

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

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
Community Engagement Manager Hire Date: November 2, 2020	6	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Word of Mouth
Multicast Programming Assistant Hire Date: February 16, 2021	3	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Bates Website

Assistant Chief Engineer Hire Date: March 16, 2021	3	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Word of Mouth
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RESOURCE AGENCIES:

Resource	Contact	Contact Information
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 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 broadcasting technical training included:
 - Ateame Encoder Configuration and Operational Instruction (1)
 - FortiGate Firewall Configuration and Operational Instruction (1)
 - WireCAD Documentation Software Instruction (1)
 - PBS sIX Interconnection Userforum Webinars (2)
 - Ross Ultrix Router - Configuration and Operational Instruction (3)
 - 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) (Spring)
 - PMBA Conference – Public Media Business Association (1) (May)
 - NETA Annual Conference (3) (Fall)
 - PBS Corporate Support Mentor Program (1) (Fall)
 - PMDMC – Public Media Development & Marketing Conference (3) (July)
 - APTS Public Media Summit (4) (February)
 - NETA Leadership Training (1)
 - PMDLI - Public Media Diversity Leadership Initiative (1) (Sept. 21– Dec. 21)
 - PBS Traffic Advisory Committee (1) on-going
 - DOMO Data Webinars/ PBS Data Literacy Program (1) (2) spring
 - WSAB Journalist Safety Webinar (1) (Jan)
 - Content Discovery Webinar (3)

- Myers ProTrack Phase B Training
- 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 participated in online Covid-19 Awareness, Cleaning/Disinfecting Your Workplace trainings. (Spring)
- All staff participated in Diversity, Equity and Inclusion training. (Summer & Fall)
- In partnership with Bates Technical College Foundation, KBTC provided the Dale Comer Memorial Scholarship to a Bates Broadcasting/Video Production student (Winter)
- Members of the staff serve on the Broadcast/Video Production/Digital Media Council for Bates Technical College