

## 2017 ANNUAL EEO PUBLIC FILE REPORT

Period Covered ("Period"): December 1, 2016 through November 30, 2017

Station comprising the reporting Station Employment Unit:

KUSD TV; KBHE-TV; KCSD-TV; KDSD-TV; KESD-TV; KPSD-TV; KQSD-TV; KTSD-TV; KZSD-TV; KUSD; KBHE-FM;  
KDSD-FM; KESD; KPSD-FM; KQSD-FM; KTSD-FM; KZSD-FM

### Job Announcements

i. Job Title	Date Filled	ii. Recruitment Sources	iii. Hiree Referral Source	iv. Number of People Interviewed
On Air Host/Producer	12/14/2016	General*	Online Job Postings	4
News Producer	12/20/2016	General*	Online Job Postings	1
Sr. Communications Maintenance Technician	4/17/2017	General*	SDWORKS	5
News Producer	6/4/2017	General*	Internal Job Posting	6
Videographer/Editor (2 positions)	8/22/2017	General*	Other	5
News Producer	11/13/2017	General*	Other	2

### **Recruitment Source.**

\*General = All State Job Announcements are sent to a voluntary LISTSERV of over 2,800 recipients, plus to the Bureau of Human Resources (BHR) web site, Public Broadcasting web site, and Department of Labor (SDWORKS) web site.

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel. No.</u>
LISTSERV	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
BHR Website	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
Public Broadcasting website	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
SD WORKS	Bureau of Human Resources	500 East Capitol, Pierre	773-3148

**v. Data**

Total Number of Persons Interviewed for full-time Vacancies: 23

Total Number of Interviewees by Recruitment Source:

LISTSERV: 0

BHR Website: 2

Public Broadcasting: 0

SD WORKS: 3

Friend/Existing Employee: 4

Internet Search/Online: 12

Did Not Indicate/Other: 2

**Engagement Initiatives**

**Outreach Activity #1 (Internship Program)**

South Dakota Public Broadcasting (SDPB) participated in the State of South Dakota Executive Internship program during the reporting period. Intern positions were announced for the summer, spring, and fall intern seasons, and SDPB hired 4-6 interns for each season. These internships provide valuable work experience for college students who are interested in a career in SDPB. SDPB offers multiple internships in Radio and TV Production.

**Outreach Activity #2 (Job Fairs)**

SDPB was represented by SDPB program managers at several Job Fairs during the period. Information concerning state employment and careers with State Government is provided at these events. A “Careers with South Dakota State Government” brochure (including a career with SDPB) is provided to participants seeking more information about employment. Representatives of SDPB attended the South Dakota State University Job Fair in January 2016 and January 2017 and attended the Fall Career Fair at the University of South Dakota (USD) Campus on October 20, 2016. In addition, SDPB attended the USD Media & Journalism Internship and Career Fair that was held at the USD Campus on October 24, 2016. This college job fair was hosted by USD's Department of Contemporary Media and Journalism and allows SDPB to advertise and showcase its opportunities to the USD student body as well as other local students and community members. The program managers at SDPB also network with the Mass Communications department at USD and all other state universities to develop relationships that will mutually benefit both entities. SDPB is located on the USD campus.