

## Annual EEO Public File Report Form

KDSM

### Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KDSM, Des Moines, IA and is required to be placed in the public inspection files of this station, and posted on its web site, if it has a web site.

The information contained in this Report covers the time period beginning 9/16/06 to and including 09/30/07 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule) should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section(s) 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position.

A person was deemed “interviewed” when he or she was interviewed in person or on the phone.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 9/16/06 to 09/30/07

Station Comprising Station Employment Unit: KDSM

Section 1: Vacancy Information

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All sources for this Job</b>
1	Graphic Artist/ Web Designer	CareerBuilder.com	9
2	News Photographer (2)	Monster.com Internal applicant	4
3	Account Executive (4)	Monster.com (1) Sbgi.net (3)	18
4	Promotions Assistant/Producer	Internal applicant	1
5	Promotions Editor	IA State University Career Connection	11
6	Credit Manager	CareerBuilder.com	10
7	Reporter (2)	TV Jobs.com Walk-In	10
8	FT Videographer Editor	Internal Employee	1
9	Assignment Manager	CareerBuilder.com	2
10	Sales Assistant	CareerBuilder.com	10
11	Accounting Manager	CareerBuilder.com	6
12	Chief Photographer	Employee Referral	3
13	Traffic Assistant	KDSM.com	2
14	General Sales Manager	Internal applicant	4

Total Number of Persons Interviewed During Applicable Period: 91

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 9/16/06 to 09/30/07

Station Comprising Station Employment Unit: KDSM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Postaroo Russell Winslow, Webmaster 10706 Beaver Dam Road Hunt Valley, MD 21030 410-568-1500 www.postaroo.com rwinslow@sbgnet.com (added 10/19/05)	0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
2	American Institute of Business Joan Hitzel 2500 Fleur Dr. Des Moines, IA 50310 515-244-4221 www.collegecentral.com/aib/	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
3	SalesJobs.com 1624 Franklin Street Penthouse Oakland, CA 94612 <a href="http://www.salesjobs.com">www.salesjobs.com</a>	0 0	Account Executive General Sales Manager

	* Source was added August, 2007		
4	Brown College Beth Bisciglia or JoAnn Conner 1440 Northland Dr. Mendota Heights, MN 55120 612-721-2481 www.browncollege.edu jconner@browncollege.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant
5	Central College Pat Joachim Kitzman, Career Services Director 812 University Pella, IA 50219 641-628-5271 641-628-5316 (fax)	0 1 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
6	Drake University Amy Jo Myers 25 <sup>th</sup> & University Des Moines, IA 50311 515-271-2011 www.drake.edu/career	0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
7	Des Moines Area Community College Amy Howell 1100 7 <sup>th</sup> St	0 0 0	Account Executive (4) Graphic Artist Accounting Manager

	Des Moines, IA 50314 515-244-4226 515-248-7253 (fax)	0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
8	Simpson College Attn: Ann Greubel Student Development Specialist 701 North C Street Indianola, IA 50125 515-961-6251 <a href="mailto:careers@simpson.edu">careers@simpson.edu</a>  * This source was added 12/2006	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (1) Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Sales Assistant Traffic Assistant General Sales Manager
9	Des Moines Area Community College Dave Reimers, Student Employment Assistant 2006 S. Ankeny Blvd Ankeny, IA 50021 515-964-6474 515-965-7158 (fax)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor PT Master Control Operator Sales Assistant Traffic Assistant General Sales Manager
10	Des Moines Register Ashley Chapman 715 Locust St. Des Moines, IA 50309 515-284-8178  *This source charges a substantial fee and was only used to reach the local clerical market.	9	Sales Assistant
11	Grand View College	0	Account Executive (4)



	Fort Dodge, IA 50501 800-362-2793 515-576-7206 (fax)	0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
15	Iowa Workforce Center Sonia Lewis, Workforce Associate 430 East Grand Ave Des Moines, IA 50309 515-281-9600 515-281-9640 (fax)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
16	Iowa State University Steve Kravinsky, Director Liberal Arts & Sciences Career Services Ames, IA 50011 515-294-9967 <a href="https://ecms.eng.iastate.edu/employers/">https://ecms.eng.iastate.edu/employers/</a>	0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
17	Western Iowa Technical College Stacie Hays 4647 Stone Ave Sioux City, IA 51106 712-274-6400 <a href="mailto:aggie.hays@iwd.state.ia.us">aggie.hays@iwd.state.ia.us</a>	0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer

		0 0 0 0 0	Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
18	Native American Public Telecommunications Becky Fauver PO Box 83111 Lincoln, NE 68501 402-472-3522 native@unl.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
19	National Association of Broadcasters Dwight Ellis 1771 North Street NW Washington, DC 20036 202-429-5499 202-429-3923 (fax)	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
20	Organization of Chinese Americans Keith M. 1001 Connecticut Ave NW, #601 Washington, DC 20036 202-223-5500 (added 4/8/05)	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
21	National Association of Black Accountants Paul Landcaster 7249-A Hanover Parkway Greenbelt, MD 20770 301-474-6222	0 0 0 0 0	Account Executive (4) Accounting Manager Credit Manager Assignment Manager General Sales Manager

	301-474-3114 (fax)		
22	National Black MBA Association Debbie Tarver 180 N. Michigan Ave., Ste 1515 Chicago, IL 60601 312-236-2622	0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
23	National Association of Hispanic Journalists Nancy Tita 1193 National Press Bldg. Washington, DC 20045 202-662-7145 202-662-7144 (fax)	0 0 0 0 0 0 0 0	Account Executive (4) Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
24	Buena Vista University Carol Lytle/Jan Hendriks 610 W Fourth St, Storm Lake, IA 50588 712-749-2440 <a href="http://www.bvu.edu/career">www.bvu.edu/career</a>	0 0 0 0 0 0 0	Promotions Editor Videographer/Editor General Sales Manager Credit Manager Accounting Manager Account Executive Assignment Manager
25	National Academy of TV Arts & Sciences Maggie Eubanks 1001 Highlands Plaza Dr. W, Suite 320 St. Louis, MO 63110 317-963-0661 aggie@kaygroup.com	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
26	Broadcasters Employment Services Mart Holloway, President Box 4116 Oceanside, CA 92052 760-754-8177 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0 0 0 0 1 2 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2)

		0 0 1 1 0 0 0 0 0 0	Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor PT Master Control Operator Sales Assistant Traffic Assistant General Sales Manager
27	MediaLine Mark Shilstone, Manager Box 51909 Pacific Grove, CA 93950 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	0 0 0 0 0	Reporter Assignment Manager Videographer/Editor Photographer Chief Photographer
28	University of Iowa Chris Wells 24 Phillips Hall Iowa City, IA 52242 319-335-0575 <a href="http://www.careers.uiowa.edu">www.careers.uiowa.edu</a>  *Only positions which require a 4 year degree may be posted to this source.	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
29	University of Nebraska at Omaha Pat Cotton, Career Exploration and Outreach 6001 Dodge St, EAB 211 Omaha, NE 68182	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
30	University of Northern Iowa Laura Wilson, Cooperative Education Coordinator Gilchrist 224 Cedar Falls, IA 50614-0384	0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2)

	319-273-6041 319-273-6401 (fax) <a href="mailto:co-op.ed@uni.edu">co-op.ed@uni.edu</a>	0 0 0 0 0 0 0 0 0	Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
31	Upper Iowa University Karin Dunn, Center Coordinator 1119 5 <sup>th</sup> St. West Des Moines, IA 50265 515-225-1800	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
32	Upper Iowa University Karla Gavin, Director of Career Services PO Box 1857 Fayette, IA 52142 563-425-5208 (added 5/13/05)	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
33	Commission Of Latino Affairs Rossany Brugger Dept. of Human Rights Lucas State Office Bldg 321 E. 12 <sup>th</sup> St. Des Moines, IA 50319 515-281-4070	0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager

		0 0 0 0	Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
34	Hispanic Educational Resources Christina Fernandez-Morrow, Executive Director 828 SE Scott Des Moines, IA 50309 515-282-6542 (formerly Mexican Coalition)	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
35	The Aspira Association-National College Liliana Nunez, Program Manager for Technology 1444 Eye St. NW, Suite 800 Washington, DC 20005 202-835-3600	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
36	Employee Referrals	1 3 1 0 1 2 1	Chief Photographer Account Executive Photographer Assignment Manager Promotions Editor Graphic Artist Accounting Manager
37	Careerbuilder.com Will Evans 1750 Tyson's Blvd, 4 <sup>th</sup> Floor McLean, VA 22102 410-998-9740  *Source ended as of 12/31/06.	0 6 2 8 0 1 1 0	Account Executive Graphic Artist Accounting Manager Credit Manager Reporter Assignment Manager Sales Assistant Traffic Assistant

38	Emma Bowen Foundation for Minority Interests in Media Phylis Eagle, President/CEO 1299 Pennsylvania Ave NW, 11 <sup>th</sup> Floor Washington, DC 20004 202-637-4494 (added 4/8/05)	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
39	Emma Bowen Foundation for Minority Interests in Media Sandra D. Rice, VP, Eastern Region 524 W 57 <sup>th</sup> St. New York, NY 10019 212-975-2545 (added 4/8/05)	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
40	Ohio/Illinois Centers for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 216-447-9117 (added 3/1/05)	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager
41	NAACP, Region IV Top Rev. Gill Ford, Director 4477 Woodson Rd, Suite 201 St. Louis, MO 63134 314-428-9900	0 0 0 0 0 0 0 1 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Promotions Editor Chief Photographer Promotions Assistant/Producer Assignment Manager Videographer/Editor General Sales Manager

42	American Indian Council Stephanie Snow 430 E. Grand Ave., 2 <sup>nd</sup> Floor Des Moines, IA 50309 515-281-9702 (added 4/18/05)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
43	Sinclair Website Sharon Pickeral, Employment Manager 10706 Beaver Dam Road Hunt Valley, MD 21030 410-568-1500 <a href="http://www.sbgj.net">www.sbgj.net</a>	14 0 0 0 0 6 0 2 0 2 0 0 0 0 0 3	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
44	Bishop State Community College Juliette F. Womack, Coordinator, Career Planning and Placement 351 N. Broad St. Mobile, AL 36603-5898 251-662-5371 <a href="mailto:iwomack@bishop.edu">iwomack@bishop.edu</a> (added 6/21/05)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor General Sales Manager
45	Chinese Association of Iowa Swallow Yan 1947 NW 152 <sup>nd</sup> St. Clive, IA 50325 515-988-0901 <a href="mailto:iowachinese@yahoo.com">iowachinese@yahoo.com</a>	0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2)

	(added 9/28/05)	0 0 0 0 0 0 0 0	Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
46	Asian & Pacific Islander Advisory Council Tom Baccam, Employee & Family Services 1446 Martin Luther King Way Des Moines, IA 50314 (added 2/6/06)	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Photographer (2) Chief Photographer Promotions Assistant/Producer Promotions Editor Assignment Manager Videographer/Editor Sales Assistant Traffic Assistant General Sales Manager
47	Media Communications Association-International Amy Bayer, Membership Coordinator 2810 Crossroads Dr, Suite 3800 Middleton, WI 53718 <a href="http://www.mca-i.org">www.mca-i.org</a>	0 0 0 0 0 0 0 0 0	Account Executive (4) Graphic Artist Accounting Manager Credit Manager Reporter (2) Promotions Assistant/Producer Assignment Manager Videographer/Editor
48	Briar Cliff University Director of Career Development 3303 Rebecca St. Sioux City, IA 51104 712-279-5455 <a href="http://www.briarcliff.edu">www.briarcliff.edu</a>	0 0 0 0 0	Videographer/Editor General Sales Manager Accounting Manager Credit Manager Assignment Manager
49	Augustana College Jeanne Ellis Assistant Director, Career Center 639 38 <sup>th</sup> St Rock Island, IL 61201 309-794-7339 <a href="http://www.austana.edu">www.austana.edu</a> (Website stopped working)	0 0 0	Videographer/Editor Accounting Manager Credit Manager



		0	General Sales Manager
57	Station Commercial/Announcement	0 1	Promotions/Editor Accounting Manager

\*The station publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 9/17/06 to 09/30/07

Station Comprising Station Employment Unit KDSM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by KDSM.

Job Fair

Date of Station Participation: 2/8/07

Participating Employees: Brooke Horton, Production Supervisor, Trey Fliehs,  
Promotions Editor

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Host/Sponsor of Activity: Drake University

Drake University Spring Internship and Career Fair, Olmsted Center  
KDSM handed out fliers concerning both internships and job openings. We also  
donated promotional items to be given away as door prizes.

Job Fair

Date of Station Participation: 7/16/07

Participating Employees: Paula Johnson, Assistant Business Manager

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Host/Sponsor of Activity: Hamilton Business College

Hamilton College Career Application Job Fair, held at Hamilton Business  
College, Urbandale, IA, was a week long job fair that targeted candidates  
interested in sales, business, and graphic artist careers. Flyers of current  
openings and internship opportunities and application instructions were  
Displayed throughout the week for current students and alumni.

## Management Training

Date: 4/23/07-4/30/07

Participating Employees: Paula Johnson, Assistant Business Manager/HR, Eric Johnson, General Sales Manager, Doug Hammond, Chief Engineer, Brent Steemken, Business Manager, Brook Horton, Production Supervisor, Calvin Woods, News Director, Mary Hiatt, Traffic Manager, Mike Wilson, General Manager, Carolyn Lawrence, National Sales Manager, Jim Flansburg, Assignment Manager

Corpedia Web Based Training "Recognizing and Preventing Sexual Harassment, Managers Edition".

Managers and Supervisors took the web-based training on "Sexual Harassment in the workplace" and ways of recognizing and preventing it. The purpose of this course was to increase and renew awareness to this common problem in today's work environment.

## Community Event

Date: 11/30/06

Participating Employee: Mike Banks, Master Control Operator  
Girl Scouts came to tour the station. The pack consisted of 15 girls, ranging from 8-13 years of age. In addition to a tour, Mike also spoke to the children about how the station operates and the different careers in television besides the technical side.

## Community Event

Date: 1/31/07

Participating Employee: Mike Banks, Master Control Operator  
Cub Scout Pack #163 came to tour the station. The pack consisted of 16 first graders and 5 adults. Mike also talked about television broadcasting and career opportunities.

## Community Event

Date: 3/8/07

Participating Employee: Mike Banks, Master Control Operator

A group of 10 cub scouts came to tour the station. The pack consisted of 10 seven year olds and 3 adults. Mike also talked about television broadcasting and career opportunities.

## **Internship Program**

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KDSM had 2 Interns during this period:

One of the interns came from Buena Vista University, Storm Lake, IA, and worked in our Production department.

The other intern came from Pepperdine University, Malibu, CA, and worked in our news department. After completing her internship program, she went on to work with our news department as a fulltime photographer for the summer.

Any person interested in internship opportunities with KDSM should contact the station for more details.