KBTC Recruitment Report

October 1, 2009 to September 30, 2010

1. The following full-time job vacancies were filled during the past year:

Chief Engineer Corporate Support Manager

2. Information on recruitment for each of the full-time vacancies:

Job Title: Chief Engineer Station: KBTC/KCKA

Date Position Opened: 09/16/09 Date Position Filled: 11/12/09

Referral source for hire: Word of Mouth

Referral source for applicants interviewed for this position: Word of Mouth, Society of Broadcast Engineers

Total number of people interviewed for this position: 2

Total number of applicants for this position: 11

Applicant Pool Recruitment Source

Name of Recruitment	Address/email of Recruitment	Contact	Has source
Source	Source	Person	requested notices?
PBS Connect	Listserv		No
Employee Referral/Word of Mouth			No
KBTC/Bates Technical College Web Site	www.bates.ctc.edu	Webmaster	No
LinkedIn	www.linkedin.com	Webmaster	No
Jobvertise	www.jobvertise.com	Webmaster	No
TVjobs.com	www.tvjobs.com	Webmaster	No
TVandRadiojobs.com	http://tvandradiojobs.com/cgi- bin/classifieds/classifieds.cgi	Webmaster	No
State Board of Community & Technical Colleges	www.sbctc.ctc.edu	Webmaster	No
Netaonline.org	http://netaonline.org/	Webmaster	No
CPB.org		Webmaster	No
Worksource	https://fortress.wa.gov/esd/worksour ce/Employment.aspx	Webmaster	No

Job Title: Corporate Support Manager

Date Position Opened: 10/27/09 Date Position Filled: 01/13/10

Referral source for hire: Word of Mouth

Referral source for applicants interviewed for this position: Word of Mouth, WorkSource

Total number of people interviewed for this position: 3

Total number of applicants for this position: 19

Applicant Pool Recruitment Source

Name of Recruitment Source	Address/email of Recruitment Source	Contact Person	Has source requested notices?
CPB Online	www.cpb.org	Webmaster	No
Employee Referral/Word of Mouth			No
KBTC/Bates Technical College Web Site	www.bates.ctc.edu	Webmaster	No
Jobvertise	www.jobvertise.com	Webmaster	No
Netaonline.org	http://netaonline.org/	Webmaster	No
TVandRadiojobs.com	http://tvandradiojobs.com/cgi- bin/classifieds/classifieds.cgi	Webmaster	No
Sales Gravy Jobs	www.salesgravy.com		
State Board of Community & Technical Colleges	www.sbctc.ctc.edu	Webmaster	No
Current Magazine	http://www.current.org/advertise/ads class.shtml	Webmaster	No
Worksource	https://fortress.wa.gov/esd/worksourc e/Employment.aspx		

- 3. In total, we interviewed 5 people for the full-time vacancies during the reporting period.
- 4. The following table shows how many persons, interviewed by the station for any of the above-listed job vacancies, were referred to the station from each of the recruitment sources used by the station.

Name of Recruitment Source	Number Interviewed
PBS Connect	
Employee Referral/Word of Mouth	3
KBTC/Bates Technical College Web Site	
WorkSource	1
TVandRadiojobs.com	

TVjobs.com	
Current Magazine	
Sales Gravy Jobs	
State Board of Community & Technical Colleges	
Netaonline.org	
Jobvertise	
LinkedIn	
CPB Online	
Other	1

Outreach Initiatives:

During this reporting period, KBTC has completed or participated in the following ongoing initiatives:

- Establishment of an internship program;
- Participation in a scholarship program;
- Establishment of training/mentoring programs designed to enable employees to acquire skills to qualify for higher-level positions;
- Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination; and
- Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.