

Amended Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA (TV), Centralia, Washington
October 1, 2019 to September 30, 2020

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 Associate Hire Date: January 2, 2020	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Indeed
Production Assistant Hire Date: March 16, 2020	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Employee referral
Manager of Individual Giving Hire Date: May 18, 2020	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Referrals from Partner Organizations
Donor Service Associate Hire Date: July 16, 2020	N/A	<ul style="list-style-type: none"> ▪ Internal transfer 	N/A
Graphic Design Specialist Hire Date: July 16, 2020	4	<ul style="list-style-type: none"> ▪ KBTC/Bates Technical College website ▪ Governmentjobs.com ▪ Indeed.com ▪ Referrals from Partner Organizations 	Referrals from Partner Organizations

RESOURCE AGENCIES:

Resource	Contact	Contact Information
KBTC/Bates Technical College Website	Jill Nickles	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 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 Covid-19 Awareness and Cleaning/Disinfecting Your Workplace, Sexual Harassment training.
- KBTC conducted station tours to donors and students.