

Federal Communications Commission

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Account number: 920431

Description: BATES FORM 397 MID-TERM REPORT

Application Reference Number: 20181001AII

Successfully filed at Oct 1 2018 2:57PM

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
FCC 397		
BROADCAST MID-TERM REPORT		FOR COMMISSION USE ONLY FILE NO. - 20181001AII

Legal Name of the Licensee
BATES TECHNICAL COLLEGE

Mailing Address
1101 SOUTH YAKIMA AVENUE

City TACOMA	State or Country (if foreign address) WA	Zip Code 98405 -
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Telephone Number (include area code) 2536807700	E-Mail Address (if available) DHAMILTON@BATES.CTC.EDU
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FCC Registration Number 0004056388	Facility ID Number 62469	Call Sign KBTC-TV
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV
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Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCKA	62468	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CENTRALIA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KBTC-TV	62469	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	TACOMA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name LAWRENCE M. MILLER	Street Address 1000 POTOMAC STREET NW SUITE 200
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City WASHINGTON	State DC	Zip Code 20007-	Telephone Number 2029657880
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FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?

Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent DEANNE HAMILTON
Title EXECUTIVE DIRECTOR AND GENERAL	Telephone No. (include area code) 2536807700
Date 10/1/2018	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DEANNE HAMILTON	Title: EXECUTIVE DIRECTOR AND GENERAL
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: 2018 AND 2017 EEO REPORTS

Attachment 1

Description
<u>2018 Report</u>
<u>2017 Report</u>

Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA (TV), Centralia, Washington
October 1, 2017 to September 30, 2018

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: 12/26/17	1	<ul style="list-style-type: none"> • KBTC/Bates Technical College Website • State Board of Community and Technical Colleges Website • Work source 	Bates website (internal hire)
Corporate Support Manager Hire Date: 05/07/18	3	<ul style="list-style-type: none"> • KBTC/Bates Technical College Website (3) • State Board of Community and Technical College Website • Work source • Pacific Lutheran • University of Puget Sound • National Educational Telecommunications Association • Corporation for Public Broadcasting • Public Relations Society of America, of Puget Sound • Olympia Communicators Group • Washington State Association of Broadcasters • Tvjobs.com • Public Media Business Association 	Bates website

		<ul style="list-style-type: none"> • PBS • Craigslist 	
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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/worksouce/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.
- 2 interns were hosted during the reporting period.
- 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.
- Trained 20 students from Tacoma's School of the Arts to produce a seven-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 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.

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	<p>1st Recruitment:</p> <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) <p>2nd Recruitment:</p> <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/worksorce/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 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.