

Annual EEO Public File Report  
 KBTC-TV, Tacoma and KCKA-TV, Centralia, Washington  
 October 1, 2022 to September 30, 2023

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
Graphic Design Specialist  Hire Date: April 17, 2023	5	<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>	Employee Referral
Education Outreach Coordinator  Hire Date: July 3, 2023	1	<ul style="list-style-type: none"> <li>• KBTC/Bates Technical College website</li> <li>• Employee Referral</li> </ul>	Employee Referral

RESOURCE AGENCIES:

Resource	Contact	Contact Information
KBTC, Bates Technical College Website	Janet Frostad	hr@batestech.edu
Governmental Jobs	Janet Frostad	Governmentjobs.com
Indeed	Janet Frostad	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 training.
  - Specific technical training included:
    - PBS sIX Interconnection Webinars (3)
    - Grass Valley Morpheus Broadcast Automation • Configuration and Operational Instruction (3)
    - Ross Carbonite Ultra Production Switcher - Configuration and Operational Instruction (3)
    - Ross Xpression Graphics Engine - Configuration and Operational Instruction (3)
- 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.
  - Lochburn Middle School & Gaudrone IB School tours and workshops at KBTC (4) December
  - 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 Bethel School District's Community Connections Health & Wellness vendor fair - March
  - KBTC presented at a Media Literacy Symposium at Avanti High School, Olympia, WA - April
  - 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:
  - National Press Photography Association's Conference (1) March
  - PBS Annual Meeting (2) May
  - PBS Tech Conference (2) May
  - PMDMC – Public Media Development & Marketing Conference (2) July
  - NETA Annual Conference (2) September
  - APTS Public Media Summit (3) February
  - PBS Traffic Advisory Committee (1) On-going
  - PBS Yo Pro (1) On-going
  - PBS Welcome to the Planning Portal (2) April
  - PBS Back to Feature broadcast and digital materials access webinars (1) June-July
  - Drone Camera Operation Training, Certification and Licensing (2) June-August
  - PBS Data Literacy Bootcamp (1) July-August
  - Our Hour Diversity In Generations Public Media & Development Conference (1) July
  - PBS Program Advisory Committee Office Hour (2) (On-going)
  - PBS Kids Branding Workshop (2) August

- KUOW Station Tour (1)
  - All staff participated in online training ensuring EEO compliance and discrimination prevention. The trainings were offered through Get Inclusive and included a number of courses pertaining to higher education and also include courses required by the Corporation for Public Broadcasting. (28) (August)
  - 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
  - General Manager participated in an all-day exercise of mock job interviews with Bates Technical College Broadcasting and Production students.