

Covering the Period from December 2006 - November 2007

**KSVI-TV**

Outreach Activity Description

Nexstar Broadcasting Group, Inc. continues to broaden its recruiting outreach by effectively establishing communication with recruiting resources in the broadcasting community, professional organizations, community based organizations and outreach through our corporate and local station job opportunities websites. Examples of the effort made by stations in this employment unit include airing Job Find commercials for all full time positions as they become available and commercials soliciting organizations to be added to our mailing list. We have extended our outreach through Broadcast Compliance Services this year by approximately 85 contacts. In addition, the station was instrumental in reviving the Billings Broadcasters Scholarship efforts.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Report. Since the current EEO rules went into effect the station has experienced no notable difficulties in our outreach efforts as of the date of this application.

Annual EEO Public File Report Form  
 Covering the Period from December 1, 2006 to November 30, 2007  
 Station Comprising Station Employment Unit: KSVI-TV

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total No Interviewees from All Sources for Position	Recruitment Sources used for this position
1	National Sales Assistant	3	2	1,2,4,5,6,10,11,32,44,46,51,75,78,81,89,101,110
2	Account Executive	3	5	1-3,5,6,8,10-12,15-112
3	Account Executive	3	5	1-3,5,6,8,10-12,15-112
4	Sales Assistant	7	2	1-4,7,8,10-12,15-112
5	Interactive Media Manager	3	6	1-6,8,10-11,14-112
6	Local Sales Manager	3	2	1-6,10-11,32,44,46,51,75,78,81,89,101,110
7	Receptionist	14	11	1-4,8,10-12,14-112
8	Receptionist	2	11	1-4,8,10-12,14-112
9	Receptionist	10	11	1-4,8,10-12,15-112
10	Account Executive	3	5	1-3,8,10-12,15-112
11	Account Executive	3	5	1-3,8,10-12,15-112
12	Master Control Operator	3	1	3
13	Master Control Operator	none	3	1-2,4-6,10,15-112
14	Master Control Operator	3	1	3

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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	TVJobs.Com	1	12
2	Job Find	10	12
3	Referrals/In House	15	12
4	Corporate Web Site:	0	8
5	MBA	0	6
6	Billings Gazette	1	6
7	Internal Promotion	1	1
8	Unknown-mailed or walk in	5	9
9	Exigent	2	2
10	YourBigSky.com.com	1	12
11	Posted In Station	0	14
12	Mont Dept of Public Health & Human Serv- Kathy Masis Billings Area Indian Health Serv PO Box 36600 Billings, MT 59107 406-247- 7110	0	8
13	Other Newspapers-	0	0
14	Job Fair	3	1
15	KXLF Communications, Inc."-Eric Hedegus 1003 South Mont St Butte, MT 59702 406- 782-0444	0	10
16	A.w.a.r.e, Inc. Tim Tray 1050 South 25 <sup>th</sup> Street W Ste 2 Billings, MT 59102 406-563-8117	0	10
17	A.w.a.r.e., Inc.Vicki Deboer 420 West Mendenhall Bozeman, MT 59715 406-587-1181	0	10
18	A.w.a.r.e., Inc-Carter Anderson 227 East Mercury Street Butte, MT 59701 782-2042	0	10
19	Adult Probation & Parole Bureau-Region 2- Paul Hawkins 105 West Broadway 2 <sup>nd</sup> Floor Butte, MT 59701 723-8911	0	10
20	Adult Probation & Parole Bureau-Region 4- Pam Bunke 121 3 <sup>rd</sup> St W-PO Box 908 Hardin, MT 59034 406-665-9810	0	10

21	Adult Probation & Parole Office--Region 4- Pam Bunke 2615 4th Avenue S-PO Box 31518 Billings, MT 59107 406-896-5400	0	10
22	Associated Employers of Mont-Gregg Wilson 2910 3 <sup>rd</sup> Avenue N PO Box 1301 Billings, MT 59103 406-248-6178	0	10
23	Big Brothers Big Sisters-Daniel Dolan 405 West Park Street Butte, MT 59701 406- 782-9644	0	10
24	Billings Job Service Workforce Center (Loretta Williams) 2121 Rosebud Drive, Stop B Billings, MT 59102 406-655-6070	0	10
25	Butte North American Indian Alliance-Naomi Longfox 55 E. Galena Butte, MT 59701 406-782- 0461	0	10
26	Butte Sheltered Workforce-Amy Birkelo 207 S. Mont Butte, MT 59701 406-723- 6501	0	10
27	Career Futures-Janet Snowberger 49 Main St. Butte, MT 59701 406-723-9101	0	10
28	Career Transitions One-Stop Center-Daria Joyner PO Box 145 Belgrade, MT 59714 406-388- 6701	0	10
29	Carter County Welfare-Ayse Haxton-Food Pantry/S Citizens 101 Park Street Ekalaka, MT 59324 406- 775-8751	0	10
30	Catholic Social Services of Mont-Becky Hubbert 1048 North 30 <sup>th</sup> Street Billings, MT 59101 406-252-3399	0	10
31	Charles Martin Youth Center-Glady Mohammed 802 Lincolnway West South Bend, IN 46616 574-280-7092	0	10
32	Chief Dull Knife College-Angela Spotted Elk Box 98 Lame Deer, MT 59043 406-477- 6218	0	10
33	Clark College-Tim Cook 1933 Fort Vancouver Way Vancouver, WA 98663 360-992-2902	0	10
34	Clark County Probation SVC-Beth Sharpe 707 W 13 <sup>th</sup> ST Vancouver, WA 98660 360- 397-6119 x417	0	10
35	CORE Enterprises-Leigh-Ann Olsen 200 South 24 <sup>th</sup> Street Billings, MT 59101 406-248-9115	0	10
36	Experience Works – Bozeman-Peter Arnone 1062 Oak Street Bozeman, MT 59715 406- 556-0729	0	10
37	Experience Works – Butte-Donna Davis 2201 White Boulevard Butte, MT 59701 406-782-7049	0	10

38	Experience Works-Billings-Loretta Willems Billings Job Service Workforce Center 2121 Rosebud Drive, Stop B Billings, MT 59102 406-655-6070	0	10
39	Family Support Network-Nancy Farrar 1211 Grand Avenue Suite 6 Billings, MT 59102 406-256-7783	0	10
40	Goodwill Industries-Carolyn Gamble 6425 E Fourth Plain BLVD Vancouver, WA 98661 360-750-9723	0	10
41	Health & Welfare Dept.-Lloyd 216 S C St PO Box 548 Grangeville, ID 83530 208-983-2300	0	10
42	Human Resource Council – Elissa Mitchel 700 Casey Butte, MT 59701 406-496-1572	0	10
43	Idaho Commerce & Labor – Sam 305 N. State St PO Box 550 Grangeville, ID 83530 208-983-0440	0	10
44	Indian Health Board-Rosemary Simon 915 Broadwater Square Billings, MT 59102 245-7318	0	10
45	Job Service Workforce Center 2201 White Blvd Butte, MT 59701 406-494- 000	0	10
46	Job Service Workforce Center – Billings, MT (Adele House) 624 North 24 <sup>th</sup> St Billings, MT 59102 406- 652-3080	0	10
47	Job Service Workforce Center – Mike Pennington 121 N Wilson Ave Bozeman, MT 59715 406-582-9200	0	10
48	Job Service Workforce Center –L Maurillo 220 E. Park St Box 1199 Livingston, MT 59047 222-0520	0	10
49	Juvenile Probation Dept.-Job Board 131 W Court St Goldendale, WA 98620 509-773-3355	0	10
50	Learning Disabilities Assoc of Mont-John Wathen 1438 Cascade Avenue Billings, MT 59102 406-252-7716	0	10
51	Little Big Horn College-Mandy Plainfeather Box 370 Crow Agency, MT 59022 406-368- 3104	0	10
52	Lutheran Social Services-Alaina 211 North Grand Suite D Bozeman, MT 59715 406-586-2486	0	10
53	Lutheran Social Services-Rev. Dave Peters 1601 Lewis Avenue Suite 202A Billings, MT 59101 406-245-9949	0	10
54	Management and Training Corporation- Marcella Buster 2830 North Ramshorn Drive Laurel, MT 59044 406-628-7850	0	10
55	Mont – Wyoming Tribal Leaders Council- Gordon Belcourt 207 N Broadway Suite BR 2 Billings, MT	0	10

	59102 406-252-2550		
56	Mont Bible College-Gale Heide Student Life / Job Placement 3625 South 19 <sup>th</sup> Avenue Bozeman, MT 59718 406-586-3585	0	10
57	Mont Dept of Lab. & Ind. – Workforce Serv Div (Zanya Betley) Livingston Job Serv. 220 East Park, Box 1199 Livingston, MT 59047 406-222-0520	0	10
58	MT Dept of Pub. Health & Human Serv-Brenda Rush Hum. & Comm. Serv. Div. – Big Horn 23 West 8 <sup>th</sup> Street, PO Box 426 Hardin, MT 59034 406-665-8700	0	10
59	Mont Dept of Public Health & Human Serv-Cheryl MILP – Mont Independent Living Project 1941 Harrison Butte, MT 59701 406-782-4834	0	10
60	MT Dept of Pub. Health & Human Serv-Chuck Leggate Billings Voc. Rehab. Serv. – Re 2121 Rosebud Drive, Suite C Billings, MT 59102 406-248-4801	0	10
61	MT Dept of Pub. Health & Hum. Serv-Dave Swanson Living Indep. for Today and Tom. 914 Wyoming Avenue Billings, MT 59101 406-259-5181	0	10
62	MT Dept of Pub. Health & Hum. Serv-Gary Huffmaster Hum. Comm. Serv. Div. – Yellowstone 111 North 31 <sup>st</sup> Street Billings, MT 59101 406-237-0520	0	10
63	MT Dept of Pub. Health & Hum. Serv.-Ann Stallings Hum. & Comm. Serv. Div. – Gallatin 237 West Main Bozeman, MT 59715 406-582-3010	0	10
64	MT Dept of Pub. Health & Hum. Serv.-Nancy Ambrose Hum. & Comm. Serv. Div. – Sweet Grass 115 West 5 <sup>th</sup> Avenue, PO Box 489 Big Timber, MT 59011 406-932-5266	0	10
65	MT Dept of Pub. Health & Hum. Serv-Joe Gilboy Area V Agency on Aging 305 West Mercury, Suite 212 Butte, MT 59701 406-782-5555	0	10
66	MT Dept of Pub. Health & Hum. Serv-Joe Murphy Butte Voc. Rehab. Serv. – Regio 700 Casey Street, Suite B Butte, MT 59701 406-496-4925	0	10
67	MT Dept of Pub. Health & Hum. Serv-Kevin Frank S. Central Region III Child & Family Services 2525 4 <sup>th</sup> Avenue North, Suite 309 Billings, MT 59101 406-657-3120	0	10
68	Mont Dept of Public Health & Human Serv-Manuella Mesteth Crow Tribal Health Dept	0	10

	PO Box 159 Crow Agency, MT 59022		
69	Mont Dept of Public Health & Human Serv- Mark Beattle Hum. & Comm. Serv. Div. – S. Jeffer 700 Casey Street Butte, MT 59701 406- 496-4900	0	10
70	MT Dept of Pub. Health & Hum. Serv-Mark Mahnke Bozeman Voc. Rehab. Serv. 220 West Lamme, Ste 1E Bozeman, MT 59715 406-587-0601	0	10
71	Mont Dept of Public Health & Human Serv- Nancy Ambrose Hum & Community Services Div–Park 220 East Park Livingston, MT 59047 406- 222-8000	0	10
72	Mont Dept Public Health & Human Serv.- Nancy Ambrose Hum. & Comm. Services Div–Stillwater 43 North 4 <sup>th</sup> Street, PO Box 928 Columbus, MT 59019 406-322-5331	0	10
73	Mont Dept of Public Health & Human Serv- Natalie Little Owl LIFTT – Crow Agency Branch PO Box 1146 Crow Agency, MT 59022 406- 679-0063	0	10
74	Mont Dept of Public Health & Human Serv- Susan Fredericks Crow PHS Indian Hospital PO Box 9 Crow Agency, MT 59022 406-638-3461	0	10
75	Mont Migrant Council-Claudia Stephens 1148 1 <sup>st</sup> Avenue North Suite 210 Billings, MT 59101 406-248-3149	0	10
76	Mont People's Action-Eva Hendricks / Lucille Tucker 2822 Third Avenue North Suite 210 Billings, MT 59101 245-6106	0	10
77	Mont State Univ – Media & Theater Arts- Vicki Miller PO 173350 Bozeman, MT 59717 406-994- 2484	0	10
78	Mont State Univ– Career Services-Alyce Mass 125 Strand Union Building MSU Bozeman, MT 59717 406-994-4353	0	10
79	Mont State Univ–Center for Native American StudiesJim Burns Wilson Hall Rm1 Bozeman, MT 59717 406- 994-4880	0	10
80	Mont State Univ–College of Technology- Margene Bernhart Career Services 3803 Central Avenue Billings, MT 59102 406-247-3006	0	10
81	Mont State University-Jenna Rakes 1500 University Dr. Billings, MT 59101 406- 657-2168	0	10
82	Mont State University-Marsha Sampson 1500 University Dr. Billings, MT 59101 406- 657-2312	0	10

83	Mont Tech—College of Technology-Lee Barnett College of Technology (South Campus) 25 Basin Creek Road Butte, MT 59701 406-496-4477	0	10
84	Mont Tech-Suzanne Andrews 1300 W. Park Butte, MT 59701 406-496-4280	0	10
85	Mont Veterans Affairs Division-Cheryl Heald 1234 Avenue C Billings, MT 59102 406-248-8579	0	10
86	Mont Veterans Affairs Division-Kelly Nevin Belgrade Office 350 Airport Road Belgrade, MT 59714 406-388-4601	0	10
87	Mont Veterans Affairs Division-Kevin Stone Butte Office 600 Gilman Avenue Butte, MT 59701 406-533-0910	0	10
88	Parents Lets Unite for Kids (PLUK)-Bobbie Thurston 516 North 32 <sup>nd</sup> Street Billings, MT 59101 406255-0540	0	10
89	Rocky Mountain College-Traci Piltz 1151 Poly Drive Billings, MT 59102 406-657-1039	0	10
90	Rural Employment Opportunities-Lois Brandt 1739 Grand Ave. Billings, MT 59102 406-256-1140	0	10
91	Salvation Army – Center For Social SVCS-Beth Kennard 7509 N.E. 47 <sup>th</sup> Ave Vancouver, WA 98661 360-694-9503	0	10
92	Salvation Army Retail Store(Gallatin County)-Frank 425 East Babcock Bozeman, MT 59715 406-586-9051	0	10
93	Salvation Army-Captain Rich Pease Salvation Army Bozeman Corps 32 South Rouse Avenue, PO Box 1307 Bozeman, MT 59771 406-586-5813	0	10
94	Salvation Army-Major Kieth C. Bottjen Ministry Corps Community Center 2100 6 <sup>th</sup> Avenue North, PO Box 1903 Billings, MT 59101 406-245-4659	0	10
95	Salvation Army-Steve or Diane 1500 NE 112 Ave Vancouver, WA 98684 360-892-9050	0	10
96	State Vocational Rehab-Job Placement 605 W Evergreen BLVD Vancouver, WA 98660 360-696-6611	0	10
97	Stillwater Mining Company-John Beaundry 1321 Discovery Drive Billings, MT 59102 406-373-8727	0	10
98	The In-Care Network, Inc.-William Snell Preventive Social Programs for Youth 2906 Second Avenue North, Suit 316 Billings, MT 59101 406259-9616	0	10

99	TVJobs.com-Mark Holloway PO Box 4116 Oceanside, CA 92052 800-384-0119	0	10
100	United Way of Gallatin County (Carol Townsend) 1516 W. Babcock Bozeman, MT 59715 406-587-2194	0	10
101	Univ of Mont-Daphne Felker Missoula, MT 59812 406-243-2022	0	10
102	Univ of Mont-Marsha Sampson Mont Center on Disabilities / College of Ed 1500 University Drive Billings, MT 59101 406-657-2312 x002	0	10
103	US Probation Office-James Patelis 2525 4 <sup>th</sup> Avenue North Suite 100 Billings, MT 59101 406-657-5924	0	10
104	Washington Work Source Job Placement 107 W Jewett BLVD PO Box 2169 White Salmon, WA 98672 509-493-1210	0	10
105	Washington Work Source-Bruce Nimmo 5411 E. Mill Plain BLVD STE 15 Vancouver, WA 98661 360-735-4960	0	10
106	Washington Work Source-Job Placement 3320 E Mill Plain BLVD STE 3-B Vancouver, WA 98661 360-735-5068	0	10
107	Women's Transitional Center-Mike Thatcher 68 W. Broadway Butte, MT 59701 406-782-0417 x114	0	10
108	Workforce Dev of Southwest WA-Bonnie 111 W 39 <sup>th</sup> ST Vancouver, WA 98660 360-696-8409	0	10
109	Yellowstone Baptist College-Will Phillips Div Liberal Art 1515 Shiloh Road Billings, MT 59106 406-656-9950	0	10
110	YWCA – Displaced Homemakers-Carla Toth 909 Wyoming Billings, MT 59101 406-245-6879	0	10
111	YWCA – Independent Living Skills-Noel Hinchliffe 3609 Main St. Vancouver, WA 98663 360-906-9126	0	10
112	YWCA / Displaced Homemakers-Carla Toth 909 Wyoming Billings, MT 5910106-245-6879	0	10

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Station(s) Comprising Station Employment Unit: KSVI-TV

Section 3: Supplemental Recruitment Activities

1) Type of Activity: Education

Date of Participation: March 13, 2007 3P-330P

Location: Montana State University Billings

Brief Description: Jerry Jones addressed David Weiss' Intro to Mass Communication class and addressed job opportunities in television and answered questions about job opportunities.

2) Type of Activity: Job Fair

Date of Participation: March 20, 2007 130P-630P

Location: Holiday Inn, Billings

Participating Employees: Ed Connors, Ron Walden, Bill Burckhard, Pat King, Sandra Zoldowski, Connie Barrick, Scott Smith, Jerry Jones

Host/Sponsor of Activity: Ryan Johnson, Billings Job Service, ABC6/FOX4, Adecco, Big Sky EDA, Billings Clinic, Billings Gazette, Billings Job Service, Center for Veteran' Education and Training Services, Clear Channel Radio, EBMS, Life Launch, Thomae Lumber Sales, Wells Fargo, Westpark Village and Yellowstone County

Brief Description: The Job Fair took place at the Holiday Inn Convention Center in Billings, Montana from 130PA-630P. There were 87 exhibitors at the jamboree and nearly 550 job seekers in attendance. We visited with several attendees and collected a handful of resumes. We had one opening for an Interactive Media Manager and visited with a few possible candidates. Anyone interested in a position in broadcast was encouraged to leave their resumes because many entry level positions come open through the year that require little to no experience.

3) Type of Activity: Station Tour

Date of Participation: March 27, 2007 1215P-130P

Participating Employees: Pat King, Ed Connors, Scott Smith

Brief Description: Ed gave the Ms Volk's class from the Career Center a tour of the production studio and Scott gave them a tour of Master Control. Pat spoke to them about possible careers in broadcast and handed out pamphlets

4) Type of Activity: Laurel Aviation and Technology Week

Location: Laurel High School

Date of Participation: May 8, 2007

Speaker: PJ Thompson

Brief Description: PJ Thompson gave eight 50 minute presentations throughout the day covering the topics listed below. He also talked to them about the technology we use and how it changes rapidly in media. He discussed the many positions available in broadcasting from Sales to On-Air talent.

Aspects of Production:

1. Script Writing
2. Videography
3. Graphics
4. Editing in Post Production
5. Live shots

5) Type of Activity: Training-Generation Y

Date of Participation: October 10, 2007 10A-1030A

Speaker: Jerry Jones

Attendance: Pat King, Sandra Zoldowski, Betty Kercher, Ed Connors, Ron Walden, Bill Burckhard, Scott Smith, Connie Barrick, Steve Schreffler, Tracy Schott

Brief Description: Jerry spoke to his managers about the characteristics of Generation Y and discussed the best ways to motivate, to manage and attract this employment group. He also discussed the differences between the baby boomers and them.

6) Type of Activity: Training-Generation Y Pt II

Date of Participation: October 17, 2007 10A-1030A

Speaker: Jerry Jones

Attendance: Pat King, Sandra Zoldowski, Betty Kercher, Ed Connors, Ron Walden, Bill Burckhard, Scott Smith, Connie Barrick, Steve Schreffler, Tracy Schott

Brief Description: Jerry spoke to his managers about the characteristics of Generation Y and discussed the best ways to motivate, to manage and attract this employment group. He also discussed the differences between the baby boomers and them.

7) Type of Activity: Training-Unions Pt I

Date of Participation: October 24, 2007 10A-1030A

Speaker: Jerry Jones

Attendance: Pat King, Sandra Zoldowski, Betty Kercher, Connie Barrick, Ed Connors, Ron Walden, Bill Burckhard, Scott Smith, Steve Schreffler, Tracy Schott

Brief Description: Jerry spoke to his managers about the reasons employees want to join unions, what unions promise employees and what managers can and cannot say to employees regarding unions.

8) Type of Activity: Training-Unions Pt II

Date of Participation: November 7, 2007 10A-1030A

Speaker: Jerry Jones

Attendance: Pat King, Sandra Zoldowski, Betty Kercher, Connie Barrick, Ed Connors, Ron Walden, Bill Burckhard, Scott Smith, Steve Schreffler, Tracy Schott

Brief Description: Jerry quizzed his managers on the union training session from the week before.

9) Type of Activity: Scholarship Fund

Date of Participation: 2007

Brief Description: KSVI participates in Montana Broadcasters scholarship fund. We agreed to be a receiving station for applications and to be available for judging these applications, if needed and made a monetary donation to the scholarship fund.

10) Type of Activity: Scholarship Fund

Date of Participation: 2007

Brief Description: Participate in the Billings Broadcasters Association scholarship fund. We agree to screen applicants as needed, be available for judging and donate membership dues which supports this scholarship fund.