

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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	1-7, 9-12, 14-23, 25-26, 28-34, 36-43, 45-49	18
Sales Account Executive	1-7, 9-12, 14-23, 25-26, 28-34, 36-43, 45-49	18
Copy Coordinator	1-12, 14-23, 25-31, 33-49	8
Copy Coordinator	2-7, 9-31, 33-49	18
Sales Account Executive	1-7, 9-31, 33-49	18
Sales Account Executive	1-7, 9-31, 33-49	40
Promotions Producer	1-7, 9-24, 26-31, 33-46, 48-49	18

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 Fax : 1-712-749-2036 Brenda Dodge	N	0
3	Careerbuilder.com 1101 15st 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 Fax : 1-641-628-5338 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 : 319-399-8000 Email : jdirks@coe.edu Fax : 1-319-399-8503 Judith Dirks	N	0

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
7	Commission of Latino Affairs 321 E 12th St Lucas State Office Building Des Moines, Iowa 50309 Phone : 515-281-4080 Email : latinoaffairs@iowa.gov Fax : 1-515-242-6119 Melissa Esquivel	N	0
8	Current Employee	N	1
9	Department of Veterans Affairs Camp Dodge, Bldg A6A Johnston, Iowa 50131 Phone : 515.252.4698 Email : jill.joseph@iowa.gov Fax : 1-515-727-3713 Jill Joseph	N	0
10	Des Moines Area Community College 2006 S Ankeny Blvd Ankeny, Iowa 50021 Phone : 515-964-6215 Email : jlboldt@dmacc.edu Jacki Boldt	N	0
11	Drake University 25th & University Des Moines, Iowa 50311 Phone : 515-271-2011 Email : sbgresumes@sbgstv.com Amy Jo Myers	N	0
12	Elim Christian Fellowship Church Iowa Phone : 515-865-1265 Email : webmaster@elimdsm.com Robert Bolden	N	0
13	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

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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 Amy Abram Manual Posting	N	0
17	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	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@sbgstv.com Sinclair SilkRoad Source	N	6
19	Iowa Asian Alliance 3816 Ingersoll Ave. Des Moines, Iowa 50312 Phone : nu@IowaAsianAlliance.com Email : nu@iowaasianalliance.com Nu Y	N	0

KDSM**EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : 515-574-1286 Email : condon_s@iowacentral.com Sara Crondon	N	0
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 Email : sbgresumes@sbgvtv.com Fax : 1-515-294-5108 Ann Keigley	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 Unknown Des Moines, Iowa Phone : . Email : dane.sulentic@iowa.gov Iowa Workforce	N	0
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
27	KDSM 4023 Fleur Drive Des Moines, Iowa 50321 Phone : 515-256-2625 Email : laelgin@sbgvtv.com Les Elgin	N	0
28	LinkedIn 2029 Steirlin Court Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
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	Non-Employee Referral	N	1
33	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriiggs@nsu.edu Paula Briggs Ph.D.	N	0

KDSM**EEO PUBLIC FILE REPORT**

October 1, 2016 - September 30, 2017

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
34	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 : Sanjita.Shrestha@iowa.gov Sanjita Shrestha	N	0
35	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
36	ProductionHub.com 1809 E Winter Park Rd Orlando, Florida 32803 Phone : 877-629-4122 Fax : 1-407-629-8884 Amy Kolasonia	N	0
37	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
38	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
39	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 515-961-1667 Erin Swancutt Manual Posting	N	0

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland Phone : 555--5555 Url : www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	1
41	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
42	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgvtv.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	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Email : sbgresumes@sbgvtv.com Chris Wells	N	0

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
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
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KDSM
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/3/2017	Sponsorship of events in the community designed to increase public awareness	Brooke Rabon spoke to several high school students about the production 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	Production Supervisor
2	2/9/2017	Participation in Job Fairs	Spoke with Drake University Students about current job and internship opportunities at KDSM and throughout Sinclair Broadcasting	1	Production Supervisor
3	2/10/2017	Participation in other activities designed by the station employment unit	Hosted a junior high student in a job shadow. The Student sat in on an editing section in Production, toured tech core and master control and sat with the Promotions Department to learn about promo spots and logging and helped write scripts. She was able to see the variety of positions available for TV and what they entail.	6	Production Supervisor Creative Services Producer Promotions Manager Chief Engineer
4	2/15/2017	Participation in Job Fairs	Spoke with ISU students from Greenlee School of Journalism about current job and internship opportunities at KDSM and throughout Sinclair Broadcasting.	1	Production Supervisor
5	2/17/2017	Sponsorship of events in the community designed to increase public awareness	Brooke Rabon spoke to several high school students about the production 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	Production Supervisor
6	9/8/2017	Participation in other activities designed by the station employment unit	Talked to approximately 50 Lynnville-Sully eighth grade students regarding interviewing techniques and tips along with shooting and editing tricks and tips.	1	Production Supervisor