

April 1, 2022 – March 31, 2023
ANNUAL EEO PUBLIC FILE REPORT

KPBT TV

Station: KPBT TV (Basin PBS)
Community of License: Odessa,
TX

Reporting Period: April 1, 2022 –
March 31, 2023

No. of Full-time Employees: 9
Small Market Exemption:

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/13/22	Education Director	Non Profit Management Center posting
7/5/22	Production Manager	Non Profit Management Center posting
10/24/22	Development Director	Non Profit Management Center posting

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	3
Non Profit Management Center	4

2022-2023

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Outreach Activities during this reporting period:

Interns:

KPBT-TV utilized a large number of volunteers in this latest reporting period. Reaching out to high-school students to fulfill “scholar hours” (hours needed in their area of interest to gain points toward a scholarship). Total count: 46

Volunteer interns used around the Television Station learning the basic make-up of our Station and performing duties in various departments – 71.

KPBT also identified volunteer interns (minors) who are on Parole and needed Community Service Hours. We utilized 5 with a total of 40 hours.

Permian Basin Nonprofit Management Center

The Non-Profit Management Center job site continues to be the premiere site for posting positions in the Non-Profit sector. The Education Director at Basin PBS is currently enrolled in the Non-Profit Executive Leadership Certification class ending in May 2023. Employees also take advantage of the Management Center’s Lunch and Learn on such topics as conflict resolution, grant writing and other topics.

NETA/CPB

The General Manager of KPBT attended several virtual sessions on topics ranging from diversity and inclusion to mental health in the workplace.

PBS

Employees spent time attending various PBS conferences related to their job description including digital immersion and Corporate Development.

KPBT-TV also provided station personnel with sexual harassment online training which was completed in August of 2022 for all employees.

2022-2023

KPBT ran a monthly Non-Profit Spotlight highlighting various Non-Profits in our DMA. These Non-Profits were given a 1:00 vignette where they could talk about job openings, volunteerism and general mission statement that ran on KPBT TV.

KPBT-TV also had several Town Hall/Forums for our Community discussing such things as Teens in Crisis and Mental Health Issues.

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
BasinPBS (linked in & all social media)	Y	203 N. Main Street Midland, TX 79701	Alyson Trevino	atrevino@basinpbs.org/432-934.6722
Non Profit Management Center	Y	3500 N. A St., Suite 2300 Midland, TX 79705	Sarah Marler	432.570.7971 smarler@nmc-pb.org

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.