

**Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA-TV, Centralia, Washington
October 1, 2021 to September 30, 2022**

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
Production Assistant Hire Date: November 1, 2021	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Bates Website

RESOURCE AGENCIES:

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

Outreach Initiatives:

During this reporting period, KBTC staff has 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 existing skills or learn new skills. These are self-selected and self-guided trainings.
 - Specific technical training included:
 - PBS sIX Interconnection Webinars (2)
 - Grass Valley Morpheus Broadcast Automation - Configuration and Operational Instruction (3)
 - Ross Carbonite Ultra Production Switcher - Configuration and Operational Instruction (5)
 - Ross Xpression Graphics Engine - Configuration and Operational Instruction (6)

- Staff members regularly speak to students in Broadcast/Video production classes at Bates Technical College about the industry and to recruit them to work on studio productions
- Staff members participated in public media professional development conferences including:
 - PBS Annual Meeting (7) (May)
 - PBS Tech Conference (1) (March or April)
 - PMBA Conference – Public Media Business Association (1) (May)
 - PMDMC – Public Media Development & Marketing Conference (3) (July)
 - NETA Annual Conference (3) (September)
 - APTS Public Media Summit (3) (February)
 - Traffic Advisory Committee (1) (On-going)
 - PBS Yo Pro (1) (On-going)
 - Next Gen Public Media Accelerator (1) (January – September)
 - PBS Kids Value Messaging Workshop (1)
 - CPB training (1) (Spring)
 - CPB Training (1) (Spring)
 - Serving Spanish Speakers & Latinx Communities Webinar (1) (March)
- All staff participated in online training ensuring EEO compliance and discrimination prevention. The trainings were offered through Safe Colleges and include a number of courses pertaining to higher education and also include courses required by the Corporation for Public Broadcasting. (21) (August/September)
 - Sexual Harassment Prevention
 - Sensitivity Training
 - Americans with Disabilities Act
- All staff were encouraged to participate in monthly sessions provided by Bates Technical College in Diversity, Equity and Inclusion training. Attendance was not mandatory. At least 6 staff participated.
- In partnership with Bates Technical College Foundation, KBTC provided the Dale Comer Memorial Scholarship to a Bates’ Broadcasting/Video Production student – Winter quarter.
- Members of the staff serve on the Broadcast/Video Production/Digital Media Council for Bates Technical College
- Community Engagement staff participated in Tacoma Housing Authority Job Fair (3) (May)
- General Manager participated in an all-day exercise of mock job interviews with Bates Technical College Broadcasting and Production students.