1. Full Time Vacancies
   A list of all full-time vacancies filled by the station’s employment unit during the preceding year, identified by job title

<table>
<thead>
<tr>
<th>Position</th>
<th>Employment Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadcast Operations / Traffic Position</td>
<td>Full Time</td>
</tr>
<tr>
<td>Chief Technology Officer</td>
<td>Full Time</td>
</tr>
<tr>
<td>Broadcast Systems Technician</td>
<td>Full Time</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Full Time</td>
</tr>
<tr>
<td>Media IT Specialist</td>
<td>Full Time</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Full Time</td>
</tr>
<tr>
<td>Videographer/Editor/Producer</td>
<td>Full Time</td>
</tr>
</tbody>
</table>

2. Recruitment Sources Utilized for Each Search
   For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, contact person and telephone number. No recruitment sources have requested notification of vacancies. All postings coordinated and published by Debra Monahan, Pioneer Human Resources, 1 Pioneer Drive, Granite Falls, MN 56241 – (320) 289-2918

   **Broadcast Operations / Traffic Position**

   Postings:
   - Pioneer.org website
   - Pioneer Facebook Page
   - Pioneer LinkedIn Profile
   - Pioneer Twitter
   - Indeed website
   - MN Workforce @ Minnesotaworks.net
   - MN Council of Nonprofits @ jobs.minnesotanonprofits.org
   - Southwest State University / University of Minnesota Morris via Handshake
   - Minnesota West Community College @ collegecentral.com
   - Minnesota Broadcasters.com

   Print Ads – Gannett – eflannery@aberdeennews.com
   - Granite Falls Advocate
   - Star Advisor
   - Montevideo American News
Chief Technology Officer

Postings:

Current: [https://jobs.current/org](https://jobs.current/org) (PBS newsletter)

- Pioneer.org website
- Pioneer Facebook Page
- Pioneer LinkedIn Profile
- Pioneer Twitter
- Indeed website
- MN Workforce @ Minnesotaworks.net
- MN Council of Nonprofits @ jobs.minnesotanonprofits.org
- Southwest State University / University of Minnesota Morris via Handshake
- Minnesota West Community College @ collegecentral.com
- Minnesota Broadcasters.com

Broadcast Systems Technician

Postings:

- Pioneer.org website
- Pioneer Facebook Page
- Pioneer LinkedIn Profile
- Pioneer Twitter
- Indeed website
- MN Workforce @ Minnesotaworks.net
- MN Council of Nonprofits @ jobs.minnesotanonprofits.org
- Southwest State University / University of Minnesota Morris via Handshake
- Minnesota West Community College @ collegecentral.com
- Minnesota Broadcasters.com

Facilities Maintenance

Postings:

- Pioneer.org website
- Pioneer Facebook Page
- Pioneer LinkedIn Profile
- Pioneer Twitter
- Indeed website
- MN Workforce @ Minnesotaworks.net
- MN Council of Nonprofits @ jobs.minnesotanonprofits.org
- Minnesota West Community College @ collegecentral.com
Media IT Specialist

Postings:

Pioneer.org website
Pioneer Facebook Page
Pioneer LinkedIn Profile
Pioneer Twitter
Indeed website
MN Workforce @ Minnesotaworks.net
MN Council of Nonprofits @ jobs.minnesotanonprofits.org
Southwest State University / University of Minnesota Morris via Handshake
Minnesota West Community College @ collegecentral.com
Minnesota Broadcasters.com

Facilities Maintenance

Postings:

Pioneer.org website
Pioneer Facebook Page
Pioneer LinkedIn Profile
Pioneer Twitter
Indeed website
MN Workforce @ Minnesotaworks.net
MN Council of Nonprofits @ jobs.minnesotanonprofits.org
Minnesota West Community College @ collegecentral.com

Videographer / Producer / Editor

Postings:

Pioneer.org website
Pioneer Facebook Page
Pioneer LinkedIn Profile
Pioneer Twitter
Indeed website
MN Workforce @ Minnesotaworks.net
MN Council of Nonprofits @ jobs.minnesotanonprofits.org
Southwest State University / University of Minnesota Morris via Handshake
Minnesota West Community College @ collegecentral.com
Minnesota Broadcasters.com
3. **Recruitment Sources That Referred Hiree For Each Full Time Position Search**
   The recruitment source that referred the hiree for each full-time vacancy during the preceding year.

<table>
<thead>
<tr>
<th>Position</th>
<th>Recruitment Source for Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadcast Operations/ Traffic</td>
<td>Indeed website</td>
</tr>
<tr>
<td>Chief Technology Officer</td>
<td>In house consultant / interim</td>
</tr>
<tr>
<td>Broadcast Systems Technician</td>
<td>Referral</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Referral</td>
</tr>
<tr>
<td>IT/Media Specialist</td>
<td>MN West Community College Referral</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Indeed</td>
</tr>
<tr>
<td>Videographer/Editor/Producer</td>
<td>Website</td>
</tr>
</tbody>
</table>

4. **Total Number of Persons Interviewed By Each Recruitment Source**
   Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

<table>
<thead>
<tr>
<th>Position</th>
<th>Recruitment Source</th>
<th>Number of Interviewees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadcast Operations/Traffic</td>
<td>Indeed</td>
<td>1</td>
</tr>
<tr>
<td>Chief Technology Officer</td>
<td>In house referral – consultant</td>
<td>1</td>
</tr>
<tr>
<td>Broadcast Systems Technician</td>
<td>Referral</td>
<td>1</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Referral / Indeed</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>IT/Media Specialist</td>
<td>MN West Community College Referral</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Pioneer Website</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Indeed</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Facilities Maintenance</td>
<td>Indeed</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Pioneer Website</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Videographer/Editor/Producer</td>
<td>Website</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Indeed</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Facebook</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>6</td>
</tr>
</tbody>
</table>
5. **Prong 3 Initiatives**

Since Pioneer PBS is classified as a small market station, we are required to implement at least two initiatives every two-year reporting period (December 1, 2021 – November 30, 2023) as is outlined by the FCC. For the EEO reporting period of December 1, 2021–November 30, 2022, we have met three of the Prong 3 initiatives as follows:

(v) **Establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

During the reporting period, Pioneer PBS instituted a program to hire temporary part-time students from the technical programs at Yellow Medicine East High School, and mentor them in the areas of master control; engineering; and video production. Three students (1 female / 2 males) participated in these opportunities during a portion of the reporting period.

In addition, Pioneer PBS had the following intern positions during a portion of the reporting period:

(1) female African American intern from Southwest MN State University for Community Engagement.
(1) male Caucasian intern from MN West Community College for IT operations.

(viii) **Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

**Description:** Pioneer PBS is committed to ongoing staff development and training. During the past reporting period Pioneer PBS had various staff members participating in the following:

- NAB
- PBS General Managers Meeting
- Documentary Truthseekers Summit (refine documentary skills, networking and professional development for Senior Producer)
- Digital Immersion Capstone Event in Washington, DC

(xiv) **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**
Description: Prior to recruitment process, managers are trained on diversity and fair hiring practices. Employment ad and interview questions are reviewed to comply with EEO and Pioneer PBS guidelines.

All staff also participated in employee harassment awareness training through an online training program from the Corporation for Public Broadcasting.

On May 5, 2022, Leya Hale of TPT led a discussion about her journey as a native filmmaker with staff at Pioneer PBS. She is the producer of the documentary “Bring Her Home”, a story of missing and murdered indigenous women.

President and General Manager Shari Lamke continued regular meetings with SWIF’s Regional Coalition of Equity Allies along with regional business leaders. Working on best practices and exploring changing the narrative around social justice.