

KDSM
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	1-12, 14-40, 42-49	27
Automotive Sales/Marketing Consultant	1-11, 13-15, 17-19, 21-22, 24-30, 32- 33, 35-37, 39-50	28

KDSM**EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Briar Cliff University 3303 Rebecca St Sioux, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Fax : 1-712-279-5426 Joshua Cobbs	N	0
2	Buena Vista University 610 W Fourth St Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvu.edu Career Services	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	0
4	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
5	Chinese Association of Iowa 2803 160th St Urbandale, Iowa 50323 Phone : 515-988-0901 Email : iowachinese@yahoo.com Swallow Yan	N	0
6	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8581 Email : nyoung@coe.edu Nanci Young	N	0
7	Commission of Latino Affairs 321 E 12th St Lucas State Office Building Des Moines, Iowa 50309 Phone : 515-281-4080 Email : sonia.reyes-snyder@iowa.gov Fax : 1-515-242-6119 Sonia Reyes-Snyder	N	0

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8	Department of Veterans Affairs Camp Dodge, Bldg A6A Johnston, Iowa 50131 Phone : 515.252.4698 Email : meghan.larkins@iowa.gov Fax : 1-515-727-3713 Meghan Larkins	N	0
9	Des Moines Area Community College 2006 S Ankeny Blvd Ankeny, Iowa 50021 Phone : 515-964-6215 Email : careers@dmacc.edu Sara Clayton	N	0
10	Drake University 25th & University Des Moines, Iowa 50311 Phone : 256-551-7267 Email : sbgresumes@sbgstv.com Terell Jackson	N	0
11	Elim Christian Fellowship Church Iowa Phone : 515-202-7324 Email : nicemike2k@yahoo.com Michael Hurst	N	0
12	Emma Bowen Foundation for Minority Interests in Media CSB Studio Center, Editorial 2, Suite 1 4024 Radford Ave Studio City, California 91604 Phone : 818-655-5708 Email : Everette.Harrison@nbcuni.com Everette Harrison	N	0
13	Emma Bowen Foundation for Minority Interests in Media 524 W 57th St New York, New York 10019 Phone : 212-664-3486 Email : Sandra.rice@nbcuni.com Sandra Rice	N	0
14	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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15	Goodwill Industries 4900 NE 22nd St Des Moines, Iowa 50313 Phone : 515-265-5323 Email : klord@dmgoodwill.org Kevin Lord	N	0
16	Grand View University 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2888 N/A N/A Manual Posting	N	0
17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
18	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	1
19	Iowa Asian Alliance 3816 Ingersoll Ave. Des Moines, Iowa 50312 Phone : nu@IowaAsianAlliance.com Email : nu@iowaasianalliance.com Nu Y	N	0
20	Iowa Broadcasters Association P.O.Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
21	Iowa Central College Community College One Triton Circle Fort Dodge, Iowa 50501 Phone : 515-574-1213 Email : McNeil@iowacentral.edu Alan McNeil	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Iowa Division of the Status of African Americans 321 E 12th St Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Fax : 1-515-242-6119 Kim Cheeks	N	0
23	Iowa State University Ames, Iowa 55011 Phone : 515-294-2542 Elizabeth Hergert Manual Posting	N	0
24	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 712-325-3242 Email : krichter@iwcc.edu Kaci Richter	N	0
25	Iowa Workforce 200 Army Post Road Des Moines, Iowa 50315 Phone : 515-281-9619 Email : Region11.Web@iwd.iowa.gov Fax : 1-515-281-9640 Iowa Workforce	N	0
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	KDSM 4023 Fleur Drive Des Moines, Iowa 50321 Phone : 515-256-2625 Email : laelgin@sbgstv.com Les Elgin	N	1
28	LinkedIn 2029 Steirlin Court Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	1

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29	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
30	National Association of Hispanic Journalists 1000 National Press Bldg Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Yaneth new person tbd	N	0
31	Native American Public Telecommunications 1800 N 33rd St Lincoln, Nebraska 68503 Phone : 402-472-8675 Email : native@unl.edu Becky Fauver	N	0
32	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : camcwhorter@nsu.edu Christine McWhorter	N	0
33	Office of Asian and Pacific Islander Affairs 321 East 12th Street 2nd Floor Des Moines, Iowa 50319 Phone : 515.281.4219 Url : http://www.iowacapi.org/index.asp?ID=2905 Email : tina.shaw@iowa.gov Tina Shaw	N	0
34	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : aporter@beonair.com A Porter	N	0
35	ProductionHub.com 1809 E Winter Park Rd Orlando, Florida 32803 Phone : 877-629-4122 Email : jobs@productionhub.com Andrea Melcgar	N	0

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36	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
37	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
38	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 515-961-1667 Erin Swancutt Manual Posting	N	0
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland Phone : 555--5555 Url : www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	1
40	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
41	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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42	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
43	TVjobs.com PO Box 4116 Oceanside, California 92052 Url : www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
44	University of Northern Iowa Gilchrist 102 Cedar Falls, Iowa 50614 Phone : 319-273-2061 Email : careerservices@uni.edu Fax : 1-319-273-2885 Chris Petersen	N	0
45	Unversity of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Email : sbgresumes@sbgstv.com Chris Wells	N	0
46	Upper Iowa University P.O.Box 1857 Fayette, Iowa 52142 Phone : 563-425-5208 Email : puffetta@uiu.edu Fax : 1-563-425-5355 Anne Puffett	N	0
47	Urban Dreams 1410 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Url : http://www.urbandreams.org Fax : 1-855-631-0252 Michaeya Williams	N	0

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48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
49	Waldorf College 106 S 6th St Forrest City, Iowa 50436 Phone : 641-585-8682 Email : careers@waldorf.edu Fax : 1-641-585-8194 Mary Reisetter	N	0
50	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/10/2017	Sponsorship of events in the community designed to increase public awareness	Cody Schug spoke to several middle school students about the production and promotion work done at KDSM and the requirements and training needed to get into the field and what work is done on a daily basis at KDSM.	1	Promotion Manager

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2	11/15/2017	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Workplace Harassment Prevention for Employees" and "Business Ethics" also within 90 days of the start of their employment.</p> <p>Newly hired Managers and Supervisors also take web-based training courses titled "Business Ethics" and "Preventing Harassment in the Workplace: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	25	

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3	2/7/2018	Participation in Job Fairs	Worked a booth for three hours and met with 25 students who had interest in Television news and some that were interested in sales. Attached resumes and business cards with Emily since it was her event to start. Had a lot of success with people interested in media and Sinclair Broadcast Group's future.	2	LSM Production Manager
4	2/23/2018	Sponsorship of events in the community designed to increase public awareness	Cody Schug spoke to several middle school students about the production and promotion work done at KDSM and the requirements and training needed to get into the field and what work is done on a daily basis at KDSM. They also talked about the future of television and the changes that are coming.	1	Promotion Manager
5	8/3/2018	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager Training and Development Director News Talent Manager
6	9/5/2018	Participation in other activities designed by the station employment unit	Talked to approximately 48 Lynnville-Sully eight grade students regarding interview prep along with tips on writing, lighting, shooting and editing.	2	Production Manager Production Producer