

**Amended Annual EEO Public File Report  
KBTC-TV, Tacoma and KCKA-TV, Centralia, Washington  
October 1, 2020 to September 30, 2021**

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

| <b>Job Title</b>   | <b>Total Interviewed for the Position</b> | <b>Recruitment Sources / Total Referred by Recruitment Source</b>  | <b>Recruitment Source that Referred the Person Hired</b> |
|--|---|--|--|
| Community Engagement Manager<br><br>Hire Date:<br>November 2, 2020     | 6   | <ul style="list-style-type: none"> <li>▪ KBTC/Bates Technical College website</li> <li>▪ Governmentjobs.com</li> <li>▪ Indeed.com</li> <li>▪ Referrals from Partner Organizations</li> </ul> | Word of Mouth  |
| Multicast Programming Assistant<br><br>Hire Date:<br>February 16, 2021 | 3   | <ul style="list-style-type: none"> <li>▪ KBTC/Bates Technical College website</li> <li>▪ Governmentjobs.com</li> <li>▪ Indeed.com</li> <li>▪ Referrals from Partner Organizations</li> </ul> | Bates Website  |
| Assistant Chief Engineer<br><br>Hire Date:<br>March 16, 2021           | 3   | <ul style="list-style-type: none"> <li>▪ KBTC/Bates Technical College website</li> <li>▪ Governmentjobs.com</li> <li>▪ Indeed.com</li> <li>▪ Referrals from Partner Organizations</li> </ul> | Word of Mouth  |

**RESOURCE AGENCIES:**

| <b>Resource</b>                      | <b>Contact</b> | <b>Contact Information</b> |
|--------------------------------------|----------------|----------------------------|
| KBTC/Bates Technical College Website | Kelli Rice     | hr@batestech.edu           |
| Government Jobs                      |                | Governmentjobs.com         |
| Indeed                               |                | Indeed.com                 |

## **Outreach Initiatives:**

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

- Regular online training/mentoring Professional Development programs and seminars designed for employees to acquire skills qualifying them for higher-level positions.
- Provided online training to management level personnel to assure EEO compliance and preventing discrimination.
- All staff participated in online Covid-19 Awareness, Cleaning/Disinfecting Your Workplace, and Sexual Harassment training.
- All staff participated in Diversity, Equity and Inclusion training.