

**KDSM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**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
Accounting Manager	1-4, 6-14, 16-26, 28-40, 42-50	40
Digital Sales Promotions Specialist	1-14, 16-40, 42-51	51
Promotions Producer	1-26, 28, 30-40, 42-50	15
Sales Account Executive	1-14, 16-26, 28, 30-40, 42-50	4
Sales Account Executive	1-14, 16-26, 28, 30-40, 42-50	30
Creative Services Producer	1-13, 16-26, 28, 30-50	41
Promotions Producer	1-12, 16-26, 28, 30-40, 42-50	20

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**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	American Institute of Business 2500 Fleur Drive Des Moines, Iowa 50310 Phone : 515-246-5342 Email : careerservices@aib.edu Fax : 1-515-697-5920 Jane Dehaven	N	0
2	Briar Cliff University 3303 Rebecca St Sioux, Iowa 51104 Phone : 712-279-5455 Email : dori.rivera@briarcliff.edu Fax : 1-712-279-5426 Dori Rivera	N	0
3	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
4	Careerbuilder.com 1101 15st St, NW Washington, District of Columbia 20005 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
5	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Fax : 1-641-628-5338 Pat Joachim Kitzman	N	0
6	Chinese Association of Iowa 2803 160th St Urbandale, Iowa 50323 Phone : 515-988-0901 Email : iowachinese@yahoo.com Swallow Yan	N	0

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7	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
8	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
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@sbgvtv.com Amy Jo Myers	N	0
12	Elim Christian Fellowship Church Iowa Phone : 515-865-1265 Email : webmaster@elimdsm.com Robert Bolden	N	0

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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 : rita.torres@mptp.com Rita Torres	N	0
14	Emma Bowen Foundation for Minority Interests in Media 524 W 57th St New York, New York 10019 Phone : 212-975-2545 Email : sdrice@cbs.com Sandra Rice	N	0
15	Former Employee	N	1
16	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
17	Goodwill Industries 4900 NE 22nd St Des Moines, Iowa 50313 Phone : 515-265-5323 Email : klord@dmgoodwill.org Kevin Lord	N	0
18	Grand View University 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2888 Amy Abram Manual Posting	N	0
19	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

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20	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	4
21	Iowa Asian Alliance 3816 Ingersoll Ave. Des Moines, Iowa 50312 Phone : nu@IowaAsianAlliance.com Email : nu@iowaasianalliance.com Nu Y	N	0
22	Iowa Broadcasters Association P.O.Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
23	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
24	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
25	Iowa State University Ames, Iowa 55011 Phone : 515-294-2542 Email : sbgresumes@sbgstv.com Fax : 1-515-294-5108 Ann Keigley	N	0
26	Iowa Workforce Unknown Des Moines, Iowa Email : sbgresumes@sbgstv.com Broadbean Source	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
27	Job Board	N	1
28	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	KDSM 4023 Fleur Drive Des Moines, Iowa 50321 Phone : 515-256-2625 Email : laelgin@sbgstv.com Les Elgin	N	0
30	LinkedIn 2029 Steirlin Court Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	1
31	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
32	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
33	Native American Public Telecommunications 1800 N 33rd St Lincoln, Nebraska 68503 Phone : 402-472-8675 Email : native@unl.edu Becky Fauver	N	0
34	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula Briggs Ph.D.	N	0

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35	Office of Asian and Pacific Islander Affairs 321 East 12th Street 2nd Floor Des Moines, Iowa 50319 Phone : 515.281.4219 Url : <a href="http://www.iowacapi.org/index.asp?ID=2905">http://www.iowacapi.org/index.asp?ID=2905</a> Email : Sanjita.Shrestha@iowa.gov Sanjita Shrestha	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 : <a href="http://www.recruit.net">http://www.recruit.net</a> 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 : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> 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
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland Phone : 555--5555 Url : <a href="http://www.sbgi.net">www.sbgi.net</a> Email : employment@sbgstv.com Sharon Pickeral	N	2
41	Station Website	N	2

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42	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
43	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
44	TVjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
45	Unversity of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Chris Wells	N	0
46	Upper Iowa University P.O.Box 1857 Fayette, Iowa 52142 Phone : 563-425-5208 Email : <a href="mailto:puffetta@uiu.edu">puffetta@uiu.edu</a> Fax : 1-563-425-5355 Anne Puffett	N	0
47	Urban Dreams 1410 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Url : <a href="http://www.urbandreams.org">http://www.urbandreams.org</a> Email : <a href="mailto:taina.martin@urbandreams.org">taina.martin@urbandreams.org</a> Michaeya Williams	N	0

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48	Urban Dreams 1400 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : WFord14275@aol.com Bobbi Stanley	N	0
49	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
50	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
51	Walk In/Self-Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/5/2016	Sponsorship of events in the community designed to increase public awareness	Talked to a class of about 25 middle school students about the various job opportunities at a TV station, what a typical day is like, what sort of training is involved, and what sorts of behaviors are not good in the workplace.	1	Production Supervisor
2	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager HR Manager Business Manager Director of Digital Content & Solutions
3	4/20/2016	Establishment of training programs for station personnel	The purpose of this training is to increase and renew awareness of general leadership and management best practices and employment law compliance. We want to provide Department Heads, Managers and Supervisors with training as a resource to assist with becoming more efficient and confident when handling various areas of the management role.	6	General Manager Sales Manager Engineer Promotions Manager
4	4/28/2016	Participation in other activities designed by the station employment unit	Brooke Rabon, Prod. Supervisor sponsored a student from McCombs Middle School for a four hour job shadow. The student observed editing, took a tour of our studio and saw some of the commercial we have produced. We discussed TV job opportunities and how they tie in to her photography passion.	3	Production Supervisor Creative Services Producer Creative Services Proiducer

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5	8/10/2016	Participation in events sponsored by community groups	Iowa State Fair Parade: KDSM employees ran cameras and cabling to our remote Production trailer on location in downtown Des Moines. We taped the parade and aired it that same evening. The station's call letters and website were present on site and on air so that people could go to the website and learn about employment opportunities	5	Promotions Managaer Promotions Porducer Production Manager Production
6	9/14/2016	Participation in Job Fairs	Attended the Iowa Workforce Job Fair. After giving a presentation about KDSM I met with approximately 25 individuals and discussed the job openings we currently have and shared information about Sinclair Broadcast Group.	1	Business Manager