

Annual EEO Public File Report
KBTC-TV, Tacoma and KCKA-TV, Centralia, Washington
October 1, 2025 to September 30, 2026

1. There were no full-time job vacancies filled during the reporting period.

Outreach Initiatives:

During this reporting period, KBTC staff have completed or participated in the following ongoing initiatives and training:

- Bates Technical College provides ongoing opportunities for staff members to enhance their existing skills or learn new skills. Regular online training/mentoring Professional Development programs and seminars designed for employees to acquire skills and qualify for higher level positions. These are self-selected and self-guided technical training to include:
 - PBS sIX Interconnection User Forum, 10/14/25, 12/9/25, 01/13/26, 02/10/26, 03/10/26, 04/14/26, 05/12/26, 06/09/26, 07/14/26, 08/11/26, 09/08/26, Director of Engineering & Technology, Chief Engineer, Assistant Chief Engineer.
 - PBS sIX Interconnection Quarterly Updates, 10/23/25, 7/23/26, Director of Engineering & Technology, Chief Engineer, Assistant Chief Engineer
 - Online training: Dante – Level 1 training (refresher), 3/13/26, Chief Engineer
 - Online training: Triveni – MT-70 Operations, 3/26/26, Chief Engineer
 - Online training: Triveni – MPEG 101, 7/21/26, Chief Engineer
 - Online training: GatesAir – Transmitters 101, 9/2/26, Chief Engineer
 - Specialization Training, Assoc Director Marketing/Digital Assets
 - Coursera: Search Engine Optimization (SEO) Specialization, self-guided, ongoing
 - Intro to Google SEO Module
 - Google SEO Fundamentals Module
 - Coursera: YouTube Content Creator Pro Specialization, self-guided, ongoing
 - YouTube Insights: Crack the Algorithm Module
 - YouTube Optimization: Grow Your Presence Module
 - YouTube Analytics: Optimize Performance Module
 - YouTube Growth: Boost Your Engagement Module
- Staff members participated in the following outreach activities:

- KBTC hosted an open house for members of the Tacoma Rotary #8 Club to learn about station operations and educational engagement activities. 6/11/26, Executive Director/General Manager, Directors of Development Programming & Creative Services, Financial Services, Associate Directors of Development, Marketing & Digital Assets, Education & Outreach Coordinator, Program Assistants, Multicast Program Assistant, Engineering team, Individual Giving Associate. More than 40 Rotarians attended.
- Ability Awareness: Through our partnership with Federal Way Public Schools, 20 youth from the Deaf and Hard of Hearing (DHH) program and the Employment Transition Program (ETP) participated in hands-on media and career-development experiences. DHH students worked alongside KBTC production professionals to develop and produce their own video projects, gaining exposure to storytelling, interviewing, planning, filming, and television production. ETP students brought KBTC's production team into their existing work-based learning environments, including the student-run Grounds for Growth Coffee Stand and garden program. Students demonstrated workplace skills, explained their roles, and helped shape videos highlighting what they had learned on the job. The process gave students experience communicating their skills to professionals and seeing how workplace experiences can be translated into media and storytelling. 1/28/26, 2/4/26, 2/18/26, 3/4/26, 4/29/26, 5/6/26, 5/19/26, 5/26/26, 9/18/26.
- KBTC Station Tours and Media Career Exploration: KBTC hosted students and youth at the station, providing behind-the-scenes exposure to careers in television and public media. Participants learned about studio production, cameras, audio, editing, broadcasting, educational programming, and other roles required to operate a public television station. Tours also created opportunities for students to interact directly with KBTC staff and ask questions about career pathways and the skills needed to work in media. We hosted 50+ students and 7 district educators. 3/3/26, 3/5/26, 3/17/26
- Lyle Quasim documentary shoot. Provided access to the KBTC Studio to independent producer for production, 10/6/25, Director of Programming and Creative Services, Creative Services Lead Coordinator
- Ken Burns American Revolution presentation at Tacoma Rotary #8 Club, 11/6/25, Director of Programming and Creative Services, Director of Development, Executive Director/General Manager & Educational Outreach Coordinator.
- Humanities Washington Town Hall, 11/19/25, Director of Programming and Creative Services
- KBTC *America 250 Presents* at Washington State Historical Society Committee Meeting, 1/8/26, Director of Programming and Creative Services
- Attended screening of *Seattle: A History of Short Stories* documentary, 5/3/26, Director of Programming and Creative Services

- Bates Students Mock Interview Session, 8/12/26, Director of Programming and Creative Services
 - Hosted Bates Student tour of KBTC studios and BBTD production, 8/27/26, Director of Programming and Creative Services
 - KBTC hosted 10 professional development workshops and trainings, engaging more than 80 educators and out-of-school-time providers. These sessions focused on literacy, climate education, media literacy, inclusive teaching, civic engagement, and PBS LearningMedia resources, helping participants build skills and access high-quality educational tools for students and families. 10/08/25, 3/11/26, 4/15/26, 5/13/26, 6/10/26, 6/18/26, 8/12/26, 9/23/26. Associate Director of Education & Outreach and Education & Outreach Coordinator
- Staff members participated in public media professional development conferences including:
- SBE Webinar: From Novice to Ninja: Commanding Computer-Based Broadcast Equipment Systems, 10/16/25, Asst. Chief Engineer
 - SBE Webinar: Changes in the Noise Environment at AM Frequencies, Part 3: Noise, 11/13/25, Asst. Chief Engineer
 - SBE Webinar: Beyond C-Band: Hybrid Satellite/IP Models for the Next Generation of Content Distribution, 11/20/25, Asst. Chief Engineer
 - APTS Webinar: Strategies for TV Translator and LPTV Applications, 12/9/25, Director of Engineering & Technology
 - SBE Webinar: Building the Broadcast IP Content Network: Part 3 – Video Over IP, 2/27/26, Asst. Chief Engineer
 - SBE Webinar: Building the Broadcast IP Content Network: Part 4 – Architecture and Integration, 3/5/26, Asst. Chief Engineer
 - PMVG TechConnect '26 – Virtual: From Control Room to Cloud: A Roundtable on Practical Pathways to Savings, Efficiency, and Reliability, 3/25/26 – Director of Engineering & Technology, Chief Engineer
 - PMVG TechConnect '26 – The Public Media Bridge Fund: Preserving Universal Service After CPB, 3/27/26, Director of Engineering & Technology, Chief Engineer
 - SBE Webinar: Technical Proof of Performance: What Remains Required and What Data Makes Sense to Routinely, 3/27/26, Asst. Chief Engineer
 - SBE Webinar: Automation Basics, 4/10/26, Asst. Chief Engineer
 - SBE Webinar: Cooling Your Transmitter Site 5/21/26, Asst. Chief Engineer
 - PMVG TechConnect '26 – Q2 Sessions – 5/21/26 – Director of Engineering & Technology
 - Nielsen Webinar: RPD+ Market Monitoring Update Confirmation, 6/17/26 – Director of Engineering & Technology, Chief Engineer

- SBE Webinar: ATSC 3.0 – Datacasting and Public Safety Applications, 8/20/26, Asst. Chief Engineer
- SBE Webinar: Protecting the Broadcast Workforce: Physical Safety for Engineers, Reporters and Media Operations Teams, 7/30/26, Asst. Chief Engineer
- NETA 2026 Conference – 9/13-17/26, Director of Engineering & Technology, Chief Engineer, Assistant Chief Engineer, Director of Financial Services, Assoc Director Marketing/Digital Assets, Director of Programming and Creative Services, Creative Services Lead Coordinator, Production Assistant, Programming Assistant, Production Assistant
- PMVG TechConnect '26 – Q3 Sessions – ATSC 3.0 & Advanced Alerting Updates and New Developments from EdgeBeam Wireless, September 22, 2026 – Director of Engineering & Technology, Chief Engineer, Assistant Chief Engineer
- Strategic Visioning – Focal Point Strategies (5) Senior Management Team April, May & June 2026 (19) Other FT & PT Staff 8/12/26, Community Leaders 9/30/26.
- 26-27 Giving Outlook, Engineering Generosity: Pulling the Philanthropic Levers of Growth, 9/24/2026 (Allegiance), Assoc Director of Development
- Q3 DAC Open House, 9/22/2026 (PBS)), Assoc Director of Development
- Giving Season Summit, 9/10/2026 (Free Will and Charity Navigator), Assoc Director of Development
- Allow Us to Re-Introduce Ourselves – PBS Station Donations, 9/10/2026 and on-demand (PBS Station Services), Assoc Director of Development
- Supervisor Training – Setting Expectations and Holding Accountability, 8/13/2026 & Performance Evaluations, 9/15/2026 (Centralia Community College and Bates Technical College), Assoc Director of Development
- How to Make Your Writing Stand Out in the Age of AI, 8/4/2026 (FreeWill), Assoc Director of Development
- PBS Town Hall, 6/24/2026, 2/10/2026, 12/17/2025, Assoc Director of Development, Director of Programming/ Creative Services, Creative Services Lead Coordinator, Graphic Design Specialist, Program Assistant, Director of Development, Executive Director/General Manager. Ongoing
- PBS General Manager's Meeting, Executive Director/General Manager, ongoing quarterly.
- Q1 2026 State of Fundraising, 5/27/2026 (CDP), Assoc Director of Development
- Building a High Performance Planned Giving Funnel, 4/22/2026 (Giving Docs) , Assoc Director of Development
- New Stewardship Research and Our Biggest Takeaways from the FreeWill Stewardship Summit, 4/21/2026 (FreeWill), Assoc Director of Development

- Station User Group Presents: The Road to \$8/month: 3 Stations' Experiences with the Passport Level Increase, 4/16/2026 (PBS), Assoc Director of Development, Director of Development
- Development Advisory Committee Open House – Stewardship & Retention, 4/13/2026 (PBS), Assoc Director of Development
- Giving Docs Partner Roundtable 2026, 4/1/2026 (Giving Docs), Assoc Director of Development
- Protect My Public Media Strategy Webinar, 3/17/2026 (APTS), Assoc Director of Development, Director of Development
- APTS Public Media Summit, 3/2/2026, Assoc Director of Development, Director of Programming/Creative Services, Executive Director/General Manager
- Stewardship Deep Dive: Build and Execute a Retention-Focused Stewardship Plan, 2/23/2026 (PBS Station Services), Assoc Director of Development
- Payroll Q&A Session, 2/9/2026 (Bates), Assoc Director of Development
- Building Your Passport Action Plan: How to Raise Passport Eligibility Thoughtfully, 2/10/2026 (Allegiance), Assoc Director of Development
- The Programming Service Long Lead Webinar, 2/3/2026, 9/14/2026 (TPS), Assoc Director of Development
- Innovate with Current: The Future of Public Media, 1/15/2026, Assoc Director of Development
- The First 100 Days and Beyond: How to Maximize Your Donor Momentum in FY26, 11/13/2025 (Allegiance), Assoc Director of Development, Director of Development
- FY26 Integrated Fundraising Series: Donor Impact – Workshop 6, 10/28/25 (PBS), Assoc Director of Development
- Innovate with Current: Powering Public Media, 10/23/2025, Assoc Director of Development
- PBS Passport Product and Content Updates Station Webinar, 10/22/2025 (PBS SPI), Assoc Director of Development
- FY26 Integrated Fundraising Series: End-of-Year Prep – Workshop 5, 10/14/25 (PBS), Assoc Director of Development
- CDP Insights Group Meeting, 10/7/2025, 5/19/2026, Assoc Director of Development
- What to Expect as a Charitable Beneficiary of Probate, Trust or Non-Probate Assets (South Sound Planned Giving Council), 9/16/26, Director of Development
- Beyond the Bequest (South Sound Planned Giving Council), 8/19/26, Director of Development
- From Prospect to Proposal: A Step-by-Step Workshop for Securing New Grants (Public Media Company), 8/3/26, Director of Development

- Blended Gifts: How you Can Raise the Largest Gifts of Your Career (South Sound Planned Giving Council), 7/15/26, Director of Development
- A Day with Pamela Davidson (South Sound Planned Giving Council), 6/5/26, Director of Development
- PBS Annual Meeting, 5/4-7/26, Director of Development
- The Best Fundraisers Don't Act Like Fundraisers (South Sound Planned Giving Council), 3/18/26, Director of Development
- An Inside Look: The Community Engagement Learning Path (PBS), 3/4/26, Director of Development
- The First 100 Days and Beyond: How to Maximize Your Donor Momentum in FY26, 11/13/2025 (Allegiance), Director of Development
- PBS Webinar: PBS Passport Product and Content Updates Station Webinar, 10/22/25, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Standards Webinar: Updated PBS Editorial Standards & Practices, 10/27/25, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Music Rights, 12/11/25, Assoc Director Marketing/Digital Assets
- PBS Webinar: 2026 Winter Digital Product Roadmap, 1/28/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: Local Nielsen TV Dashboard 101: Gain Confidence with the Basics, 1/29/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Digital Studios Audited Our YouTube Channel: Here's What Happened, 4/22/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: BIG Presents: Understanding the Evolving Media Landscape, 4/23/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Audience Insights | 2026 Summer School, 6/11/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Give Me 50 Minutes, I'll Show You How Public Media Can Win on YouTube, 6/23/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS The Journey to Discovery: How Digital Connects Content, Platforms, and Audiences, 6/30/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS The 2026 Product Roadmap, 7/7/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Building New Audiences for Documentaries on YouTube, 7/14/26, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS Make the Most of What You've Got: Social Media Success from Scratch, 7/2026, Assoc Director Marketing/Digital Assets
- PBS Webinar: PBS A Recipe for (Handling) Disaster: Navigating Crisis Situations on Social Media with Care, 8/20/26, Assoc Director Marketing/Digital Assets

- PBS Webinar: Inside the 2025 M+R Benchmarks: Trends, Surprises, and Opportunities for Public Media, 8/20/26, Assoc Director Marketing/Digital Assets
- Launching the Public Media Bridge Fund Webinar, 10/1/25, Director of Programming and Creative Services
- PBS Passport Product and Content Updates Webinar, 11/22/25, Director of Programming and Creative Services
- PBS Nielsen TV Dashboard Webinar, Director of Programming and Creative Services. Ongoing
- PBS Programming Long Lead Preview, 10/31/25, Director of Programming and Creative Services, Programming Assistant
- State Funding Support for Datacasting for Public Safety Webinar, Director of Programming and Creative Services
- Meyers/ProTrack Webinar What's The Deal With That?, 2/11/26, Programming Assistant
- Meyers/ ProTrack Webinar Segment Smarter, Not Harder, 4/8/26, Programming Assistant
- ProTrack Mythbusters : Separating Fact from Fiction, 6/10/26, Programming Assistant
- PBS On Air Fundraising Webinar, 6/18/26, Director of Programming and Creative Services
- PBS Lunch and Learn MRI-Simmons Overview for Public Media, 2/12/26, Director of Programming and Creative Services
- Bates Payroll Q&A, 2/13/26, Director of Programming and Creative Services
- PBS Programming Schedule Preview, 3/13/26, Director of Programming and Creative Services
- PBS PAC Office Hours Webinar, 4/1/26, Director of Programming and Creative Services
- NOC Relocation Webinar, 4/2/26, Director of Programming and Creative Services
- PBS Understanding Evolving Media Landscape, 4/23/26, Director of Programming and Creative Services
- Beyond Broadcast: Managing Non-Broadcast Revenue in ProTrack V7, 8/12/26 Programming Assistant
- 101: A Foundation of Guide Listings TAC & PAC Webinar, 8/27/26, Programming Assistant
- Bates AI Awareness Training, 9/21/26, Director of Programming and Creative Services, Creative Services Lead Coordinator, Production Assistant, Programming Assistant, Admin Assistant to GM,
- Meet The PBS Advisory Councils, 8/4/26, Programming Assistant

- Literacy in Action: Tools & Training for OST Educators, 09/17/25, Associate Director of Education/Community Impact
- Public Media Youth Media Collective Meeting (Next Gen Public Media PLC), 10/21/25, Associate Director of Education/Community Impact
- SOWA Equity and Culturally Responsive Programming, 10/25/25, Associate Director of Education/Community Impact
- Grade Level Reading Learning Webinar, 11/11/25, Associate Director of Education/Community Impact
- America 250 Training, 01/08/26, Associate Director of Education/Community Impact
- National Summer Learning Association Summer Planning Bootcamp, 04/17/26, Associate Director of Education/Community Impact
- Sesame Workshop – Celebrating the 2026 Well-Being by Design Fellows, 05/19/2026, Associate Director of Education/Community Impact
- School’s Out Washington (SOWA) School-Age Social-Emotional Learning, Associate Director of Education/Community Impact
- Beyond History Class: Teaching America’s 250th, 10/02/25, Associate Director of Education/Community Impact
- The Nature of the American Revolution: Pushing for a Social Revolution, 10/16/25, Associate Director of Education/Community Impact
- The Nature of the American Revolution: The Impact of the Commoners, 11/13/25, Associate Director of Education/Community Impact
- Powwow Bound: Co-Creating Through Culture and Play, 11/20/25, Associate Director of Education/Community Impact
- MTPBS Media Lab: Exploring *The American Revolution* by Ken Burns, 01/14/2026, Associate Director of Education/Community Impact
- America 250: Reimagining 1776 for Today’s Classrooms, 01/15/26, Associate Director of Education/Community Impact
- A Feast of Reason and Creativity: Civic Dialogue and Media Creation, 02/10/2026, Associate Director of Education/Community Impact
- America at 250: Promises, Paradoxes, and the Present – “What Kept Them Up at Night?” 02/12/26, Associate Director of Education/Community Impact
- MTPBS Media Lab: Explore, Play and Teach with PBS KIDS in the Classroom – Literacy, 02/18/26, Associate Director of Education/Community Impact
- National Mall Gateway: Civic Learning on the National Mall and in Your Classroom, 02/19/26, Associate Director of Education/Community Impact
- Beyond the Page Celebrates America 250 with Geoffrey C. Ward, 02/24/26, Associate Director of Education/Community Impact

- MTPBS Media Lab: Explore, Play and Teach with PBS KIDS in the Classroom – Caregiving with *Many Ways You Show You Care*, 02/25/26, Associate Director of Education/Community Impact
- Western Washington Native American Education Consortium, 02/26/26, Associate Director of Education/Community Impact
- MTPBS Media Lab: Explore, Play and Teach with PBS KIDS in the Classroom – Building Empathy with *Carl the Collector*, 03/04/26, Associate Director of Education/Community Impact
- From Protest to Principles: Teaching the American Revolution Through Story, Symbols and Civic Values, 03/11/26, Associate Director of Education/Community Impact
- America 250: Engaging Students with History, Media & Civic Voice, 03/11/26, Associate Director of Education/Community Impact
- America at 250: Promises, Paradoxes, and the Present – “Who Counts as ‘We the People?’”, 03/19/26, Associate Director of Education/Community Impact
- Teach the Declaration’s Global Impact Using Media and Artifacts, 03/25/26, Associate Director of Education/Community Impact
- Art as Action: Revolutionary Messages in Paint and Print, 03/26/26, Associate Director of Education/Community Impact
- America at 250: Promises, Paradoxes, and the Present – “A Revolution That Traveled”, 04/02/26, Associate Director of Education/Community Impact
- Hosting Interns & Work Study Students, 04/26/26, Associate Director of Education/Community Impact
- America at 250: Promises, Paradoxes, and the Present – “Do We Get a Birthday Cake?”, 05/14/26, Associate Director of Education/Community Impact
- Introduction to OpenSciEd in Elementary, 06/02/26, Associate Director of Education/Community Impact
- Beyond America 250: Teaching *The American Revolution* This School Year, 08/19/26, Associate Director of Education/Community Impact
- Staff participated virtually in NETA Annual Conference, 9/13-16/26.

Other

- All staff participated in online training including Sexual Harassment Prevention and Discrimination Awareness in the Workplace ensuring EEO compliance. The training was offered through Vector LMS. Training for all staff was completed by September 2026.
- KBTC General Manager/Executive Director serves on APTS Board of Trustees (through March 2026), other boards include South Puget Sound &

Olympics Chapter of the American Red Cross, Friends of the Children Board of Directors, The Nature Conservancy and Humanities Washington.

- Asst. Chief Engineer attends the State Emergency Communications Committee (SECC) meetings on behalf of the stations. Ongoing.
- Director of Engineering & Technology serves on the Digital Media & Broadcasting and Video Production Advisory Committee for Bates Technical College. Ongoing
- Director of Programming & Creative Services participated in the Bates Technical College and PTE Union CBA contract negotiations. March – June, 2026