

2011 ANNUAL EEO PUBLIC FILE REPORT

Period Covered ("Period"): December 1, 2010 through November 30, 2011

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

I. Full-time vacancies filled during period

- | | | |
|----|---|---------------------------------------|
| 1. | Job Title: Associate Producer | Date Filled: September 9, 2011 |
| 2. | Job Title: Sr. Computer Support Specialist | Date Filled: October 3, 2011 |

II. Each recruitment or referral source ("source") used to seek candidates for each vacancy

- I. Job Title (from Section I above): **Associate Producer** Date Filled: **September 9, 2011**
Source: Bureau of Personnel web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. Hiree was referred from a current state employee. All State job announcements are sent to the following list:

Name	Email
Osborn, Rebecca	rebecca.osborn@state.sd.us
Olson, Deb	deb.olson@state.sd.us
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Rural Office/Community Service-Lake Andes	rocs@rocsinc.org
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Terry Lee	terry.lee@state.sd.us

2. Job Title (from Section I above): **Sr. Computer Support Specialist** Date Filled: **October 3, 2011**
Source: All State Job Announcements are sent to the list attached to Item 1 above, plus to Bureau of Personnel web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Sioux Falls Argus Leader and the Sioux City Journal. Hiree was referred from the internet.

III. Total number of persons interviewed for all full-time vacancies filled during period: 12

IV. Total number of interviewees for all full-time vacancies filled during period per source: 12

Source	Contact Person	Address	Tel. No.	Interviewees Referred (no.)
Internet	Bureau of Personnel	500 East Capitol, Pierre	773-3148	5
Job Fair	Bureau of Personnel	500 East Capitol, Pierre	773-3148	2
Current State Empl	Bureau of Personnel	500 East Capitol, Pierre	773-3148	2
Did not indicate	N/A	N/A		2
Friend	Bureau of Personnel	500 East Capitol, Pierre	773-3148	1

V. **Outreach Activities During Period:**

Outreach Activity #1 (Internship Program)

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. This internship provides 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)

South Dakota Public Broadcasting (SDPB) was represented by the State of South Dakota Recruiter 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. Also, South Dakota Public Broadcasting had a separate booth at the USD Career & Graduate School Job Fair that was held at the USD Campus on October 27, 2011. The program managers at SDPB have been networking with the Mass Communications department at USD to develop relationships that will mutually benefit both entities.

Equal Employment Opportunity Policy

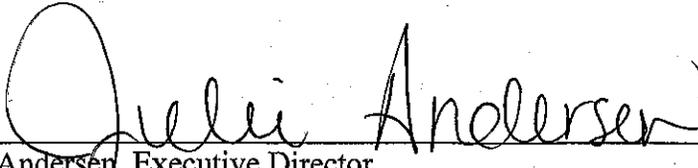
This is to affirm the South Dakota Public Broadcasting (SDPBS) policy for providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives, and regulations of federal, state and local governing bodies or agencies.

SDPBS will not discriminate against or harass any employee or applicant for employment because of race, creed, religion, national origin, sex, disability, age, marital status, or status with regard to public assistance.

SDPBS will (1) Define the responsibility of each level of management to ensure vigorous enforcement of its policy of equal opportunity, and will establish a procedure to review and control managerial and supervisory performance; (2) Inform its employees and recognized employee organizations of the equal employment opportunity policy and program and enlist their cooperation, (3) Communicate its equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin, or sex, and solicit their recruitment assistance on a continuing basis; (4) Conduct a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions; (5) Conduct a continuing review of job structure and employment practices and adopt positive recruitment, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility.

SDPBS will disseminate this policy to all staff and will ask for cooperation in committing the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action Policy. SDPBS will communicate this equal employment opportunity policy to potential applicants without regard to race, color, religion, national origin, or sex.

SDPBS has appointed Kim Stahl to manage the Equal Employment Opportunity program. Her responsibilities include monitoring the Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action program, as required by federal, state and local agencies. This includes conducting a continuing review of employment practices to ensure equality of opportunity to participate fully in all organizational units, occupations and levels of responsibility. The Executive Director of SDPBS will review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact Kim Stahl, 500 East Capitol Avenue, Pierre, SD 57501 or call (605) 773-6940.



Julie Andersen, Executive Director
South Dakota Public Broadcasting

11/14/11

Date