

KSVI
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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" ("MRS�") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|------------------------------------|--|-----------------------|
| Account Specialist | 1-20, 22-23 | 7 |
| Broadcast Digital Media Specialist | 1-20, 22-23 | 11 |
| Broadcast Digital Media Specialist | 1-20, 22-23 | 11 |
| Marketing Assistant | 1-23 | 11 |
| News Anchor/Lifestyle Host | 1-23 | 11 |
| Digital Content Writer | 1-20, 22-23 | 11 |
| Sales Manager | 1-23 | 11 |
| Broadcast Digital Media Strategist | 1-23 | 7 |

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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 | Brigham Young University 5255 Center Street Rexburg, Idaho 83460 Phone : 208-496-1411 Job Postings Manual Posting | N | 0 |
| 3 | Bureau of Indian Affairs 2021 4th Ave N Billings, Montana 59101 Phone : 406-247-7943 Email : Shannon.winchell@bia.gov Shannon Winchell | N | 0 |
| 4 | Job Connection 2070 Overland Avenue Billings, Montana 59102 Phone : 406-245-6323 Email : jcoles@jobconnection.org Jduy Coles | N | 0 |
| 5 | Job Service 2121 Rosebud Billings, Montana 59102 Phone : 406-655-6081 Trisha Glen Manual Posting | N | 0 |
| 6 | KSVI/KHMT Job Find 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting | N | 0 |
| 7 | KSVI/KHMT Posting 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting | N | 2 |

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|------------------|---|--|---|
| 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 | 17 |
| 12 | North Dakota State University 1340 Administration Avenue Fargo, North Dakota 58108 Human Resources Manual Posting | N | 0 |
| 13 | Northwest College 231 W 6th St Powell, Wyoming 82435 Phone : 307-754-6124 Email : kelly.mcardle@nwc.edu Kelly Mcardle | N | 0 |
| 14 | Rocky Mountain College 1511 Poly Dr Billings, Montana 59102 Phone : 406-657-1039 Lisa Wallace Manual Posting | N | 0 |

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|----------------------|---|--|---|
| 15 | South Dakota State University 414 E Clark Street Virmillion, South Dakota 57069 Phone : 877-269-6837 Job Postings Manual Posting | N | 0 |
| 16 | University of Colorado-Boulder 3100 Marine Street Boulder, Colorado 80309 Phone : 303-492-1411 Job Postings Manual Posting | N | 0 |
| 17 | University of Colorado-Colo Springs 1420 Austin Bluffs Parkway Colorado Springs, Colorado 80918 Phone : 719-255-8227 Job Postings Manual Posting | N | 0 |
| 18 | University of Colorado-Denver 1201 Larimer Street Denver, Colorado 80204 Phone : 303-315-5969 Job Postings Manual Posting | N | 0 |
| 19 | University of MT-Missoula 154 Lommasson Center Missoula, Montana 59812 Phone : 406-243-2022 Emily Johnson Manual Posting | N | 0 |
| 20 | University of North Dakota 3501 University Ave Grand Rapids, North Dakota 58202 Phone : 701-777-3000 Recruiter University of North Dakota Manual Posting | N | 0 |

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|--|---|--|---|
| 21 | 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 |
| 22 | YourBigSky.com 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Neil Wagner Manual Posting | N | 0 |
| 23 | YWCA 909 Wyoming Billings, Montana 59101 Phone : 406-252-6303 Email : services@ywcabillings.org Debbie Thomas | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 19 |

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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, the Bureau of Indian Affairs, The Montana Broadcasters Association and general job bank organizations that include the participation of women and minorities. | 1 | HR Manager |
| 2 | 2/24/2022 | 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 | VP/GM |
| 3 | 3/16/2022 | 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 Digital Media Manager Sales Manager VP/GM |
| 4 | 4/14/2022 | Participation in events or programs sponsored by educational institutions | Station personnel performed mock interviews with students from Rocky Mountain College. They also discussed careers, job requirements and opportunities in the broadcasting industry. | 2 | VP/GM Sales Manager |
| 5 | Ongoing Event | Participation in events or programs sponsored by educational institutions | The Station participates as a Platinum Partner 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 | 10/5/2022 | Participation in Job Fairs | The Station participated in the MSU Fall Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 2 | HR Manager Digital Media Manager |
| 7 | 11/3/2022 | 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. | 4 | HR Manager VP/GM Sales Manager Production Manager |