

KSPS PBS

Annual EEO Public File Report

Reporting Period: 10/1/2025 – 9/30/2026

Full-Time Employees: 10+

Total Full-Time Vacancies Filled: 4

Vacancy List

Job Title 1		Date Position Filled
Marketing and Communications Director		12/16/25
Recruitment Sources: Indeed, Glassdoor, LinkedIn, Monster, Google for Jobs, Facebook, Trovit, jpbrapido, Recruit-net, Jobisjob, adzuna NLX, Career JET, Jooble, Resume Library, LiveCareer, Jobcase, ZipRecruiter, Workable, WorkSource, KSPS PBS, WA State Association of Broadcasting, CPB, MLK East CC, West Central CC, American Indian CC, Northeast CC, NETA, Current Public Media.		
Recruitment Source	Interviewed	Hired
Indeed	3	
KSPS PBS Careers Page	1	
Workable		1

Job Title 2		Date Position Filled
Director of Engineering and Operations		1/13/26
Recruitment Sources: Indeed, Glassdoor, LinkedIn, Monster, Google for Jobs, Facebook, Trovit, jpbrapido, Recruit-net, Jobisjob, adzuna NLX, Career JET, Jooble, Resume Library, LiveCareer, Jobcase, ZipRecruiter, Workable, WorkSource, KSPS PBS, WA State Association of Broadcasting, MLK East CC, West Central CC, American Indian CC, Northeast CC, NETA, Current Public Media.		
Recruitment Source	Interviewed	Hired
LinkedIn	1	1
KSPS PBS Careers Page	2	

Job Title 3		Date Position Filled
Controller- Director of Finance		5/7/2026
Recruitment Sources: Indeed, Glassdoor, LinkedIn, Monster, Google for Jobs, Facebook, Trovit, jpbrapido, Recruit-net, Jobisjob, adzuna NLX, Career JET, Jooble, Resume Library, LiveCareer, Jobcase, ZipRecruiter, Workable, WorkSource, KSPS PBS, WA State Association of Broadcasting, MLK East CC, West Central CC, American Indian CC, Northeast CC, NETA, Current Public Media.		
Recruitment Source	Interviewed	Hired
Indeed	4	
LinkedIn	1	
KSPS PBS Careers Page		1

Job Title 4		Date Position Filled
Master Control Operator and Traffic Specialist		7/23/26
Recruitment Sources: Indeed, Glassdoor, LinkedIn, Monster, Google for Jobs, Facebook, Trovit, jpbrapido, Recruit-net, Jobisjob, adzuna NLX, Career JET, Jooble, Resume Library, LiveCareer, Jobcase, ZipRecruiter, Workable, WorkSource, KSPS PBS, WA State Association of Broadcasting, MLK East CC, West Central CC, American Indian CC, Northeast CC, NETA, Current Public Media.		

Recruitment Source	Interviewed	Hired
Indeed	1	
LinkedIn	4	
KSPS PBS Careers Page	5	1
Monster.com	1	
ZipRecruiter	1	

Recruitment Source List

Recruitment Source	Contact Information
Indeed	Indeed.com
Glassdoor	Glassdoor.com
LinkedIn	Linkedin.com
Monster	Monster.com
Google for Jobs	Jobs.google.com
Facebook	Facebook.com
Talent.com	Talent.com
Trovit	Trovit.com
jobrapido	Jobrapido.com
Recruit-net	Recruit.net
Jobisjob	Jobisjob.com
adzuna	Adzuna.com
NLX	Usnlx.com
careerJET	Careerjet.com
Jooble	Jooble.com
Resume Library	Resumelibrary.com
LiveCareer	Livecareer.com
Jobcase	Jobcase.com
ZipRecruiter	Ziprecruiter.com
Workable	Workable.com
WorkSource	secure.esd.wa.gov/home/worksourcewa
KSPS PBS Careers Page	Peter Dunau, pdunau@ksps.org
WA State Association of Broadcasting (WSAB)	Jim Rose, jrose@wsab.org
Corporation for Public Broadcasting (CPB)	https://www.cpb.org/user (closed January 2026)
South Community Center	mreilly.1950@outlook.com (closed June 2025)
MLK East Central Community Center	stonerecep@mlkspokane.org
West Central Community Center	info@westcentralcc.org
American Indian Community Center	Kathy Richards, kathyr@aiccinc.org
Northeast Community Center	Rosa Lopez, rlopez@necommunitycenter.com
NETA	netaonline.org/form/job-listing
Current Public Media	Publicmediajobs.org
Spokane Public Schools	
Colville School District	
East Valley School District	
West Valley School District	
Central Valley School District	
Career Connect Washington	https://careerconnectwa.org/directory/

Outreach Initiatives

Participation in Job Fairs

Unlock Your Future (October 1, 2025) – Tina and Jason tabled at this large career fair which attracts over 1,700 middle school students from 23 schools over three sessions. The CENW team presented the website to approximately 750 middle school students.

NEWTech Career Fair (December 9, 2025) – Tina and Jason tabled at this event for over 26 regional high schools, area home schools, two virtual learning programs, and choice schools. During the event students had the opportunity to learn about available CTE programs at NEWTech, as well as programs offered by area colleges, and future opportunities with regional employers. Tina and Jason shared CENW with over 100 students and three school counselors.

Spokane Valley Tech Career Fair (January 21, 2026) – Tina and Jason tabled at this career fair for students of Spokane Valley Tech, a project based high school, and Spokane Valley students interested in attending the school. They presented CENW to 18 students.

Spokane Ag Show Future Farmers of America Career Fair (February 5, 2026) – The Spokane Ag Show is the region's largest annual agriculture exhibitor and education fair. Tina and Jason tabled at the show's FFA career fair attended by FFA chapter students from all around the region. We presented CENW to 25 students as well as 6 educators, FFA chapter advisors, parents, and a member of the Washington Association of Agriculture Educators. We plan to connect with these contacts to arrange individual and group presentations; they are in our target grant regions.

Whitman County Middle School Career Fair (March 12, 2026) – Tina attended this career fair for middle schoolers from six rural school districts: Colfax, Tekoa, Lacrosse, Oakesdale, St. John-Endicott, Garfield-Palouse. During her in-classroom presentations she shared the CENW website with 30 students and three teachers.

North Palouse Industry Fair (March 12, 2026) – Jason tabled at this career fair for six rural high schools - Liberty, Oakesdale, Rosalia, Tekoa, Freeman and Upper Columbia Academy. He shared CENW with 150 students.

Future Ready Trades Night (April 1, 2026) – Tina and Jason tabled at this annual event for students of East Valley, Central Valley, West Valley and Freeman High Schools. They shared CENW with 50 students and 10 adults. One of the adults works with a team that supports foster youth in several schools. She will reach out to have us present to the group.

KHQ/WorkSource Spokane County Career Expo (April 14, 2026) – Tina and Jason tabled at this annual event, the largest regional hiring fair in the region. The fair was attended by 125 employers, training providers, and resource providers, and over 1400 job seekers participated. CENW tabled as a resource provider, and our team spoke with 200 adult job seekers.

Colville High School/Rotary Career Fair (April 17, 2026) – Tina and Jason tabled at this hands-on experience that connects students directly to the skills, tools, and opportunities in our local and regional workforce. Students from Summit Valley, Northport, Chewelah, Colville, Kettle Falls, and Selkirk High Schools as well as Colville Jr. High attended the event. The CENW team presented the website to 250 students.

Riverside Middle School Career Fair (April 30, 2026) – Jason and Tina tabled at this event for Riverside students grades 4-8. They shared CENW with 150 students.

Spokane Public Schools 5th Grade Career Fair (May 14, 2026) – Tina, two staff members from Education and two from Production participated in this annual event. Production hosted an opportunity for students to pretend to be meteorologists and give a weather forecast, while seeing themselves “on screen” on a monitor. While students waited Tina and the Education team shared information about Career Explore NW and bookmarks with them. We talked to approximately 200 students.

NW Intermountain Dream It. Do It. Conference, Lewis-Clark State College, Lewiston, ID (May 19, 2026) – This was the first time CENW participated in the Dream It. Do It. Conference, a career education event organized by the Clearwater Economic Development Association. The presentation-focused conference is for Sophomores and Juniors from North Idaho and Southeast Washington high schools. Our goal for this year was to provide teachers, counselors, employer representatives and students (as they passed our table on the way to sessions) with exposure to the CENW brand and program. We provided promotional bookmarks in advance to go in approximately 300 student swag bags.

Moses Lake Air Show (June 12-13, 2026) - Tina (CENW) and Angie (KSPS PBS Education) participated in this annual family-friendly aviation event, which attracted 4,700 attendees. They educated visitors about Career Explore NW, KSPS PBS, the station’s viewing area, how to access programming, and membership opportunities. This marked the first time KSPS PBS and CENW participated in an outreach event in the North Central Washington region. During the two-day tabling event Tina and Angie engaged with 465 people.



KSPS PBS booth at Spokane Public Schools Fifth Grade Career Fair



NW Intermountain Dream It. Do It. Conference

Internship Programs

Broadcast Engineering Internship Program

Recruitment/Selection Process:

KSPS PBS partners with Spokane Community College's Electronics Engineering program to provide students with hands-on experience in broadcast engineering and operations. Interested students are recruited through the college and submit a resume and cover letter describing their interest in the internship, career goals, and how they hope to apply the skills gained through the program.

KSPS Engineering staff review applications and select candidates based on their qualifications, career interests, the objectives of the internship, and the needs of the department.

Number/Frequency of Interns:

KSPS generally hosts one Broadcast Engineering Intern each academic semester.

Internship Period:

Internships generally last 12–16 weeks and align with Spokane Community College's academic calendar.

Departments:

Primarily Engineering, with additional exposure to Production and Master Control operations.

Training and Skills Development:

Interns receive practical, hands-on experience in:

- Broadcast engineering and technical operations
- Studio and production workflows
- Cable fabrication
- Master Control operations
- Basic television production support
- Technical troubleshooting methodologies
- Networking and IP-based systems
- RF transmission fundamentals
- Technical documentation practices
- Supporting live broadcasts where reliability and uptime are critical

The internship is designed to provide meaningful real-world experience in public media technology while helping students develop skills applicable to careers in broadcast engineering and related technical fields.

Marketing and Communications Internship Program

Recruitment/Selection Process:

Due to the timing of the 2026 internship and an upcoming staff leave, a formal external recruitment process was not conducted for this internship cycle. The intern was selected based on interest and qualifications. KSPS PBS plans to use a broader recruitment process for future Marketing internships, including outreach to schools, colleges, and/or public postings.

Number/Frequency of Interns:

Generally one intern. For 2026 May-June

Department:

Marketing

Training and Skills Development:

The Marketing intern receives hands-on experience in public media marketing and communications. Training and responsibilities include:

- Writing promotional copy
 - Creating social media content, including vertical video
 - Producing print and digital marketing materials
 - Learning and applying PBS branding standards
 - Using Adobe Creative Suite, including Premiere, Illustrator, InDesign, and Photoshop
 - Analyzing audience engagement on social media
 - Assisting with campaigns promoting station initiatives, community events, and fundraising activities
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