

March 28, 2018 – March 30, 2019
ANNUAL EEO PUBLIC FILE REPORT

KPBT TV

Station: KPBT TV (Basin PBS)
Community of License: Odessa,
TX

Reporting Period: March 28, 2018
to March 30, 2019

No. of Full-time Employees: 7
Small Market Exemption:

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/27/18	Administrative Asst.	Non Profit Mgmt Center Job Site
1/7/19	Corporate Underwriter	Non Profit Mgmt Center Job Site
10/15/18	GM/CEO	Basinpbs.org
4/23/18	Executive Asst.	Indeed.com
2/15/19	Corporate Underwriter	Non Profit Mgmt Center Job Site
12/10/18	Development Director	Non Profit Mgmt Center Job Site
1/4/19	Membership Coordinator	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 15

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	2
Basinpbs.org	1
Non Profit Mgmt Center	12

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Outreach Activities during this reporting period:

Permian Basin Nonprofit Management Center

KPBT's Interim General Manager utilized the Non-Profit Management Center to help recruit open positions. In addition, when new GM was hired, she has taken advantage of numerous classes at the Nonprofit Management Center including hiring practices, recruitment and various other classes pertaining to employee and employee retention. The Non Profit Management Center is our #1 source for recruitment and they have an active website with job openings across all Non-Profits in West Texas. KPBT advertises every job opening on this site.

Midland Chamber of Commerce

Department Heads and GM interface with the Midland Chamber of Commerce on a regular basis taking advantage of various HR Classes and recruitment efforts.

KPBT-TV also provided station personnel with sexual harassment online training which was completed in the Fall of 2018 by all employees.

In addition, all employees take advantage of continuing education via webinars and live events, whenever possible. Department Head attended Leadership training in Winter of 2019 taught locally by John Maxwell. Station management has provided and encouraged staff to make use of the Fred Pryor seminars and website, and access to Nonprofit Management Center programs both online and lunch and learn events and seminars offered by the center in our community.

In February of 2019, KPBT TV held an open house at our new facility in Downtown Midland. We invited people in our community to come by and sign up as a volunteer and inquire about job openings. We had approximately 25 people at this event and several resumes were collected which were later turned into interviews.

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Non Profit Mgmt Center	Y	3500 N. A Street, #2300 Midland, TX 79705	Laurie Johnson	ljohnson@nmc-pb.org / 432-638-5605
Basinpbs.org	Y	203 N. Main Street Midland, TX 79701	Robert Brescia, Board Chair	Robert.Brescia@outlook.com 432-563-5728
Indeed.com	N			Indeed.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.