

Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA (TV), Centralia, Washington
October 1, 2016 to September 30, 2017

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
Executive Director & General Manager Hire Date: 12/06/16	8	1st Recruitment: <ul style="list-style-type: none"> • KBTC Twitter • KBTC/Bates Technical College Website (2) • State Board of Community and Technical Colleges Website • Washington Work Source Website • myPBS.org • Washington State Association of Broadcasters • Public Media Business Association • Corporation of Public Broadcasting (1) • Employee referral/Word of Mouth (1) 2nd Recruitment: <ul style="list-style-type: none"> • Corporation of Public Broadcasting (2) • Broadcasters Virtual Job Fair • Careerpage.org • Tvjobs.com • myPBS.org • Employee referral/Word of Mouth (2) 	Corporation of Public Broadcasting

Administrative Assistant to the Executive Director Hire Date: 03/20/17	4	<ul style="list-style-type: none"> • KBTC/Bates Technical College Website (2) • State Board of Community and Technical College Website (2) • University of Puget Sound Job Board • Pacific Lutheran University Job Board • Public Relations Association of Puget Sound e-mail list • WA State Association of Broadcasters • Hilltop Business Association • Employee referral/Word of Mouth 	State Board of Community & Technical College Website
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RESOURCE AGENCIES:

Resource	Contact	Contact Information
Twitter		www.twitter.com
KBTC/Bates Technical College Website	Chelsea Bassett	hr@bates.ctc.edu
State Board of Community and Technical Colleges		www.sbctc.ctc.edu
Work Source		https://fortress.wa.gov/esd/worksource/employment.aspx
myPBS		mypbs.org
Washington State Association of Broadcasting		wsajobbank@comcast.net
Public Media Business Association		http://www.pmbaonline.org/
Corporation of Public Broadcasting		https://www.cpb.org/
Broadcasters Virtual Job Fair		http://broadcastersvirtualjobfair.com/
Careerpage.org		Careerpage.org
Tvjobs.com		Tvjobs.com

Outreach Initiatives:

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

- An ongoing internship program providing hands-on training and practice to regional college and high school students, interested community members and others.
- Regular training/mentoring Professional Development programs and seminars (in person and online) designed for employees to acquire skills qualifying them for higher-level positions.
- Staff participation in industry conferences and workshops.
- Provided training to management level personnel to assure EEO compliance and preventing discrimination.
- Participated in the Bates Technical College Open House to recruit broadcasting students and potential employees.
- Trained 20 students from Tacoma's School of the Arts to produce five-episode program called Chatterbox. Students were instructed on studio and control room operations which helped them produce a talk-based public affairs program.
- Staff participated as a members of the Curriculum Advisory Committee at Bates Technical College in the Digital Media and Broadcast programs. This work consisted of working with faculty and advising them about career opportunities for students and how best to prepare them.
- KBTC conducted several station tours to donors and students of all ages.

The following outreach activities provide a demonstration of KBTC's deep reach in the local community, giving a wide sector of the community exposure to public television staff in the field:

- Heritage Celebration – Black History Month
- KBTC Annual Community Breakfast recognizing Children's Advocacy
- KBTC Young Writers Contest Award Ceremony. Local writers in kindergarten through 6th were awarded prizes for their accomplishments in writing and illustrating.
- Bite of Seattle Cultural event
- Ethnic Festival. KBTC shared summer learning resources and information through the Mobile Technology Lab.
- Hilltop Street Fair
- Champions for Children Recognition Celebration. KBTC partnered with Project Child Success to identify and celebrate individuals, businesses and organizations that are going above and beyond to make an impact in the lives of children and families.
- Monthly Tacoma Children's Museum events build deeper connections to learning and connecting the learning to PBS KIDS content.
- Monthly Family Paint Night. Events incorporate messaging around the importance of attendance, social emotional learning and integrating STEM concepts into art and at-home activities.
- KBTC's Managing Editor visited Tacoma School of the Arts classroom, as part of the Chatterbox project, to talk about interviewing techniques, preparing for programs and about career opportunities in the field.
- Summer camps at Roosevelt and Lister Elementary schools integrating PBS KIDS and Ready To Learn programs.
- Partnered with Tacoma Housing Authority for summer programs in the Salishan neighborhood for mobile technology lab and arts and crafts activities.

- Early Learning Expo in partnership with Gray's Harbor Early Learning Coalition focused on sharing information about local school activities, developmental screenings and family events with bilingual families.
- In August convened a Community Advisory Committee to help craft a plan for engaging members of the community in conjunction with the Ken Burns & Lynn Novick's "The Vietnam War" documentary series.