

Amended Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA (TV), Centralia, Washington
October 1, 2018 to September 30, 2019

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
Customer Service Associate Hire Date: 12/03/18	3	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website (2) ▪ Governmentjobs.com ▪ State Board of Community & Technical College website ▪ Indeed.com ▪ Work Source ▪ Employee referral Word of Mouth (1) 	Bates Website
Donor Service Associate Hire Date: 09/04/18	6	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website (4) ▪ Governmentjobs.com ▪ State Board of Community & Technical College website ▪ Indeed.com ▪ Work Source ▪ Employee referral Word of Mouth (2) 	Bates Website (Internal hire)
ELO Site Director Hire Date: 08/30/19	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Referrals from Partner Organizations (3) ▪ Employee referral Word of Mouth (1) 	Referrals from Partner Organizations

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Twitter		www.twitter.com

KBTC/Bates Technical College Website	Chelsea Bassett	hr@batestech.edu
State Board of Community and Technical Colleges		www.sbctc.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.
- Provided training to management level personnel to assure EEO compliance and preventing discrimination. All staff participated in online Sexual Harassment and Title IX training.
- Staff participated as 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.