

KSVI
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
Production Manager	1-6, 8-13, 15-18	11
VP/General Manager	1-18	11
Broadcast Digital Media Specialist	1-6, 9-13, 15-18	11
Sales Manager	1-6, 9-13, 15-18	11

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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 : 406-869-3738 Rene Beyl Manual Posting	N	0
2	Bureau of Indian Affairs 2021 4th Ave N Billings, Montana 59101 Phone : 406-247-7943 Email : Shannon.winchell@bia.gov Shannon Winchell	N	0
3	Job Connection 2070 Overland Avenue Billings, Montana 59102 Phone : 406-245-6323 Email : jcoles@jobconnection.org Jduy Coles	N	0
4	Job Service 2121 Rosebud Billings, Montana 59102 Phone : 406-655-6081 Trisha Glen Manual Posting	N	0
5	KSVI/KHMT Job Find 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	0
6	KSVI/KHMT Posting 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	0
7	Linked In 1000 West Maude Avenue Sunnyvale, California 94085 Job Opening Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Montana Broadcasters Association 3914 Rainbow Bend Drive Bonner, Montana 59823 Phone : 406-244-4622 Dewey Bruce Manual Posting	N	0
9	Montana State Univ-Billings 1500 University Dr Billings, Montana 59101 Phone : 406-657-2168 Sarah Williams Manual Posting	N	0
10	Montana State Univ-Bozeman 125 Strand Union Bldg Bozeman, Montana 59717 Phone : 406-994-4353 Lisa Yarnell Manual Posting	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
12	Northwest College 231 W 6th St Powell, Wyoming 82435 Phone : 307-754-6124 Email : kelly.mcardle@nwc.edu Kelly Mcardle	N	0
13	Rocky Mountain College 1511 Poly Dr Billings, Montana 59102 Phone : 406-657-1039 Lisa Wallace Manual Posting	N	0
14	TV Newscheck 238 Crosshill Road Wynnewood, Pennsylvania 19096 Job Opening Manual Posting	N	0

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15	University of MT-Missoula 154 Lommasson Center Missoula, Montana 59812 Phone : 406-243-2022 Emily Johnson Manual Posting	N	0
16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
17	YourBigSky.com 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Neil Wagner Manual Posting	N	0
18	YWCA 909 Wyoming Billings, Montana 59101 Phone : 406-252-6303 Email : services@ywcabillings.org Debbie Thomas	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Billings Chamber of Commerce and Bureau of Indian Affairs, general job bank organizations that include the participation of women and minorities.	1	HR Manager
2	2/24/2021	Participation in Job Fairs	The Station participated in the MSU Billings Virtual Career Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the Station and in the broadcasting industry.	1	Program/Promotion Assistant
3	2/25/2021	Participation in Job Fairs	The Station participated in the MSU Billings Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Program/Promotion Assistant
4	4/21/2021	Participation in Job Fairs	The Station participated in the Billings Jobs Service Jobs Jamboree. Station personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry.	4	HR Manager Program/Promotion Assistant Production Manager Sales Manager
5	7/1/2021	Participation in events or programs sponsored by educational institutions	The Station participates with the MSU Billings Career Services office in job fairs, staff information booths and assists with resume and interview workshops throughout the year.	1	HR Manager
6	9/22/2021	Participation in events or programs sponsored by educational institutions	The Station participated in assisting students through a virtual networking event with students interested in pursuing a career in broadcasting.	1	HR Manager
7	11/10/2021	Provision of training to management	The Station attended a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussion regarding proper dissemination of job vacancy information, document retention and hiring procedures.	3	HR Manager VP/GM Sales Manager
8	11/18/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at MSU Billings. He spoke about career decisions and job requirements.	1	VP/GM