

Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA-TV, Centralia, Washington
October 1, 2023 to September 30, 2024

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

Job Title	Total Interviewed for the Position	Recruitment Sources Total Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Assistant Chief Engineer Hire Date: December 1, 2023	1	<ul style="list-style-type: none"> • KBTC/Bates Technical College website • Employee Referral • Indeed • Governmentjob.com • Careers.com (1) 	Careers
Bilingual Program Leader Hire Date: January 16, 2024	2	<ul style="list-style-type: none"> • KBTC/Bates Technical College website • Employee Referral • Indeed • Governmentjob.com • Careers.com (3) 	Employee Referral
Financial Specialist Hire Date: May 1, 2024	1	<ul style="list-style-type: none"> • KBTC/Bates Technical College website (1) • Employee Referral • Indeed (11) • Governmentjob.com • Careers.com (2) 	Employee Referral
Programming Assistant Hire Date: September 26, 2024	3	<ul style="list-style-type: none"> • KBTC/Bates Technical College website • Employee Referral • Indeed (1) • Governmentjob.com • Careers.com (7) 	Careers

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Bates Technical College	Jan Kurz	BatesHires@batestech.edu
Governmental Jobs	Jan Kurz	Governmentjobs.com
Indeed	Jan Kurz	Indeed.com
Careers	Jan Kurz	Careers.com

Outreach Initiatives:

During this reporting period, KBTC staff have completed or participated in the following ongoing initiatives and training:

- Regular online training/mentoring Professional Development programs and seminars designed for employees to acquire skills and qualify for higher level positions.
- Bates Technical College regularly provides opportunities for staff members to enhance their existing skills or learn new skills. These are self-selected and self-guided training.
 - Specific technical training included:
 - PBS sIX Interconnection Monthly Updates (4)
 - PBS sIX Phase F2 training (4)
 - Ross TRIA+ server training (3)
 - Sentinel Anti-virus training (1)
 - SBE – EAS Firmware (1)
 - SBE – LTE Interference (1)
 - SBE – RF Multipath (1)
 - SBE – Indoor Production Lighting for Broadcast Engineers (1)
- Staff members regularly speak to students in Broadcast/Video classes at Bates Technical College about the industry and to recruit them to work on studio productions. Additionally, the station provides career development opportunities for students from middle and high school.
 - The Engineering Department hosted a work-based learning experience for a Bates Technical College Broadcast Audio/Video Production student during the 23/24 winter quarter.
 - Next Move Internship Tacoma Public Schools career development support. (1) March

- Ability Awareness Youth Voice Project. Giving neurodivergent students and students with disabilities exposure to the field of video and audio production. (20) On-going
 - Students from University of Washington Tacoma participated in career development through a station and school partnership where students were also able to earn credit towards their major. (4) March
 - Hosted booth at the Sumner Block party and the Hilltop Street Fair (5) Aug
 - KBTC presented at a Media Literacy Symposium at Avanti High School, Olympia, WA – April
 - Began a Prime-Time Reading Program in Spanish for Latinx families. Ongoing
 - Production informational presentation to Bates Technical College students in the Broadcast/Video Production program about the industry and opportunities to work in KBTC studio productions (2) January
- Staff members participated in public media professional development conferences including:
- Breakaway from Bias Workshop (32) January
 - TV Tech Summit (1)
 - Public Media Venture Group (PMVG) Tech Connect Conference (1)
 - Society of Broadcast Engineers (SBE) Conference (1)
 - National Association of Broadcasters Convention (2)
 - PBS YoPro (1) On-going
 - PBS Annual Conference (4) May
 - PBS Tech Conference (3) May
 - PBS Traffic Advisory Committee (1) On-going
 - PBS Nielsen Dashboard Training webinar (1) August
 - Nielson Streaming webinar (1) August
 - PBS Program Advisory Committee Office hours (2) monthly
 - Independent Public Television Station Association meetings (1) monthly
 - Small Station Association meetings (1) monthly
 - University Licensee Association
 - Bates PTA CBA (1) various
 - PBS Break Strategy webinar (1) April
 - Adobe Epic Aerial Storytelling & Remote Workflows (2) February
 - PBS Town Hall meeting (1) February
 - PBS Digital Voltage Workshop (1) April
 - PBS KIDS Brand Training session (1) August
 - Adobe Acrobat Training (1) various
 - NETA webinar: Creating Promos that Stick (1)
 - NETA Annual Conference (2) September
 - APTS Public Media Summit (3) February

- All staff participated in online training ensuring EEO compliance and sexual harassment prevention. The training was offered through Vector LMS. (35) September
- In partnership with Bates Technical College Foundation, KBTC provided the Dale Comer Memorial Scholarship to a Bates' Broadcasting/Video Production/Digital Media student — Winter quarter.
- Members of the staff serve on the Broadcast/Video Production/Digital Media Council for Bates Technical College
- The Director of Programming & Creative Services participated in an all-day exercise of mock job interviews with Bates Technical College Broadcasting and Production students.