

BROADCAST EEO – Public File Report

<p align="center">EEO Public File Report</p> <p align="center">KCTS-TV, Seattle, WA and KYVE, Yakima, WA</p> <p align="center">October 1, 2021-September 30, 2022</p> <p align="center">Positions Filled</p>						
<p align="center">Full-Time Position (+30 hrs)</p>	<p align="center">Position Title</p>	<p align="center">Recruitment Period</p>	<p align="center">Date Filled</p>	<p align="center">Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</p>	<p align="center">Number Interviewed (phone & in office)</p>	<p align="center">Number Hired</p>
	Membership Data Administrator	7/19/2021-12.8.2021	12.8.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	4	1
				Handshake – multiple schools	0	0
				Corporation for Public Broadcasting	0	0
				Emma Bowen Foundation	0	0
				Built In Seattle	0	0
				Idealist	1	0
				Philanthropy NW	0	0
				Diversity Jobs	0	0
				Indeed	1	0
	Indigenous Affairs Reporter	8.12.2021-10.19.2021	10.19.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Native American Journalist Association	0	0
				Institute for Nonprofit News	0	0
				Society for Professional Journalists	0	0
				Poynter	0	0
				National Association of Hispanic Journalists	0	0
				Online News Association	0	0
				Referral	4	1
				Journalism Jobs	2	0
				Indeed	2	0
<p>* See Attached List of Recruitment Sources for Contact Information</p>						

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Positions Filled

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	Crosscut Social Media Editor	9.8.2021-10.7.2021	10.7.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	1	0
				Online News Association	0	0
				Journalism Jobs	2	0
				National Association of Black Journalists	0	0
				Asian American Journalists Association	0	0
				Referral	4	1
				Indeed	2	0
	Technical Project Manager	9.20.2021-10.28.2021	10.28.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Corporation for Public Broadcasting	0	0
				National Association of Black Engineers	0	0
				Referral	2	1
	Investigations Editor	9.22.2021-12.15.2021	12.15.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	9	1
				Asian America Journalist Association	0	0
				Institute for Nonprofit News	0	0
				Poynter	0	0
				National Association of Black Journalists	0	0
				National Association of Hispanic Journalists	0	0
				Indeed	1	0
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	Associate News Editor	9.28.2021-10.6.2021	10.6.2021	Cascade Public Media Internal Announcement	1	1
				Cascade Public Media, Facebook, Twitter	0	0
				Indeed	0	0
	Director of Marketing and Communications	10.21.2021-3.28.2022	3.28.2022	Cascade Public Media Internal Announcement	2	0
				Cascade Public Media, Facebook, Twitter	2	0
				Idealist	4	0
				Corporation for Public Broadcasting	0	0
				Diversity.com	0	0
				African American Marketing Association	0	0
				Herd Freed Hartz Recruiting agency	8	1
				LinkedIn	2	0
				Indeed	2	0
				Referral	2	0
	KCTS 9 Social Media Editor	10.28.2021-12.10.2021	12.10.2021	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	3	1
				Journalism jobs	0	0
				Idealist	1	0
				Blackjobs.com	0	0
				LinkedIn	2	0

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	Seattle City Reporter	11.4.2021-11.29.2021	11.29.2021	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	11	1	
				National Association of Black Journalists	0	0	
				National Association of Hispanic Journalists	0	0	
				Online News Association	0	0	
				Institute for Nonprofit News	0	0	
				Referral	2	0	
	Network Systems Administrator	11.3.2021-12.15.2021	12.15.2021	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	1	0	
				Handshake (various Colleges)	0	0	
				Corporation for Public Broadcasting	0	0	
				Idealist	0	0	
				Craigslist	4	1	
				Public Media Jobs	0	0	
				Worksource WA	0	0	
				Indeed	2	0	
	Newsletter Editor	11.10.2021-1.21.2022	1.21.2022	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	10	1	
				Asian American Journalist Association	0	0	
				Journalism Jobs	0	0	
				Poynter	0	0	
				Online News Association	0	0	
				Radio Television Digital News Association	0	0	
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Full-Time Position (+30 hrs)	Position Title	Recruitment Period	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed (phone & in office)	Number Hired	
	Investigative Reporter	11.11.2021-1.26.2022	1.26.2022	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	2	0	
				Journalism Jobs	1	0	
				National Association of Black Journalists	0	0	
				Referral	4	1	
	Media Producer - Membership	12.2.2021-3.22.2022	3.22.2022	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	7	1	
				Current	0	0	
				Corporation for Public Broadcasting	2	0	
				Professional Diversity Network	0	0	
				Hispanic Jobs	0	0	
				Black Jobs	0	0	
				Media Bistro	0	0	
				Work Place Diversity	0	0	
				Worksource WA	0	0	
				Indeed	2	0	
	Associate Photo Editor	12.13.2021-12.30.2021	12.30.2021	Cascade Public Media Internal Announcement	2	1	
				Cascade Public Media, Facebook, Twitter	2	0	
				Native American Journalist Association	0	0	
				Indeed	2	0	
				Referral	3	0	
				LinkedIn	1	0	
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	Videographer	12.21.2021-3.14.2022	3.14.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	7	0
				Indeed	0	0
				Idealist	0	0
				Employ Diversity	0	0
				LinkedIn	0	0
				Glassdoor	1	0
				Indeed	4	0
				Referral	3	1
	Accounts Payable Lead	12.16.2021-2.26.2022	2.26.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Accounting Jobs Today	0	0
				Craigslist	0	0
				Handshake (various colleges)	0	0
				Idealist	0	0
				The Nonprofit Network	0	0
				Worksource WA	0	0
				Employ Diversity	0	0
				Indeed	2	1
				Referral	1	0
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	Staff Photographer	1.14.2022-2.4.2022	2.4.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	9	1
				Asian American Journalist Association	0	0
				National Assoc. of Hispanic Journalists	0	0
				Society of Professional Journalists	0	0
				Worksource WA	0	0
				LinkedIn	1	0
				Indeed	2	0
	Special Events Manager	2.9.2022-2.22.2022	2.22.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Employ Diversity	0	0
				Worksource WA	0	0
				Referral	2	1
				Indeed	3	0
	Email and Digital Marketing Specialist	2.9.2022-4.5.2022	4.5.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	2	1
				Idealist	2	0
				Corporation for Public Broadcasting	0	0
				Employ Diversity	0	0
				Worksource WA	0	0
				Marketing Hire	0	0
				Indeed	2	0
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	Senior Producer	2.15.2022-3.31.2022	3.31.2022	Cascade Public Media Internal Announcement	4	1
				Cascade Public Media, Facebook, Twitter	2	0
				Asian American Journalist Association	0	0
				National Association of Black Journalists	0	0
				Native American Journalist Association	0	0
				Corporation for Public Broadcasting	0	0
				Indeed	1	0
				Referral	4	0
				LinkedIn	2	0
	CRM Administrator & Business Analyst	3.4.2022-8.16.2022	8.16.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Mason Frank	9	0
				Foundation List	0	0
				Idealist	2	1
				Black Jobs	0	0
				Philanthropy NW	0	0
				sForce Jobs	0	0
				Worksource WA	0	0
				The Nonprofit Network	0	0
				Glassdoor	2	0
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	DEI Program Manager	3.9.2022-5.9.2022	5.9.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Indeed	0	0
				Corporation for Public Broadcasting	0	0
				Diversity Jobs	0	0
				Minority Professional Network	0	0
				Worksource WA	0	0
				Black Jobs	0	0
				Black Career Women's Network	0	0
				Zip Recruiter	2	0
				Indeed	3	0
				LinkedIn	3	1
	Network Support Specialist	3.21.2022-6.2.2022	6.2.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	4	1
				Craigslist	0	0
				Indeed	0	0
				Employ Diversity	0	0
				Worksource WA	0	0
				Indeed	4	0
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	Staff Reporter – State Politics	3.21.2022-4.29.2022	4.29.2022	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	4	0	
				Asian American Journalist Association	0	0	
				Journalism Jobs with Diversity Upgrade	2	0	
				National Association of Black Journalists	0	0	
				National Association of Hispanic Journalists	0	0	
				Online News Association	0	0	
				Investigative Reporters & Editors	0	0	
				Referral	2	1	
	Business Data Analyst	3.28.2022-7.12.2022	7.12.2022	Cascade Public Media Internal Announcement	0	0	
				Cascade Public Media, Facebook, Twitter	0	0	
				Idealist	1	0	
				Built In Seattle	0	0	
				Handshake (various colleges)	0	0	
				Historically Black Colleges & University	0	0	
				Indeed	7	0	
				LinkedIn	7	1	
				Glassdoor	2	0	
				Referral	1	0	
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	Marketing Campaign Project Manager	4.8.2022-5.17.2022	5.17.2022	Cascade Public Media Internal Announcement	1	0
				Cascade Public Media, Facebook, Twitter	0	0
				Idealist	0	0
				Women of Color in Philanthropy and Fundraising	0	0
				Corporation for Public Broadcasting	0	0
				Minority Professional Network	0	0
				Philanthropy NW	0	0
				Referral	2	0
				Indeed	2	1
	Audience Engagement Manager	4.12.2022-6.7.2022	6.7.2022	Cascade Public Media Internal Announcement	4	0
				Cascade Public Media, Facebook, Twitter	0	0
				Asian American Journalist Association	0	0
				Greater Public	0	0
				Idealist	0	0
				Media Bistro	0	0
				Poynter	0	0
				National Association of Black Journalists	0	0
				National Association of Hispanic Journalists	0	0
				Online News Association	0	0
				Radio Television Digital News Association	0	0
				Referral	4	1
				Journalism Jobs	2	0
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	User Experience Designer	5.6.2022-6.16.2022	6.16.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Minority Professional Network	0	0
				Dice	0	0
				Idealist	0	0
				Women in Technology	0	0
				Indeed	4	1
				LinkedIn	2	0
				Glassdoor	0	0
	Controller	4.21.2022-7.19.2022	7.19.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Idealist	2	0
				Corporation for Public Broadcasting	0	0
				Minority Professional Network	0	0
				Philanthropy NW	0	0
				National Association of Black Accountants	0	0
				Gibson & Associates, Inc.	7	1
	HR Generalist	5.11.2022-6.6.2022	6.6.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	2	1
				Idealist	0	0
				Minority Professional Network	0	0
				Worksource WA	0	0
				Indeed	2	0
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	Visual Designer III	5.11.2022-7.26.2022	7.26.2022	Cascade Public Media Internal Announcement	2	0
				Cascade Public Media, Facebook, Twitter	2	0
				Employ Diversity	0	0
				Idealist	0	0
				Worksource	0	0
				Indeed	4	0
				LinkedIn	2	1
	Product Manager	6.1.2022-8.18.2022	8.18.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Dice	0	0
				Built In Seattle	0	0
				Idealist	0	0
				Worksource	0	0
				Handshake (multiple schools)	0	0
				Minority Professional Network	0	0
				ProductHired	0	0
				Media Bistro	0	0
				LinkedIn	2	1
				Referral	2	0
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	Producer	6.3.2022-7.28.2022	7.28.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	7	0
				Asian American Journalist Association	0	0
				National Association of Black Journalists	0	0
				Radio, Television, Digital News Association	0	0
				Indeed	2	1
				Referral	3	0
	Marketing Manager	6.3.2022-8.1.2022	8.1.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Idealist	6	1
				Corporation for Public Broadcasting	0	0
				Minority Professional Network	0	0
				Worksource	0	0
				Referral	5	0
	App Developer	6.3.2022-8.4.2022	8.4.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	4	0
				Robert Half	1	1
				Idealist	0	0
				Women In Technology	0	0
				Built In Seattle	0	0
				Media Bistro	0	0
				Corporation For Public Broadcasting	0	0
				Dice	0	0
				LinkedIn	2	0
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	Production Manager	6.2.2022-8.12.2022	8.12.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	2	1
				National Association of Hispanic Journalists	0	0
				Worksource	0	0
				Radio, Television, Digital News Association	0	0
				Indeed	7	0
				Google	2	0
				Glassdoor	1	0
	Donor Stewardship Officer	6.8.2022-8.24.2022	8.24.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	0	0
				Idealist	0	0
				Minority Professional Network	0	0
				Philanthropy Northwest	0	0
				Worksource	0	0
				Indeed	3	1
	Copy Chief	6.15.2022-8.17.2022	8.17.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	5	0
				Native American Journalists Association	0	0
				Journalism Jobs	0	0
				National Association of Hispanic Journalists	0	0
				Referral	4	1
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	Media Producer	6.27.2022-9.2.2022	9.2.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	2	1
				Minority Professional Network	0	0
				Referral	1	0
				Indeed	6	0
	Sr Executive Assistant & Office Manager	6.29.2022-8.10.2022	8.10.2022	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media, Facebook, Twitter	4	1
				Idealist	0	0
				Entertainment Careers	0	0
				Black Jobs	0	0
				Indeed	2	0
				Indeed	6	0
	Individual Giving Coordinator	6.30.2022-9.7.2022	9.7.2022	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media, Facebook, Twitter	0	0
				Idealist	0	0
				Minority Professional Network	0	0
				Philanthropy Northwest	0	0
				Indeed	3	0
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	Catalog Manager	6.30.2022-9.16.2022	9.16.2022	Cascade Public Media Internal Announcement	2	0
				Cascade Public Media, Facebook, Twitter Corporation for Public Broadcasting	5	0
				Idealist	0	0
					2	0
				Minority Professional Network	0	0
				Showbiz Jobs	0	0
				Media Bistro	0	0
				LinkedIn	5	1
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Information Regarding Recruitment Sources Contacted for Full-Time Vacancies			
Recruitment Source	Contact Information	Total Interviewed	Entitled to Notification
KCTS Internal Announcements & Bulletins (Internal website and internal e-newsletter) 401 Mercer Street, Seattle, WA 98109	206.728.6463 Human Resources Generalist	19	N
KCTS Website, Crosscut Website, Facebook & Twitter 401 Mercer Street, Seattle, WA 98109	https://www.cascadepublicmedia.org/careers 206.728.6463 Human Resources Generalist	113	N
African American Marketing Association Houston, TX	https://www.aa-ma.org/ 713.298.5851	0	N
Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, CA 94103	http://www.aaja.org/job-posting/	0	N
Advancement Northwest (Formerly Association of Fundraising Professionals (AFP) & Northwest Development Officers Association (NDOA)) 2150 N 107th St, Ste 205 Seattle, WA 98133	http://www.afpadvancementnw.org/career-center 206.971.3605	0	N
Accounting Jobs Today	https://www.accountingjobstoday.com/	0	N
Archbright recruiting services 5601 6 th Ave S Suite 400 Seattle, WA 98108	https://www.archbright.com/page/recruiting 206.329.1120	0	N
Black Career Women’s Network Cincinnati, Ohio	https://bcwnetwork.com/ 513.729.9724	0	N
Black Jobs San Ysidro, CA	https://www.blackjobs.com/ 614.595.6063	0	N
Built In Seattle	https://builtin.com/	0	N

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Chronicle of Philanthropy Congers, NY	https://www.philanthropy.com/ 800.728.2819	0	N
Corporation for Public Broadcasting 401 9 th Street, NW, Washington DC, 20004	www.cpb.org	2	N
Craigslist San Francisco, CA	http://seattle.craigslist.org/	4	N
Creative Group – Robert Half 601 Union St Ste 4300 Seattle, WA 98101	https://www.roberthalf.com/work-with-us/our- services/creativegroup 844.875.3207	1	N
Current 6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912	current.org Account name: jobs@kcts.org	0	N
Dice Centennial, CO	https://www.dice.com/ 888.321.3423	0	N
Diversity.com	https://diversity.com/	0	N
Diversity Jobs	https://www.diversityjobs.com/ 888.984.3775	0	
Diversity in Nonprofit 260 Peachtree Street, N.W. Suite 2200 Atlanta, GA 30303	https://diversityinnonprofit.com/ (404) 915-7300	0	N
Emma Bowen Foundation	https://www.emmabowenfoundation.org/	0	N
Employ Diversity San Jose, CA 95126	https://www.employdiversity.com/	0	N
Entertainment Careers	https://www.entertainmentcareers.net/	0	N

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Foundation List Milwaukie, Oregon	https://www.foundationlist.org/	0	N
Gibson & Associates, Inc. Seattle, WA 98101	https://www.gibsonasso.com/	7	N
Glassdoor Mill Valley, CA	https://www.glassdoor.com/index.htm	6	N
Greater Public Austin, TX	https://greaterpublic.org/ 800.454.2314	0	N
Herd Freed Hartz Seattle, WA	https://www.herdfreedhartz.com 206.525.9700	8	N
Hispanic Jobs Studio City, CA	https://www.hispanic-jobs.com/ 818.530.4852	0	
Hispanic Latino Professionals Association	https://www.hlpa.com/ (888) 550-3777	0	N
Historically Black Colleges & Universities Columbus, OH	https://hbcuconnect.com/ 614.864.4446	0	N
Idealist New York, NY	http://www.idealist.org 646.290.7725	21	N
Indeed Stamford, CT	http://www.indeed.com	77	N
Institute for Nonprofit News Los Angeles, CA	https://inn.org/ 818.582.3560	0	N
Investigative Reporters & Editors	https://www.ire.org/	0	N
Journalism Jobs Berkeley, California	http://www.journalismjobs.com/index.php 510-508-7386	9	N

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LinkedIn Sunnyvale, CA	https://www.linkedin.com/	31	N
Marketing Hire	https://marketerhire.com/ 312.870.0008	0	N
Mason Frank Denver, CO	https://www.masonfrank.com/ 303.558.4400	9	N
Mediabistro New York, NY	https://www.mediabistro.com/	0	N
Minority Professionals Network Atlanta, GA	https://www.minorityprofessionalnetwork.com/ (404) 629-9323	0	N
National Association of Black Journalists College Park, Maryland	http://nabjcareers.org/	0	N
National Association of Hispanic Journalists Washington D.C.	http://www.nahjcareercenter.com/	0	N
National Association of Black Accountants Greenbelt, Maryland	https://www.nabainc.org/ 240-542-5000	0	N
National Society of Black Engineers Alexandria, VA	https://www.nsbe.org/ (703) 549-2207	0	N
Native American Journalist Association 395 W. Lindsey St., Norman, OK 73069	https://www.naja.com/	0	N
The Nonprofit Network Los Angeles, CA	http://thenonprofitnetwork.org/login.php	0	N
Online News Association Washington, DC	http://journalists.org/resources/career-center/	0	N
Philanthropy NW Seattle, WA	https://philanthropynw.org	0	N

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Poynter Institute St. Petersburg, FL	https://jobs.mediajobboard.com/ 727.821.9494	0	N
ProductHired	https://producthired.com/	0	N
Professional Diversity Network Chicago, IL	https://www.prodivnet.com/ 888-281-9066	0	N
Radio Television Digital News Association Washington, D.C.	https://rtdna.org/	0	N
sForce Jobs	https://sforcejobs.com/	0	N
Showbiz Jobs	https://www.showbizjobs.com/	0	N
Women of Color in Fundraising and Philanthropy	https://www.woc-fp.com/	0	N
Women in Technology Falls Church, VA	https://www.womenintechnology.org/ (703) 349-1044	0	N
Workplace Diversity	https://workplacediversity.com/ 973.992.7311	0	N
Worksource	https://www.worksourcewa.com/ 888-316-5627	0	N
Zip Recruiter	https://www.ziprecruiter.com/ (877) 252-1062	2	N
Schools:			
Handshake - A platform to post at colleges/universities across the nation	https://joinhandshake.com/	0	N/A
Other	Job Search Engines, etc.	2	N/A

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Referrals: "word of mouth"	Various Cascade Public Media Employees; Broadcast Community Members	55	N/A
TOTAL INTERVIEWS:		366	

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**Longer-Term Recruitment Initiatives
Implemented During October 1, 2021 – September 30, 2023**

(Note: 1 of 4 Longer-Term Recruitment Initiatives completed during the 2 year period:
October 1, 2021– September 30, 2022)

Initiative: Participate in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities

No.	Date	Initiative/ Description	Initiative/ Description	Personnel Involved
1.	Quarterly	University of WA students	Speak with students on a quarterly basis about Cascade Public Media’s mission and what it takes to become part of this field.	News Editor
2.	3.28.2022	Bellevue College Telos Student Organization Conference	Speak about the future of Public Television. The Bellevue College TELOS program is dedicated to advancing learning for Senior Citizens on the Eastside.	President & CEO VP of Philanthropy
3.	5.3.2022- 5.7.2022	Crosscut Festival	The Crosscut Festival is a celebration of big ideas and bold thinking - a gathering of a community of the curious. Connect with noteworthy political leaders and newsmakers along with authors, journalists and experts focused on the most important issues of our time. The Crosscut Festival features fireside interviews, panels and special events that explore forward-thinking in Politics, Social Justice, the Environment, History, Innovation and more. Festival programming will include a week of virtual conversations available online and select sessions will be broadcast on KCTS 9.	Multiple departments and staff
4.	9.22.22	Council on American-Islamic Relations Lunch & Learn	The info section hosted by CAIR-WA will cover Muslim media representation, and diversity within the Muslim community.	Multiple staff

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**Longer-Term Recruitment Initiatives
Implemented During October 1, 2021 – September 30, 2023**

(Note: 2 of 4 Longer-Term Recruitment Initiatives completed during the 2 year period:
October 1, 2021– September 30, 2022)

Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

To promote public broadcasting and demonstrate commitment to the community, KCTS 9 collaborates with local schools and a variety of organizations and groups to host interns and provide job shadow opportunities. Internships expose individuals to careers in broadcasting and related professions while furthering KCTS 9’s connection to the community and our recruiting efforts and diversity initiatives. Internships are a means for students to gain practical, hands-on, career related experience that compliments their formal education. In addition, students learn new skills that can be applied to multiple settings and receive mentorship. Gaining real-world professional experience prepares students to work effectively in the workforce upon graduation and helps them make more informed career choices.

Department	School Attended	Total Interns	Personnel Involved
Crosscut Audience Engagement Fellowship	Seattle University	1	Audience Engagement Manager
Crosscut Podcast Fellowship	The University of Chicago	1	Managing Editor
Newsroom Legislative Intern	University of Washington	1	News Editor

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Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

Date	Location	Description	Scope of Involvement	Personnel Involved
10.13.21	Virtual	Building a Mid-Level Giving Program; Firsthand Experiences from PBS Wisconsin	Lunch & Learn with PNS Wisconsin on techniques and strategies around building a mid-level giving program. Hear firsthand how they got started, where their program is now, and the lessons they learned along the way.	Individual Giving Coordinator
10.15.21	Virtual	Zero-Party Data: Building Crucial First Party Relationships	A webinar focused on leveraging zero-party data and implementing a zero-party data strategy for personalization.	Digital Fundraising and Conversion Strategist
10.18.21-10.28.21	Virtual	PBS Technology Conference	TechCon has a rich, 40-year history as a key educational event for anyone in public media who works in technology. Evolving with the industry, the conference brings together Broadcast, Digital, IT, Traffic and Station Management sessions and discussions for attendees.	Director of Digital Technology & Products Director of Data & Analytics Audience Analyst
10.19.21	Virtual	Pathways to Philanthropy: Funding Local Journalism	The Local Media Association will share key insights from its inaugural “Lab on Journalism Funded by Philanthropy” including essential elements of a successful philanthropy pitch, mistakes to avoid, and case study examples from publishers.	Individual Giving Coordinator HR Director Senior HR Generalist
10.19.21	Virtual	CDP State of the System	Summary of trends seen across nonprofit media industry.	Digital Fundraising and Conversion Strategist Individual Giving Coordinator
10.22.21	Virtual	2021 Ethics for WA CPAs	Training on ethics in accounting	Controller
10.25.21	Virtual	Leadworker Effectiveness	In Leadworker Effectiveness, Leads will learn skills they will use daily—managing their changing relationships with co-workers, establishing open communication, clearly setting expectations and giving feedback to improve performance.	Donor Engagement Event Coordinator
10.26-21-10.28.21	Virtual	Adobe Max Conference	The creativity conference brings the world’s most creative community together for captivating keynotes, skill-building sessions, and Sneaks.	Senior Broadcast Designer
10.27.21-10.28.21	Virtual	Public Media Ventures Group – Google CEO Summit	Stations are invited to convene with other counterparts to discuss The Future of Public Media, News Initiatives and Education Innovations.	President & CEO

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10.29.21	Virtual	Arts & Culture Roundtable Accounting Update	Updates in accounting presented by Clark Nuber.	Chief Financial and Administrative Officer
11.2.21	Virtual	Advancing Equity: How Nonprofits Can Hire More Leaders of Color	Opening the leadership ranks at nonprofits to executives of color requires a long-term commitment and comprehensive action from CEOs, board members, major donors, and many others.	
11.3.21	Virtual	Lenfest News Philanthropy Summit	A conference focused on nonprofit journalism and fundraising.	Digital Fundraising and Conversion Strategist
11.18.21	Virtual	Focus on Digital Fundraising	A webinar focused on how to drive digital fundraising revenue	Digital Fundraising and Conversion Strategist Individual Giving Coordinator
11.21.21	Virtual	Internal Control and Fraud in Governmental and Nonprofit Entities	Continuing education course on government requirements in nonprofits	Controller
12.1.21	Virtual	Audit Quality : What the Regulators Want to See	Continuing education course on financial audits	Digital Fundraising and Conversion Strategist
12.6.21	Virtual	The New Way of Working, Communicating, and Engaging Employees	Webinar for HR professionals to connect and share strategic and innovative tactics to keep employees informed and engaged amidst constant change.	President & CEO SVP & Chief Operating Officer VP of Philanthropy
12.14.21	Virtual	MMG Board/Member Meetings & Conference	PBS Board of Directors conferences that occur semi regularly virtually. They meet to discuss/ manage property, affairs and business of the Corporation.	VP of Philanthropy
12.14.21	Virtual	Federal Trade Commission Privacy and Data Security 2021 Year in Review	Update and review of 2021 development and changes around privacy and data security	Legal Affairs Manager
1.5.22	Virtual	Northwest Legal Update on Employment and Employee Benefits Law	Review of wage/hour, state leave and COVID-19 mandates	Legal Affairs Manager
1.11.22	Virtual	Virtual MIP 1099 Processing Workshop	Learning how to process year end 1099.	Accounting Manager Staff Accountant
1.17.22	Virtual	Discovering Your Donor's Passions & Interests	Learn how to uncover your donor's passions and interests in a way that respects and honors the donor. This kind of information requires trust and authenticity, so we'll be diving in to how you should approach building a relationship on these foundations.	Individual Giving Coordinator

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1.19.22	Virtual	Prospecting in a Hybrid World	Today, many fundraisers are facing new challenges and opportunities in this fundraising climate. The way we approach and conduct philanthropy has permanently shifted, and as fundraisers, we must revisit how we cultivate and retain our donors in a quasi-virtual world. In this webinar, you will explore how you can use these situations to your advantage and ultimately discover the most important fact of all – your donor’s Why.	Individual Giving Coordinator
1.20.22	Virtual	“The Great Resignation:” Best Practices to Retain Your Workforce*	In what people are calling the “Talent Exodus” and “The Great Resignation,” employers are struggling to retain their top talent. This challenge will continue through 2022. MP’s HR experts share what workplaces need to know to boost employee engagement and improve retention rates right now.	HR Director
1.20.22	Virtual	2022 Northwest Legal Update – Employee Benefits and Employment Law	An in-depth discussion of federal and state changes. HUB’s 2022 Northwest Legal Update includes discussion of key topics impacting organizations within the state.	HR Director Senior HR Generalist Payroll & Benefits Administrator
2.3.22	Virtual	Fresh Starts: Donor Conversations in a Hybrid World	Discover how you can reignite donor relationships, uncover your donor’s Why, and align your cause with what matters most to them. Fundraisers have the opportunity and privilege of connecting with people, discovering what they truly care about, learning their personal stories, and connecting them with meaningful causes. Confidently engage your supporters and convert them into lasting champions for your organization.	Individual Giving Coordinator
2.8.22	Virtual	Engaging Diverse Donors	Webinar on how charities and non-profits can improve their relationships with donors of various backgrounds. Learn more about charitable giving from multicultural and newcomer groups as Bruce MacDonald reviews Imagine Canada’s research on this important topic.	Individual Giving Coordinator
2.22.22	Virtual	Public Media Broadcast Association and Corporation for Public Broadcasting Office of Inspector General Roundtable	Roundtable discussion and review of OIG Audit process and CPB compliance	Legal Affairs Manager
2.24.22	Virtual	Enhancing Employee	The statistics show an epidemic of anxiety,	Senior HR Generalist

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		Mental Health and Wellness Benefits	depression, and other emotional burdens in the workforce, raising the stakes for employers. What is the latest thinking in how they can respond, not just in treatment but in prevention? How can they identify the stressors in how workers are managed, look for early signs of strain and illness, and create a support network of innovative care providers?	
2.28.22	Virtual	APTS 2022 Summit	The APTS Public Media Summit is the largest annual gathering of public broadcasting general managers and community leaders who come together to explore issues that are vital to the future and mission of public service media.	President & CEO SVP & Chief Operating Officer Programming Coordinator VP of Philanthropy
3.1.22	Virtual	The Tangible Indicator of Employee Engagement: Their Use of Health and Wellness Benefits	At a time of employee restlessness and burnout, there's an accurate way for employers to get a reading on how connected their workers are feeling to the company. Employees who understand and make good use of health programs tend to be more engaged overall. How can companies measure this information and act on it, while protecting worker privacy in the process?	Senior HR Generalist
3.1.22	Virtual	Newsletters for Fundraising	Overview of core newsletter best practices, highlight tips for how to best utilize editorial products for fundraising, and share successful examples of publishers leveraging their email products. Hosted by Lenfest News Philanthropy Network.	Individual Giving Coordinator
3.10.21	Austin, TX	SXSW Conference	The SXSW Conference provides an opportunity for the global community of digital creatives to encounter cutting-edge ideas, discover new interests, and network with other professionals who share a similar appetite for forward-focused experiences.	Events Manager
3.10.22	Virtual	Phase C Content Contributor UAT Session	Final training session for Phase C Content contribution and EIDR training. Part of a series of trainings and sessions.	Programming Coordinator
3.15.22	Virtual	3 paths to success with fundraising from older donors this year.	If you're a fundraiser, you may not be surprised to learn that donors over 65 give more than half of all charitable dollars — even more within planned and major giving. Learn more about: Top trends impacting these donors, The best ways for 65+ donors to give this year & Effective strategies to engage this key demographic	Individual Giving Coordinator

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3.17.22-3.18.22	Virtual	MMG March Virtual Member Conference	The Public Television Major Market Group (PTMMG) is a consortium of 40 of the largest public TV stations by market size in the United State, and the MMG March 2022 Virtual Member Conference Sessions offered included Creating a DEI Vision; Mental Health in the Workplace; and The Use of AI in Fundraising.	President & CEO SVP & Chief Operating Officer VP of Philanthropy
3.29.22	Virtual	PowerPlan Webinar	Viewing Payroll Data in PowerPlan	Budget and Finance Manager
3.30.22	Virtual	How to Use Learning to Power People Analytics	How do you measure 'culture'? Common methods for measuring culture have drawbacks. An innovative alternative – embedded measurement in learning.	HR Director
3.30.21-3.31.22	Virtual	PBS Board Meeting	The weekend was spent reviewing the FY 2023 PBS Operating Plan and Budget with all PBS directors encouraged to attend these important meetings and presentations as well as the traditional briefing on PBS Foundation (PBSF) matters by PBSF Board Chair.	President & CEO
4.12.22	Virtual	Multiplatform Marketing Summit	Marketing training focused on engagement strategy, SEO tactics, paid search, audience insights.	Marcom Managing Editor Social Media Editor
4.12.22	Virtual	How to engage Millennial donors & secure major gifts	Understand how the rise of Millennial donors will shape planned and major giving, as well as strategies for securing impactful gifts from this group.	Individual Giving Coordinator
4.14.21	Virtual	PTPA Center for Asian American Media Session	Learn about CAAM's content pipeline and opportunities for filmmakers, both established and emerging, and discuss resources for and engagement with stations.	Programming Coordinator
4.25.21-4.28.21	Portland, OR	DrupalCon	Component-based development with Drupal	Front End Developer
4.26.22	Virtual	How technology is transforming fundraising (for better and for worse)	Understand how shifting expectations and technology are changing the way nonprofits fundraise, and the steps development leaders can take to be successful today.	Individual Giving Coordinator
4.26.22-4.27.22	Virtual	MMG Summit	Communications Space for Audience Development Summit wherein Rob gave remarks and MMG board members met over two days to review Building Civic Bridges Act, hear a presentation on MMG's Business Case for investment in PBS owned platforms and Passport upgrades and complete tasks for an Audience Development Summit Workbook	President & CEO VP of Philanthropy
4.29.22	Virtual	Creating Accessible	PBS LearningMedia webinar on creating	Social Media Editor

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		Content	accessible content - subtitles/captions, screen readers, etc.	
5.10.22	Virtual	5 steps nonprofits can take today to prepare for the Great Wealth Transfer	Understand the impact of the upcoming Great Wealth Transfer and the steps nonprofit leaders can take to prepare for it now.	Individual Giving Coordinator
5.13.22	Virtual	The Great American Recipe PBS Station Webinar	Marketing webinar with PBS National for Great American Recipe.	Social Media Editor
5.16.22-5.18.22	Washington D.C.	PBS Annual Meeting	PBS Annual Meeting is the premier gathering of public television colleagues and decision-makers representing PBS 158 member licensees.	President & CEO
5.17.22	Virtual	Sales & Use Tax: How to Stay Compliant	The webcast provided insight on common sales and use tax compliance risks and options to outsource reporting. The content included how to stay current on forms, deadlines and filing requirements, as well as tax system considerations.	Accounts Payable Lead
5.24.22	Virtual	Cogency Global Charitable Promotions Legal, Financial and Regulatory Requirements	Review of requirements for charitable promotions by non-profits	Legal Affairs Manager
5.24.22-5.26.22	Virtual	PBS Annual Meeting 2022	Premier gathering of public television colleagues & decision-makers representing PBS' 158 member licensees. Event brings together professionals to spotlight PBS content while sharing new & innovative ideas to meet the changing funding & media environment.	SVP & Chief Operating Officer Marcom Managing Editor
5.31.22	Virtual	PowerPlan Webinar	Creating Projections in PowerPlan	Budget and Finance Manager
6.2.22	Virtual	Benefits Compliance 2022 State of the Union	No Surprises Act, Consolidated Appropriations Act, and More webinar	HR Director
6.8.22	Virtual	Murdock Trust Webinar	Post Award Grants Administration	Budget and Finance Manager
6.14.22	Virtual	MIP Advanced Accounts Payable	The workshop provided an in-depth look at the Accounts Payable module. The content included processes related to invoice entry, check production, corrections and voids, as well as shortcuts for efficient data entry and cleaner reporting.	Accounts Payable Lead
6.30.22	Virtual	American Public Television Stations – Lobbying Webinar – Understanding the Rules of the Road	Review of IRS, PBS, and CPB requirements for lobbying or advocacy activities for PTV stations	Legal Affairs Manager
7.14.22	Virtual	CheqRoom Training	Webinar for onboarding training of Cheqroom	Finance & Budget Manager

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7.14.22-7.15.22	Virtual	MMG Conference July 2022	The Public Television Major Market Group (PTMMG) is a consortium of 40 of the largest public TV stations by market size in the United States and holds these conferences to offer sessions of interest to their members.	SVP & Chief Operating Officer President & CEO VP of Philanthropy VP Engineering & Technology VP & Chief Financial Officer VP of Media and Innovation VP of Human Resources DEI Program Manager
7.26.22	Virtual	PowerPlan - Entity Structures, Sets, & Attributes Webinar	Refresher training webinar for Setup of Entities in PowerPlan budgeting & reporting software	Staff Accountant Budget and Finance Manager
7.28.22	Virtual	PowerPlan Webinar	Creating Payroll Projections in PowerPlan	Budget and Finance Manager
8.2.2022	Virtual	Google Ads Academy: Performance Max	In this session, Google product specialists will share major updates to the upgrade from Smart Shopping Campaigns, cover upgrade hurdles with steps to avoid them, and discuss some advanced ways retailers can optimize with Performance Max	Membership Campaign Project Manager
8.3.22	Seattle, WA	PBS Digital Fundraising Field Guide Deep Dive	In this webinar, the Director of Digital Fundraising Strategy will provide an in-depth tour of the three levels of planning and executing digital fundraising initiatives as outlined in the PBS Digital Fundraising Field Guide.	Membership Manager
8.29.22	Seattle, WA	Managing Leaves and the Law	This course outlines the difference between WA PFML and the ADA, and addresses all Washington leaves.	HR Generalist
8.31.22	Virtual	The Future of Employee Development: Tools for boosting employee growth and success	Join us as we explore how HR, L&D, and POPs leaders can answer the call to prioritize employee growth. Panelists will discuss the evolution of employee development, how employee demands for ongoing growth are evolving, and how individualized support and programmatic learning can bolster employee growth.	VP of HR
9.8.22	Virtual	CSG Requirements & Resources	This session provides a basic introduction to the General Provisions and Eligibility Criteria for radio and TV Community Service Grant recipients and information on resources and training to support grantees' compliance efforts.	Controller Budget and Finance Manager
9.14.2022	Virtual	Employment Law Update	Review current employment labor updates happening outside of the pandemic. Learn about updates in wage and hour laws, labor laws, pay equity, and more.	VP of HR Senior HR Generalist HR Generalist
9.15.22	Virtual	Completing the CSG Certification of Eligibility	This session provides instructions on how grantees complete the Certification of Eligibility (COE) form to accept their annual	Budget and Finance Manager

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			radio or TV CSG offer. This training is for CSG grant administrators and stations' Head of Grantees and Licensee Officials who sign the COE.	
9.16.22	Virtual	SVP webinar	A webinar to learn about new PBS Curate Tools	Marcom Managing Editor
9.20.22	Virtual	Cogency Global Non-Profit Compliance Requirements for Online Fundraising	Review of State Requirements for Non-profits conducting online fundraising	Legal Affairs Manager
9.28.22	Virtual	Intro to Financial Reporting	This webinar provides a basic overview of the Annual Financial Report (AFR) that most CPB grantees file to comply with financial reporting requirements of the Community Service Grant (CSG) program. CPB staff will review the reasons annual financial reporting to CPB is required and the important role non-federal financial support plays in CSG calculations. Attendees will learn how to file these reports in CPB's Integrated Station Information System.	Controller

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**Longer-Term Recruitment Initiatives
Implemented During October 1, 2021 – September 30, 2023**

(Note: 4 of 4 Longer-Term Recruitment Initiatives completed during the 2 year period:
October 1, 2021– September 30, 2022)

Initiative: Providing training to management level personnel on EEO and anti-discrimination.

No.	Date	Location	Description	Scope of Involvement	Personnel Involved
1.	Various dates October 2021- September 2022	Virtual	DEI Coaching for Executive Team	DEI Leadership Readiness Meetings for executives with outside consultant.	President & CEO VP and Chief Financial Officer VP of Engineering & Technology Senior VP & Chief Operating Officer VP of Philanthropy VP of Media & Innovation Executive Editor VP of Human Resources DEI Program Administrator Chief Creative Officer
2.	Various dates from 10.2021- 9.2022	Virtual	Structured Interview training	Structured interviews are a way for us as an organization to ensure that all candidates are being evaluated consistently across departments. The training will touch on bias, implicit bias and asking appropriate interview questions.	All Managers
3.	Various dates 10.2021- 9.2022	Virtual	Management Meetings	The VP of Human Resources presents on various topics to all managers around culture, inclusiveness, belonging, implicit bias, team member development and managerial development at monthly management meetings.	All Managers
4.	5.2.2022- 9.30.2022	Virtual	Harassment and Bias Prevention Training	An interactive online harassment prevention training that instructs on: what constitutes acceptable and unacceptable workplace behavior, how to recognize harassment and bias when they occur, and how to report and respond to violations.	All Managers