

April 1, 2025– March 31, 2026  
ANNUAL EEO PUBLIC FILE REPORT

KPBT TV

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

Reporting Period: April 1, 2025 –  
March 31, 2026

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

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/23/2025	Education Assistant	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Non Profit Management Center	0
Indeed.com	4
Word of Mouth	0
Social Media	0

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## 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: – all from High Schools including Young Women’s Leadership Academy, Legacy High School and Midland High School.

Volunteer interns used around the Television Station learning the basic make-up of our Station and performing duties in various departments – 95.

KPBT also identified volunteer interns (minors) who are on Parole and needed Community Service Hours. We utilized 2 with a total of 16 hours.

KPBT-TV also utilized high school kids from Students in Philanthropy for several events during this reporting period. Students in Philanthropy are high school students from various schools in our Community who provide grants to non-profit organizations that serve kids.

These students spent their time at KPBT-TV learning about our educational initiatives.

Education played a big role in our outreach with over 35 events attended including our own Back to School Festival.

Basin PBS also utilized booth space at several events held by the Midland and Odessa Chamber of Commerce educating people on the mission of Basin PBS.

### Permian Basin Nonprofit Management Center

KPBT-TV's Development Director graduated from the 9 month class on Non-Profit leadership. In addition, the CEO of KPBT-TV received the Beacon Award in 2025 for leadership of a Non-Profit.

KPBT-TV also received the Non-Profit of the year in 2025 awarded by the Association for Non-Profit Professionals.

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NETA/CPB

The General Manager of KPBT attended several virtual sessions on topics ranging from education, local content and fundraising.

PBS

Employees spent time attending various Texas PBS conferences related to their job description including shared services, engineering and underwriting.

KPBT-TV also provided station personnel with sexual harassment online training which was completed in August of 2025 for all employees.

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 Civility and the State of Oil & Gas in West Texas. We also featured a One Question episode with State Legislators and an update on what is going on at the State level. Basin PBS also conducted several debates including the Midland and Odessa County Judge, and County Commissioner debates in both Midland and Odessa.

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
Indeed	N			Indeed.com

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