

KSVI
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

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
Integrated Digital Specialist	1, 3-13	3
Integrated Digital Specialist	1-10, 12-13	2

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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	Billings Chamber of Commerce 815 S 27th St Billings, Montana 59101 Phone : 406-869-3726 Email : john@billingschamber.com John Brewer	N	0
2	Employee Referral	N	1
3	KSVI/KHMT Job Find 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	2
4	KSVI/KHMT Posting 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	0
5	Montana Broadcasters Association 3914 Rainbow Bend Drive Bonner, Montana 59823 Phone : 406-244-4622 Dewey Bruce Manual Posting	N	0
6	Montana State University-Career Serv 125 Strand Union Bldg Bozeman, Montana 59717 Phone : 406-994-4353 Email : careers@montana.edu Chantelle Mahan	N	0
7	Montana State University-Career Serv 1500 University Dr Billings, Montana 59101 Phone : 406-657-2168 Email : kirsten.barnhart@msubillings.edu Kirsten Barnhart	N	0

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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
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
9	Northwest College 231 W 6th St Powell, Wyoming 82435 Phone : 307-754-7820 Email : dean.bruce@nwc.edu Dean Bruce	N	0
10	Rocky Mountain College 1511 Poly Dr Billings, Montana 59102 Phone : 406-657-1039 Email : lisa.wallace@rocky.edu Lisa Wallace	N	0
11	University of Montana School of Journalism 32 Campus Dr Missoula, Montana 59812 Phone : 406-243-4081 Email : wanda.lacroix@umontana.edu Wanda LaCroix	N	0
12	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
13	YourBigSky.com 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Dan Biehl Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	2/13/2019	Participation in Job Fairs	The MSU-Billings Career Fair was attended by the HR Manager and the Program/Promotions Assistant. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	2	HR Manager Promotions Assistant
2	2/21/2019	Participation in Job Fairs	The Station participated in the City College Career Fair. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	2	HR Manager Program/Promotion Assistant
3	3/20/2019	Participation in Job Fairs	The Station participated in the Jobs Jamboree. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station. This event was attended by HR Manager, Production Manager, Program/Promotions Assistant and the IT/Engineer Assistant.	4	HR Manager Promotions Assistant Production Manager IT/Engineer Assistant
4	4/25/2019	Participation in events or programs sponsored by educational institutions	HR Manager and Promotions Assistant staffed an information booth (Employers on Campus) for students at MSU Billings City College to share information about employment opportunities in the broadcast industry.	2	HR Manager Program/Promotion Assistant
5	7/1/2019	Participation in events or programs sponsored by educational institutions	The station is a Platinum Partner with the MSU Billings Career Services office. We participate in job fairs, staff information booths and assist with resume and interview workshops throughout the year.	1	HR Manager
6	11/14/2019	Participation in events or programs sponsored by educational institutions	HR Manager and the Programming/Promotions Assistant staffed an information booth (Employers on Campus) for students at MSU Billings City College to share information about employment opportunities in the broadcast industry.	2	HR Manager Program/Promotion Assistant