



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

In 2019, KZYX established an internship program with Anderson Valley High School, designed to assist members of the student community to acquire skills needed for broadcast employment. The first year the internship resulted in one candidate, who is still an active KZYX volunteer. This year, the internship, which would have started in the late Spring, did not take place because of COVID 19. We did host a student for a half-day in the Fall, who learned about the station from the operations, management and program departments.

We also established an internship program with Mendocino College in Ukiah CA, soliciting a production intern from a class of 11 voice students in November 2019. One student from that class worked 10-15 hours per week as an intern from November 2019 through February 2020. Our Program Director also attended four sessions of the Recording Techniques class taught by Rodney Grisanti from October 2019-February 2020, hoping to attract more interns.

The licensee continued a volunteer program, with four categories of volunteer positions: broadcast volunteer, pledge drive volunteer, facilities volunteer, and outreach volunteer. Licensee solicits volunteers and explains its program through its website: <https://www.kzyx.org/volunteer-kzyx-0#stream/0> Volunteers are individuals who donate their time and services to the stations in exchange for the job training and experience, or to help the stations fulfill their mission. Volunteer commitments are both ongoing and occasional. Volunteers are not paid. During the reporting period, the licensee recruited 17 volunteer programmers and 2 pledge drive volunteers.

*Participated in **job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).***

As part of its community outreach efforts, licensee maintains an active online presence, through its website and social media, including Facebook, Instagram and Twitter.

The licensee maintains a dedicated programmer training webpage on its website, where on-air volunteers and interested members of the community may obtain training and educational resources on broadcast operations and FCC requirements.

<https://www.kzyx.org/training-resources#stream/0>

The licensee also conducted two open trainings for new volunteers: September 21, 2019 in Fort Bragg, with 14 students; and January 25 in Ukiah, with 16 students. During the reporting period, the station added 19 new volunteers, 17 of them programmers, and 2 of them pledge drive volunteers.

*Established a **mentoring** program for station personnel.*

During the reporting period, the licensee appointed mentors for employees in the news, operations and music departments.

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

All staff members took CPB's NAVEX training in Harassment Prevention in August 2019.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
November 9, 2019	Underwriting Representative Part time	KZYX website
March 3, 2020	Production Director Part time	KZYX website
June 1, 2020	Environmental Reporter Full time	Report for America

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 9

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
<u>KXYX.org</u>	3
<u>NFCB.org</u>	1
The Mendocino Voice	1
Periodico La Punta	0
Report for America	4

RECRUITING SOURCES USED

Job Title of Position: Underwriting Representative Date of Hire: November 9, 2020

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KZYX		<a href="http://kzyx.org">kzyx.org</a>	Marty Durlin	707 895 2324 <a href="mailto:marty@kzyx.org">marty@kzyx.org</a>
The Mendocino Voice		<a href="http://mendovoice.com">mendovoice.com</a>	Adrian Fernandez Baumann	510 708 1526 <a href="mailto:editor@mendovoice.com">edi-tor@mendovoice.com</a>

Job Title of Position: Production Director Date of Hire: March 3, 2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KZYX		<a href="http://kzyx.org">kzyx.org</a>	Marty Durlin	707 894 2324 <a href="mailto:marty@kzyx.org">marty@kzyx.org</a>
NFCB		<a href="http://nfc.org">nfc.org</a>	Gretchen Aston Puckett	970 201 3184 <a href="mailto:gretchen@nfc.org">gretchen@nfc.org</a>
Periodico Al Punto		<a href="http://periodicoalpunto.com">periodicoalpunto.com</a>	Jackie Orozco	707 391 7158 <a href="mailto:editor@periodicoalpunto.com">edi-tor@periodicoalpunto.com</a>
The Mendocino Voice	Y	<a href="http://mendovoice.com">mendovoice.com</a>	Adrian Fernandez Baumann	510 708 1526 <a href="mailto:editor@mendovoice.com">edi-tor@mendovoice.com</a>

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Environmental Reporter      Date of Hire: June 1, 2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Mendocino Voice	Y	<a href="http://mendovoice.com">mendovoice.com</a>	Adrian Fernandez Baumann	510 708 1526 <a href="mailto:editor@mendovoice.com">edi- tor@mendovoice.com</a>
Report for America		<a href="http://reportforamerica.org">reportforamerica.org</a>	Teri Hayt	520 353 0620 <a href="mailto:thayt@reportforamerica.org">thayt@reportforameri ca.org</a>