EEO Public File Report

KCTS-TV, Seattle, WA and KYVE, Yakima, WA

October 1, 2025-September 30, 2026

Positions Filled

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
	Donor Stewardship Officer	10.1.2025-11.17.2025	11.17.2025	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media website, Facebook, X	1	0
				Indeed	0	0
				Idealist	4	0
				Pink Jobs	0	0
	Media Operations Manager	10.2.2025-11.25.2025	11.25.2025	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	4	1
				Indeed	5	0
				Media Match	0	0
				Minority Professional Network	0	0
				Word of mouth	2	0
	Events and Facilities Project Manager	10.9.2025-11.21.2025	11.21.2025	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media website, Facebook, X	0	0
				Indeed	2	0
				Idealist	2	0
				Pink Jobs	0	0
				**UW Newsletter	1	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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	Receptionist	10.15.2025-12.8.2025	12.8.2025	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	3	0
				Indeed	1	0
				Craigslist	4	0
				**LinkedIn	3	1
				**Google	1	0
				Pink Jobs	0	0
	Video Editor	10.16.2025-12.17.2025	12.17.2025	Cascade Public Media Internal Announcement	1	0
				Cascade Public Media website, Facebook, X	0	0
				Indeed	4	0
				Employ Diversity	0	0
				**Zip Recruiter	0	0
				**LinkedIn	1	0
				Word of Mouth	4	1
				**Hiring Café	2	0
	Audience Program Manager	10.17.2026-5.12.2026	5.12.2026	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media website, Facebook, X	1	0
				Idealist	2	0
				Indeed	0	0
				Pink Jobs	0	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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	Senior Financial and Budget Analyst	11.3.2025-12.02.2025	12.02.2025	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	0	0
				Indeed	5	0
				Idealist	2	1
				Minority Professional Network	0	0
				Washington Society of CPAs	0	0
				**Glassdoor	1	0
				Word of mouth	2	0
	Admin Assistant – Philanthropy Coordinator	11.4.2025-12.17.2025	12.17.2025	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	4	1
				Indeed	2	0
				Idealist	5	0
				Pink Jobs	0	0
				**LinkedIn	1	0
	Multimedia Editor	11.20.2025-01.12.2026	01.12.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	4	0
				Indeed	2	0
				Employ Diversity	0	0
				Word of mouth	4	1
				**Zip Recruiter	1	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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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
	Production Technician III	01.26.2026-03.11.2026	03.11.2026	Cascade Public Media Internal Announcement	4	1
				Cascade Public Media website, Facebook, X	0	0
				Pink Jobs	0	0
				Work Source WA	0	0
				Indeed	2	0
	Senior Digital Designer	02.06.2026-03.26.2026	03.26.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	2	1
				Indeed	0	0
				Idealist	0	0
				Pink Jobs	0	0
				Dribble	0	0
				**LinkedIn	2	0
				**Hiring Cafe	1	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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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
	Marketing Manager	02.19.2026-03.25.2026	03.25.2026	Cascade Public Media Internal Announcement	2	0
				Cascade Public Media website, Facebook, X	2	0
				Idealist	3	1
				Indeed	0	0
				Minority Professional Network	0	0
				Mediabistro	0	0
				**University of Washington Newsletter	2	0
				**Zip Recruiter	2	0
				**LinkedIn	1	0
	Membership Digital Specialist	03.09.2026-04.22.2026	04.22.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	5	1
				Idealist	2	0
				Pink Jobs	0	0
				Indeed	0	0
				Philanthropy NW	0	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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	Social Media Marketing Specialist	04.17.2026-05.28.2026	05.28.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	2	0
				Minority Professional Network	0	0
				Idealist	0	0
				Indeed	2	0
				Word of mouth	2	1
				**Google	2	0
	Receptionist (Part-Time)	04.21.2026-05.28.2026	05.28.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	0	0
				Idealist	5	1
				Craigslist	1	0
				Pink Jobs	0	0
				**Google	1	0
				Indeed	5	0
	Director of Digital Products and Technology	06.09.2026-07.17.2026	07.17.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	0	0
				Greater Public	0	0
				Indeed	4	1
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

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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
	Data and Analytics Manager	06.09.2026-08.05.2026	08.05.2026	Cascade Public Media Internal Announcement	0	0
				Cascade Public Media website, Facebook, X	2	0
				Idealist	0	0
				Greater Public	0	0
				Indeed	2	1
				Word of mouth	2	0
	Media Asset Manager Program Manager	06.23.2026-07.22.2026	07.22.2026	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media website, Facebook, X	2	0
				Minority Professionals Network	0	0
				LinkedIn	0	0
				Indeed	0	0
	Broadcast Equipment Technician	07.28.2026-9.18.2026	9.28.2026	Cascade Public Media Internal Announcement	2	1
				Cascade Public Media website, Facebook, X	0	0
				Craigslist	0	0
				Pink Jobs	0	0
				Indeed	2	0
				Glassdoor	2	0
				**LinkedIn	2	0
	*See attached list of recruitment sources for contact information **We did not actively post with this source.					

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies			
Recruitment Source	**Contact Information**	**Total Interviewed**	**Entitled to Notification**
Cascade Public Media Internal Announcements & Bulletins (Internal website and internal e-newsletter) 316 Broadway, Seattle, WA 98122	206.728.6463 Human Resources Generalist	19	N
Cascade Public Media Website, Facebook & Twitter 316 Broadway, Seattle, WA 98122	https://www.cascadepublicmedia.org/careers 206.728.6463 Human Resources Generalist	32	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
Bates Technical College S Yakima Ave Tacoma, WA 98405	https://www.batestech.edu/	0	N
Black Careers Women's Network	https://bcwnetwork.com/	0	N
Craigslist San Francisco, CA	http://seattle.craigslist.org/	5	N
Employ Diversity San Jose, CA 95126	https://www.employdiversity.com/	0	N
Foundation List Milwaukie, Oregon	https://www.foundationlist.org/	0	N
Glassdoor Mill Valley, CA	https://www.glassdoor.com/index.htm	3	N

Greater Public Austin, TX	https://greaterpublic.org/ 800.454.2314	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	25	N
HiringCafe	Hiringcafe.com	3	N
Indeed Stamford, CT	http://www.indeed.com	38	N
Indigenous Journalism Association 395 W. Lindsey St., Norman, OK 73069	https://www.naja.com/	0	N
Institute for Nonprofit News Los Angeles, CA	https://inn.org/ 818.582.3560	0	N
Journalism Jobs Berkeley, California	http://www.journalismjobs.com/index.php 510-508-7386	0	N
LinkedIn Sunnyvale, CA	https://www.linkedin.com/	10	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 Society of Black Engineers	https://nsbe.org/	0	N

The Nonprofit Network Los Angeles, CA	http://thenonprofitnetwork.org/login.php	0	N
Philanthropy NW Seattle, WA	https://philanthropynw.org	0	N
Pink Jobs	Pink-jobs.com	0	N
Public Media Jobs	https://jobs.current.org/	0	N
Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	sbe.org	0	N
WA Society of CPAs	https://app.wscpa.org/job-postings	0	N
Women of Color in Fundraising and Philanthropy	https://www.woc-fp.com/	0	N
Worksource	https://www.worksourcewa.com/ 888-316-5627	0	N
Zip Recruiter	https://www.ziprecruiter.com/ (877) 252-1062	3	N
Other	Job Search Engines, Career Fair, etc.	5	N/A
Referrals: "word of mouth"	Various Cascade Public Media Employees; Broadcast Community Members	18	N/A
TOTAL INTERVIEWS:		**161**	

Outreach Initiatives

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.	01.08.2026	Hosted Students	The Bush School (high school) Social Justice filmmaking class/group of 9 high school students & their 2 teachers met with the Director of Digital News, Cascade PBS. It was an opportunity for the students to talk with professionals who make documentaries and hear about their strategies for conceptualizing ideas and creating in-depth videos featuring local stories.	Director of Digital News
2.	04.11.2026	The SeaDoc Workshop	Production Manager spoke on a panel at this workshop that is described as the best documentary filmmakers talk about their craft. This workshop is for professional and aspiring documentary filmmakers.	Production Manager
3.	06.06.2026	Ideas Festival	The Cascade PBS Ideas Festival is a full-day event featuring live podcasts and studio television recordings. Journalists, newsmakers, and thought leaders from around the world take on hot topics making news and the biggest issues of our time.	Various Team Members
4.	06.09.2026	Hosted Students	Park Place Middle School visited Cascade PBS to get a tour and insights into what we do and how we do it.	Director of Digital News

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 complements 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
Editorial Fellow	Washington State University	1	Director of Digital News

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
10.02.2025	Virtual	Practical Year-End Strategies Every Mid-Level Fundraiser Should Know	A webinar where they will share practical strategies every mid-level fundraiser needs to finish strong and build lasting momentum into the year ahead.	Annual Giving Program Manager
10.09.2025	Virtual	PBS Passport Product and Content Updates Station Webinar	In this session, you'll hear from our Product Management team who will walk-through recent and upcoming technical and product messaging updates. Then, the Distribution Strategy and Operations, and Multiplatform Marketing teams will share upcoming content and related marketing materials, with time reserved at the end for a Q&A.	Membership Campaign Project Manager
10.14.2025	Virtual	FY26 Integrated Fundraising Series: End-of-Year Prep - Workshop	Prepping for End of Calendar Year. How to prep for a successful Calendar Year End, including Giving Tuesday, Pledge Events, and integrating current events.	Membership Campaign Project Manager Annual Giving Program Manager
10.16.2025	Virtual	Beyond the Report: Live Q&A on Giving Trends	Join us for the second installment of our Giving USA conversation, where we'll build on the findings of the Giving USA 2025 report and explore how nonprofits can adapt to the shifting landscape.	Annual Giving Program Manager
10.28.2025	Virtual	FY26 Integrated Fundraising Series: Donor Impact - Workshop	Workshop roundtable to go over strategies	Membership Campaign Project Manager Annual Giving Program Manager
10.28.2025-10.30.2025	Virtual	Adobe Max Conference	Adobe MAX is an annual creativity conference hosted by Adobe, where they showcase the latest innovations in creative software, offer hands-on workshops, and feature inspiring keynote presentations from top creatives and industry leaders. It's a big event for anyone in the design and creative fields.	Senior Motion Graphics Designer Visual Designer II
11.06.2025	Virtual	Unlocking the Power of DAFpay	More donors are opening Donor Advised Fund (DAF) accounts to grow their giving through investment. Thanks to Engaging Networks' partnership with Chariot and an integration with their DAFpay tool, it can take just a couple of clicks to complete a DAF gift without navigating away from your	Annual Giving Program Manager

			website. Are you ready to supercharge your fundraising with DAFpay?	
11.06.2025	Virtual	Fidelity Charitable® Nonprofit Information Session: End-of-Year 2025	Went over information about DAFs in Fidelity, how to reach DAF donors, and how to update nonprofit info on Fidelity's site.	Annual Giving Program Manager
11.13.2025	Virtual	Elevating Performance: A Modern Framework for Success	Join us for a 90-minute webinar designed to equip people leaders in small and mid-sized businesses with a modern, practical approach to performance management. Learn how to move beyond outdated review cycles and build a culture of continuous improvement, strategic alignment, and employee development.	Vice President of Human Resources
11.19.2025	Virtual	Maximize DAF Giving This Year End	Join the Chariot team for an in-depth discussion on the ways that organizations are unlocking more DAF giving on Giving Tuesday and the whole month of December. We'll cover: • Where the biggest opportunities are for DAFs across your fundraising efforts. • What tactical steps fundraisers are taking to activate more DAF donors. • How organizations are finding the most success with DAFpay & other innovations for DAF giving.	Annual Giving Program Manager
12.02.2025	Seattle, WA	Seattle Foundation Lunch and Learn	A roundtable discussion with corporate funders and nonprofits on bridging the gap between what corporate funders want from nonprofits and vice versa.	Vice President and Revenue Officer
12.17.2025	Virtual	PBS Town Hall	At the last Town Hall of 2025 there will be a walk through of the PBS strategy and highlight recent and upcoming distribution deals as well as an update on what we can expect for app updates and the Passport Roadmap in 2026.	Membership Campaign Project Manager Annual Giving Program Manager
01.08.2026	Virtual	The Future is Now: Visions and Practices for a Better Public Media	Public Media for All's 6th annual Day of Action & Education where leaders from a range of organizations and backgrounds share their visions for a better public media and the practices they're putting in place now to get us there.	Culture and Engagement Program Manager
01.12.2026	Virtual	WPGC webinar: Top 10 legacy fundraising strategies from scientific research	Professor James brings together scientific results from economics, neuroscience, psychology, demographics, and other disciplines to present the 10 most important and effective strategies for	Planned Giving Assistant

			increasing fundraising success in planned gifts.	
01.14.2026	Virtual	Association of Fundraising Professionals (AFP)-Charitable Giving Post-OBBBA	The One Big Beautiful Bill Act (OBBBA) contained the most sweeping tax changes impacting charitable giving in the past few decades, including many priorities of the bipartisan Charitable Act. Join panelists from AFP Global, CASE, The Nonprofit Alliance, and Arnold & Porter for a conversation on the future of philanthropy, and what fundraisers, donors, and nonprofits can expect in the future.	VP and Chief Revenue Officer
01.20.2026	Virtual	AFP Advancement Northwest Presents: Think Taxes Are Boring? Think Again. 2026 Tax Changes Fundraisers Should Not Ignore	This webinar provides nonprofit leaders, finance teams, and fundraisers with a clear, practical overview of the tax changes taking effect in 2026 and what they mean for your mission. This session breaks down the key provisions affecting charitable giving, donor behavior, UBIT, political activity, and financial reporting—translating complex rules into actionable guidance. Participants will learn how to prepare their organizations strategically, strengthen compliance, communicate effectively with boards and donors, and identify opportunities within the shifting tax landscape.	Annual Giving Program Manager
01.21.2026	Virtual	FreeWill webinar: How the smartest fundraisers are preparing for 2026 success	After a year of change and uncertainty, many are asking: what worked in 2025, and what needs to shift as we head into a new fundraising landscape? How can teams cultivate loyal donor relationships and still hit higher goals in the year ahead?	Planned Giving Assistant
01.29.2026	Virtual	Public Media Giving Days Kickoff	Overview of assets and strategies for the upcoming Public Media Giving Days Campaign.	Membership Campaign Project Manager
02.04.2026	Virtual	The Mid-Level Moment: How to identify, engage, and grow mid-level donors in your file	In this webinar, Carl Bloom Associates will share a realistic approach to defining mid-level donors, identifying them in your data, and prioritizing outreach for a small development team.	Annual Giving Program Manager
02.11.2026	Virtual	ArtsFund Financial Clarity for Creative Sustainability with C. Lorenzo Evans III	This session brings together arts and culture leaders at all levels to explore how financial statements, cash flow, key performance indicators, and economic conditions shape an organization’s ability to do its best work. Designed for managers,	VP and Chief Revenue Officer

			staff, artists, and grant awardees alike, the session reframes finance as a practical, accessible tool that supports transparency, sustainability, and informed decision-making. Participants will gain a clearer understanding of how financial planning and honest budgeting strengthens organizations, supports programs, and creates the stability needed for meaningful creative impact.	
02.19.2026	Virtual	How to Maximize Donor Advised Funds	Join us for this webinar featuring a variety of special guests, including National Managing Director at Non-Profit & Foundation Advisory Principal, & Advisor to Non-Profits, Foundations & Families; Associate Regional Director of Development, Mid-Atlantic National Philanthropic Trust, and Senior Client Experience Leader at Veritus Group.	Annual Giving Program Manager
02.23.2026	Virtual	Stewardship Deep Dive: Build and Execute a Retention-Focused Stewardship Plan	In this practical webinar, we'll take a step-by-step look at how intentional stewardship supports donor retention and long-term value, and how stations can put a clear, realistic plan into action right away.	Annual Giving Program Manager
02.24.2026	Seattle, WA	Culture & Engagement All-Staff Training: Five Elements of Collaboration	Internal, annual all-staff culture & engagement training. This was a dynamic, in-person, 5-hour workshop that explored ways to better understand ourselves and each other with the purpose of better communication and collaboration through change.	All Team Members
03.11.2026	Virtual	The Video Playbook for Comms & HR Leaders	Vimeo's 2025 State of Video at Work report to help you move past the chaos of fragmented tools and siloed content. They'll show you how to justify a unified strategy that doesn't just check a box but drives real engagement and measurable ROI for your people.	Culture and Engagement Program Manager
03.11.2026	Virtual	Association of Fundraising Professional (AFP) - How to Successfully Steward Donors: The Hands-On Approach	This session is a hands-on approach that explores practical strategies to transform stewardship into lasting donor relationships. Moving beyond simple acknowledgments, this workshop emphasizes authentic recognition, transparency, and personalized engagement that demonstrate true impact.	VP and Chief Revenue Officer

			Attendees will leave equipped to create a donor-centered stewardship plan that fosters trust, strengthens retention, and establishes a culture of gratitude within their organizations	
03.18.2026	Virtual	Don't Shoot the Messenger: When HR has to Deliver the Hard News	HR is often asked to deliver the hardest news — layoffs, return-to-office policies, benefit changes, and more. But should HR really be the messenger? In this panel, VP Marketing of Leapsome speaks with Chief People Officer of LaRosa's, Inc., Chief People Officer of Ethena, and CEO & Founder of People Function about how HR leaders can communicate tough decisions with context, accountability, and empathy.	Culture and Engagement Program Manager
03.24.2026	Virtual	Mid-Level Donors, Major Impact: The Missing Bridge Between Your Annual Fund and Major Gifts	In this strategy-forward webinar, AGP's Ryan Carpenter will walk through proven strategies for strengthening your mid-level program and turning this overlooked donor segment into a powerful pipeline for major gifts.	Annual Giving Program Manager
03.25.2026	Virtual	BIG Presents: Nielsen 101 – Local TV Basics	Let's learn about the fundamentals of Nielsen Local TV audience measurement. This webinar will provide a clear overview of how Nielsen measures U.S. television audiences and how this data supports decision-making across public media.	Annual Giving Program Manager
03.26.2026	Virtual	Engage Corporate Employees and Strengthen Partnerships	Employee engagement is often the bridge between corporate interest and long-term partnership. When structured thoughtfully, volunteer programs and events can deepen ties and create shared value. Participants will leave with practical approaches to apply immediately, whether you are initiating your first corporate partnership or refining an existing program.	Membership Director
04.01.2026	Virtual	PGCalc webinar: Endowment Building Q&A	In this webinar, PGCalc will review the five key keystones to building a robust endowment, then open it up for all your endowment-related questions.	Planned Giving Assistant
04.08.2026	Virtual	Optimize & Scale Recognition with Human Intelligence	With Human Intelligence, peer-enabled recognition, and predictive AI, HR leaders finally have the tools to see what drives performance and retention - and act on it in real time. This session explores how to break free from generic recognition models and build a system that drives measurable business outcomes.	Culture and Engagement Program Manager Senior HR Generalist HR Generalist

04.08.2026	Virtual	Bridging the Deskless Divide: Practical Recognition Strategies that Drive Retention	Practical frameworks and real-world tactics for building recognition strategies that truly work for offline and frontline populations.	Culture and Engagement Program Manager Senior HR Generalist HR Generalist
04.08.2026	Virtual	From Quiet Quitting to Loud Retention: How HR Teams Fix the Experience Gap	Quiet quitting is about a deeper root issue for organizations. This session walks through a practical framework for diagnosing where your experience gaps live, share current data on what's actually driving attrition and engagement today, and spotlight real examples of organizations that have successfully made this shift.	Culture and Engagement Program Manager Senior HR Generalist HR Generalist
04.20.2026	Virtual	Workplace Giving: The Strategies that Win	In this session we'll discuss end-to-end strategies for workplace giving that lead to a significantly larger and more durable revenue stream. From spurring more utilization among your donors, to more effectively processing these complicated donation files, to leveraging that higher quality data to build more strategic partnerships.	Annual Giving Program Manager
04.22.2026	Virtual	The DAF Opportunity: How Nonprofits Can Capture More Donor-Advised Fund Gifts	In this conversation, we will explore why DAF giving is growing so rapidly, how DAF donors differ from traditional donors, why these gifts are often larger and more consistent, and practical ways to reduce friction, identify DAF donors already in your file, and encourage more DAF giving during key campaigns.	Annual Giving Program Manager
04.28.2026	Virtual	How to Bust the Summer Fundraising Slump – and Walk Into Fall With Momentum	Learn practical strategies for staying engaged with your donors over the summer without burning yourself out. You'll learn what to send (e-stories, donor reporting letters, urgent e-appeals), when to send it, and how to use the slower summer months for major donor face time (and securing matching gifts for fall and year-end).	Annual Giving Program Manager
04.28.2026	Seattle, WA	Navigating the Revolution in HR: How People Leaders can be Empowered in an Era of AI and Rapid Change	At our conference of HR leaders, we'll explore new frontiers in talent acquisition, skills-based workforce planning, learning and development, employee well-being, total rewards, and inclusion. All of these probing conversations will explore what it means to design a workplace for the next era: one where technology enhances, rather than replaces, human potential.	Vice President of Human Resources Culture and Engagement Program Manager

BROADCAST EEO – Public File Report

05.04.2026- 05.06.2026	Virtual	AWS Security Essentials	This course covered fundamental AWS security concepts, including access control, data encryption, and network security.	Lead Network and Systems Administrator
05.05.2026- 05.07.2026	Austin, Texas	PBS Annual Meeting	The PBS Annual Meeting is the premier gathering of public television colleagues and decision-makers representing PBS member stations. This national event brings together general managers, programmers, producers, development leaders, and promotion, communication, education, and digital professionals to spotlight PBS content while sharing new and innovative ideas to meet the changing funding and media environment.	President and CEO Vice President of Meida and Innovation Director of Programming, Marketing and Communications Senior Director of Data and Analytics Business Development Manager
05.06.2026	Virtual	Cascade PBS: Introduction to Donor Advised Funds Webinar	Donor advised funds are one of the most flexible giving tools available, yet many donors have never used one. Join Cascade PBS and special guest advisors from Brighton Jones on May 6 at 12 pm for a free 60-minute introductory webinar.	VP and Chief Revenue Officer
05.07.2026	Seattle, WA	Henley Live	Henley Live 2026 is a leadership development event in Seattle created for HR professionals, directors, people managers, and emerging leaders who want to lead with more confidence and clarity. It's more than a sit-and-listen conference. This is an interactive leadership training experience where you'll engage in meaningful conversations, hands-on workshops, and community building that will help you grow immediately.	Vice President of Human Resources Culture and Engagement Program Manager Production Manager Media Operations Manager Controller Estate Gift Planning Director
05.11.2026	Virtual	Employment Law Updates	This was a session for HR professionals that covered recent employment law updates for Washington state and Oregon.	Vice President of Human Resources Culture and Engagement Program Manager Senior HR Generalist
05.25.2026	Virtual	Q2 2026 State of Fundraising	Metrics on the current state of fundraising within PBS and similar stations.	Membership Digital Specialist
05.28.2026	Virtual	Increasing Mid-Level Revenue with AI Agents: The Mid-Level Revolution	Virtual webinar AI in fundraising to increase revenue at mid-level	VP and Chief Revenue Officer
06.02.2026	Redmond, WA	AI for Nonprofits	You'll gain practical, real-world insights into how AI can support your organization's mission, grounded in responsible and ethical use.	Vice President and CFO Senior HR Generalist HR Generalist Marketing Manager

06.04.2026	Virtual	GivingIQ webinar: Strategic Giving Simplified: New Ways to Diversify and Grow Funding	Tap into non-cash assets, build a diversified nonprofit funding portfolio, leverage technology and data, and consider long-term resilience.	Planned Giving Assistant
06.04.2026	Bellevue, WA	AFP Northwest 2026 Annual Conference	Designed for development professionals at every career stage—from emerging fundraisers to seasoned executives—the event features a dynamic keynote with writer/speaker Vu Le, multiple concurrent session tracks, and an inspiring closing session. Attendees gain practical insights into the industry's most pressing topics, including intergenerational giving, ethical AI in fundraising, and community-centered philanthropy, all while connecting with a powerful network dedicated to creating lasting social impact.	Major Gift Officer Donor Stewardship Officer
06.11.2026	Virtual	Decisions corporate funders make when supporting the social sector	On June 11, our Corporate Connections Virtual program will feature Founder & CEO of Cause Consulting. Mark will be interviewed about the trends he's seeing in corporate giving, including how companies are approaching funding decisions, social impact investments, and budget allocations in today's economic climate.	VP and Chief Revenue Officer
06.17.2026-06.19.2026	Orlando, FL	SHRM Annual Conference	The largest gathering of human resources professionals that brings together tens of thousands of HR leaders, executives, and business owners for networking, professional development, and expert-led sessions on workplace trends, labor laws, and management strategies.	Senior HR Generalist
06.18.2026	Virtual	On-Air Fundraising Programming Webinar	Join PBS, PBS Distribution, and APT for an informational webinar to detail our new partnership to support fundraising programming.	Membership Campaign Project Manager
06.23.2026	Virtual	Why bad creative happens to good people (and what to do about it)	An exploration of creative process, the barriers that hold us back, and the solutions that work. Find out how you can build a program that encourages creativity and routinely delivers exceptional creative, time after time.	Membership Campaign Project Manager
06.23.2026	Virtual	Give Me 50 Mins, I'll Show You How Public Media Can Win on YouTube	This session presents a complete strategic framework PBS Digital Studios used to grow YouTube views by up to 1,700% year-over-year while also maintaining educational integrity. You'll learn why most videos fail	Marketing Manager

			before filming begins, how to maximize clicks (without clickbait), how the YouTube algorithm ACTUALLY works (from someone who worked at YouTube for 5 years), and the systems Digital Studios employs to systematically diagnose and improve performance.	
07.08.2026-07.10.2026	Chicago, IL	Public Media Growth Conference	The Public Media Growth Conference connects fundraising, programming, marketing, and leadership to build resilient, audience-first models for the future. PMGC offers a collaborative exchange of ideas and strategies from stations across the country where public media's revenue and marketing professionals solve our industry's toughest challenges and fuel our greatest ambitions.	Membership Campaign Project Manager
07.15.2026	Seattle, WA	FundraiseUp Donor Session	An all-day seminar for fundraising professionals focused on annual giving, digital giving, and monthly giving.	Donor Stewardship Officer
07.15.2026	Virtual	Beyond The Basics: Segments	Training on best practices to use when building segments within the Engaging Networks tool.	Membership Digital Specialist
07.28.2026-07.29.2026	Virtual	Accelerated Fundraising Bootcamp	Two-day webinar and activity series from PBS station services on a wide range of fundraising topics	Donor Stewardship Officer
07.29.2026	Virtual	FreeWill webinar: Grow Your Planned and Non-Cash Giving for Public Media	Grow your planned giving program without increasing headcount. Start a conversation. Our planned giving platform helps organizations of all sizes drive new gift commitments.	Planned Giving Assistant
07.22.2026-07.23.2026	Virtual	Double-the-Donation: Corporate Sponsorships & Partnerships Summit July 2026	Two-day virtual summit to learn improved practices, insights, strategies for Corporate Sponsorship and Partnerships	VP and Chief Revenue Officer
07.28.2026-07.29.2026	Virtual	PBS Accelerate Fundraising Bootcamp	During this two-day virtual event, attendees will: explore practical approaches to improve fundraising performance and respond to evolving donor expectations, learn strategies to strengthen donor relationships and deepen engagement, build a network of public media professions navigating similar opportunities and challenges, and gain access to timely insights, tools, and examples shared by PBS and member stations.	Major Gift Officer Administrative Assistant – Philanthropy Coordinator Membership Digital Specialist

08.04.2026	Virtual	Tier-ing Up Membership: Creative Strategies to Drive Membership | 2026 Summer School	This session will spotlight innovative membership level strategies from WUCF, Nebraska Public Media, and WTCI, highlighting how creative tiers, such as Family Clubs, Sports Clubs, Pets Clubs and other mission-aligned offerings, can drive Membership growth while reinforcing the value of public media.	Membership Campaign Project Manager
08.13.2026	Virtual	A Practical Guide to Paid Media for Public Media Stations	This session will show how accessible and scalable paid media campaigns can be for PBS stations, even with limited staff and modest budgets. Join us as we demystify paid media and leave attendees confident that these tools are achievable and adaptable for their own stations.	Marketing Manager
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08.25.2026	Virtual	FreeWill Webinar: Ask the Experts	Webinar on growth of planned giving in recent years	Donor Stewardship Officer
08.25.2026	Virtual	2025 M+R Benchmarks: Trends, Surprises, and Opportunities for Public	You'll leave with practical insights, planning benchmarks, and fresh ideas to test in your own fundraising program.	Marketing Campaign Specialist
09/10.2026	Virtual	FreeWill Giving Season Summit	Webinar on strategies for fundraising during election years and at end of year	Donor Stewardship Officer
09.15.2026	Virtual	Email Academy: Automations that Win Subscribers	Webinar focused on how to grow email automations that increase email subscribers.	Membership Digital Specialist
09.22.2026	Virtual	Annual/Year-Round Corporate Sponsorships - What's Working for Your Organization?	Virtual webinar on how to create year-long and/or multi-year sponsorships	VP and Chief Revenue Officer
09.22.2026	Virtual	FreeWill 8 Practical Steps for End of Year	Webinar on end of year fundraising strategies	Donor Stewardship Officer
9.23.2026-9.25.2026	Virtual	Administrative Professionals Course	Attendees will learn to: Get greater results with people - even when you are not in charge, cope with difficult co-workers and others who create stress in your environment, identify your emotional intelligence strengths and weaknesses and	Senior Executive Assistant and Office Manager

			develop strategies for enhancing your EQ, communicate your ideas persuasively to your boss, influence your colleagues to support your proposals and convince your team to "buy in," receive numerous tips for successfully working with others as part of a team, learn to handle the three types of events that erode your effectiveness – the unimportant task, the unanticipated task and other people's priorities, solve project issues quickly and come in on time – every time and develop strategies for preventing, reducing, and managing stress.	
09.27.2026-10.02.2026	Denver, CO	National Press Photographer Association - Advanced Storytelling Workshop	This is a hands-on conference for anyone who works with video. You will shoot two stories in or near Denver and get instant feedback on your work. We will help you craft video stories from pitch to final product. This workshop is designed for video journalists with some experience and is perfect for both reporter/photographer teams and solo video journalists as well.	Multimedia Journalist (2)

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

No.	Date	Location	Description	Scope of Involvement	Personnel Involved
1.	Various	Virtual	Anti-Harassment Training	Workplace Harassment Awareness for Managers and Supervisors is tailored for leaders. The course provides clear guidance on recognizing and preventing harassment, while outlining a manager's responsibility to respond promptly and appropriately.	Marketing Manager Media Operations Manager
2.	02.24.2026	Seattle, WA	DEIB Training	Internal, annual all-staff culture & engagement training. This was a dynamic, in-person, 5-hour workshop that explored ways to better understand ourselves and each other with the purpose of better communication and collaboration through change.	Production Manager Estate Gift Planning Director Director of Major Gifts Donor Operations Manager VP of Human Resources Membership Director Director of Programming and Marcom VP and CFO Design Director Media Operations Manager VP and CTO Events Director Engineering Manager Director of Corporate Sponsorship VP and Chief Revenue Officer VP of Media and Innovation Donor Relations Manager SVP and COO President and CEO Director of Digital News Sr Executive Assistant and Office Manager Controller
3.	06.02.2026	Seattle, WA	Boundaries Lunch & Learn	From an equity and power dynamics lens, this lunch and learn will focus on building healthier, more sustainable ways of working by learning how to set, and keep, boundaries. This session will introduce practical tools to manage capacity, reduce burnout, and maintain excellence, all to help you thrive without overextension.	Estate Gift Planning Director Director of Major Gifts Membership Operations Manager Vice President of Human Resources Vice President and Chief Revenue Officer Donor Relations Manager Controller