com

Veterans Service Office
196 Memorial Way
Chico, CA. 95926
530-899-8549

Women in Communications, INC
1600 E 3rd Ave 3105
San Mateo, CA. 94401
btijerina@womcom.org

SMART
1201 Placer St.
Redding, CA. 96001
530-245-1515

Job Training Tehama County
718 Main St
Red Bluff, CA. 96080
530-529-7000

Employment Development Department
1616 Chestnut St
Susanville, CA. 96130
530-283-6850

Placement Office
CSUC
Chico, CA. 95929
530-898-4664

Teamwork H.R.
915 Mistletoe Ln.
Redding, CA. 96002
530-223-4674

Colusa County One-Stop
144 Market St.
Colusa, Ca. 95932
gguitierrez@ncen.org

CPB
401 Ninth St, NW
Washington, DC. 20001-2129
202-879-9600

Plumas County Employment
520 Main St #309
Quincy, CA. 95926
530-283-6315

The Job Market
409 K Street
Eureka, CA. 95501
707-444-5711

Sacramento Veterans Center
1111 Howe Ave. #390
Sacramento, CA. 95825
Mike Anderson 916-566-7430

Production Hub, INC
1806 Hammerlin Ave.
Winter Park, FL. 32789
877-629-4122

S.F. Examiner
71 Stevenson 2nd Floor
San Francisco, CA. 94105
pcallaway@sfexaminer.com

Current Magazine
6390 Carroll Ave. #350
Takoma Park, MD. 20912
unwin@current.org

Record Searchlight
1101 Twin View Blvd
Redding, CA. 96003
LLiebespeck@redding.com

Butte County Placement Center
3536 Butte Campus Dr.
Oroville, CA. 95965
530-895-2511

Glenn County Human Resources
P.O. Box 817
Orland, CA. 95963
Scott Gruend 530-934-6510

Siskiyou County Human Resources
8185 Main St.
Yreka, CA. 96097
530-842-8006

Online Recruitments:

kixe.org
Face Book
Craigslist